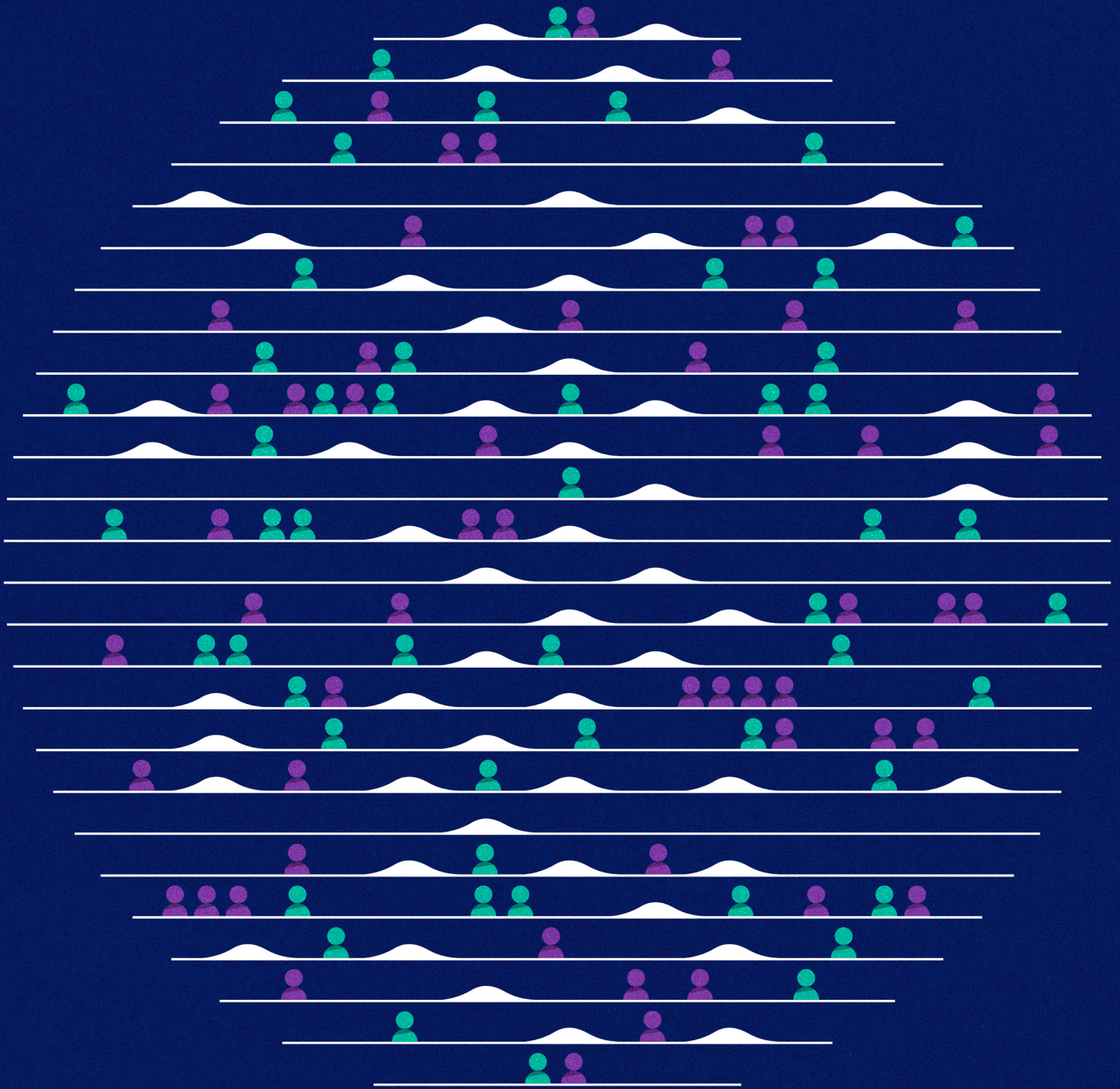


# Global Gender Gap Report 2022



INSIGHT REPORT  
JULY 2022





## Terms of use and disclaimer

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

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

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

### World Economic Forum

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

Copyright © 2022  
by the World Economic Forum

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

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

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

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

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

# Contents

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

# Preface



**Saadia Zahidi**  
Managing Director

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

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

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

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

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

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

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



# Key Findings

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

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

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

## Global results and time to parity

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

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

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

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

## Regional results and time to parity

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

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

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

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

## Gender gaps in the workforce: an emerging crisis

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

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

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



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

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

unequal access and control over wealth-building resources – such as banking, investment, inheritance and property – can contribute to the wealth divide. According to an analysis carried out in collaboration with WTW looking at wealth equity for 39 countries, women are at a disadvantage with regards to wealth accumulation over the span of their working life. The most salient factors contributing to this gender-based wealth inequity are gender pay gaps, unequal career progression trajectories, gender gaps in financial literacy, and life events. For frontline operational roles, the overall gender wealth gap amounts to 11%; for professional and technical type roles, the gender wealth gap nearly triples to 31%; and for senior expert and leadership roles it expands further to 38%.

- Gender gaps in lifelong learning and skills prioritization:** Women continue to be overrepresented in Education and Health and Welfare degree subjects compared to men, and underrepresented in STEM fields. The gender gap is most prevalent in two fields. Taking into account graduates from all fields, the percentage of women graduates in Information and Communication Technologies (ICT) is 1.7%, compared to 8.2% of men graduates. In Engineering and Manufacturing the same figures are 24.6% for men and 6.6% for women. While gender segmentation in degree choices continue in traditional education, high-frequency data from Coursera in this year’s report finds that more women than ever are skilling, re-skilling and upskilling online. Furthermore, gender gaps are substantially smaller in online enrolment than in traditional education. In ICT, for example, gender parity increased in online training between 2019 and 2021. However, enrolment behaviour shows that men and women’s skilling preferences continue to respond to traditional patterns, creating skilling gender gaps for both men and women.
- Gender gaps in stress levels:** Based on data by Hologic, the report finds that between 2021 and 2022, reported stress was 4% higher in women than in men. This adds to a growing global health burden of mental and emotional disorders, which is disproportionately affecting women’s health and well-being.

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

1

# Benchmarking gender gaps 2022

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

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

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

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

FIGURE 1.1

## The Global Gender Gap Index Framework



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

## 1.1 Country coverage

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

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

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

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



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

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

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

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

TABLE 1.1

## The Global Gender Gap Index 2022 rankings

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

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

## Notes

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

\* New to index in 2022



## 1.3 Performance by subindex

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

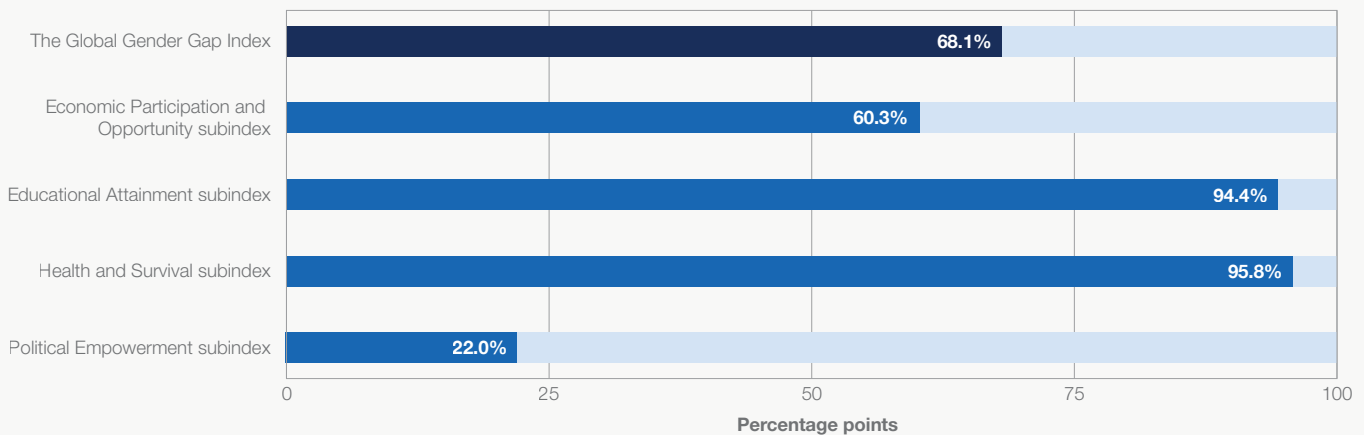
Summarized in Figure 1.2, this year's results show that across the 146 countries covered by the 2022 index, the Health and Survival gender gap has closed by 95.8%, Educational Attainment by 94.4%,

Economic Participation and Opportunity by 60.3% and Political Empowerment by 22%.

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

FIGURE 1.2 The state of gender gaps, by subindex

Percentage of the gender gap closed to date, 2022



### Source

World Economic Forum, Global Gender Gap Index, 2022.

### Note

Population-weighted averages based on the sample of 146 economies included in the index in 2022.

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

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

The **Economic Participation and Opportunity** subindex has the second-widest dispersion.

The subindex shows increased deviation from last year between economies, with the lowest standing

at 18% (Afghanistan) and the highest at 88% (Lao PDR), suggesting that global economic parity is highly unequal between economies. Higher-income economies score at 0.69 on average, while upper-middle-income economies score 0.68 and low-income economies register 0.66. The lowest-performing economies are lower-middle income, at 0.63.

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

When it comes to wage equality for similar work, only five countries achieved scores higher than 0.800

on this indicator: Albania (0.845), Burundi (0.840), Algeria (0.812), Iceland (0.812) and Singapore (0.805). Furthermore, no region attained higher levels of wage parity than North America (0.760).

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

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

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

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

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

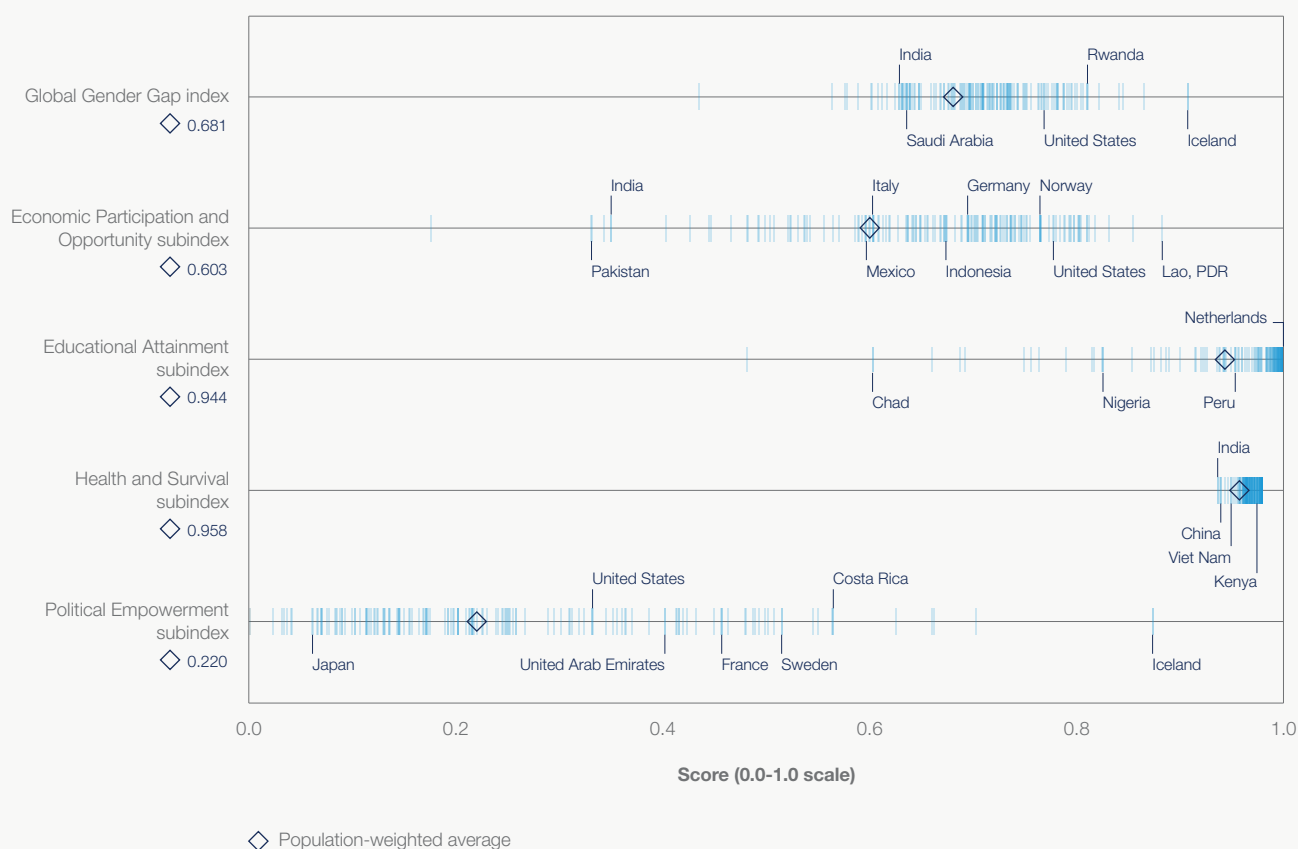
Finally, the **Political Empowerment** subindex shows no overall progress against last year, with virtually no change in the three indicators that constitute it. This subindex also manifests the largest remaining gender gap of all subindexes with a global average score of 0.22, as well as the widest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

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



FIGURE 1.3

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



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

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

## 1.4 Progress over time

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

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

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

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

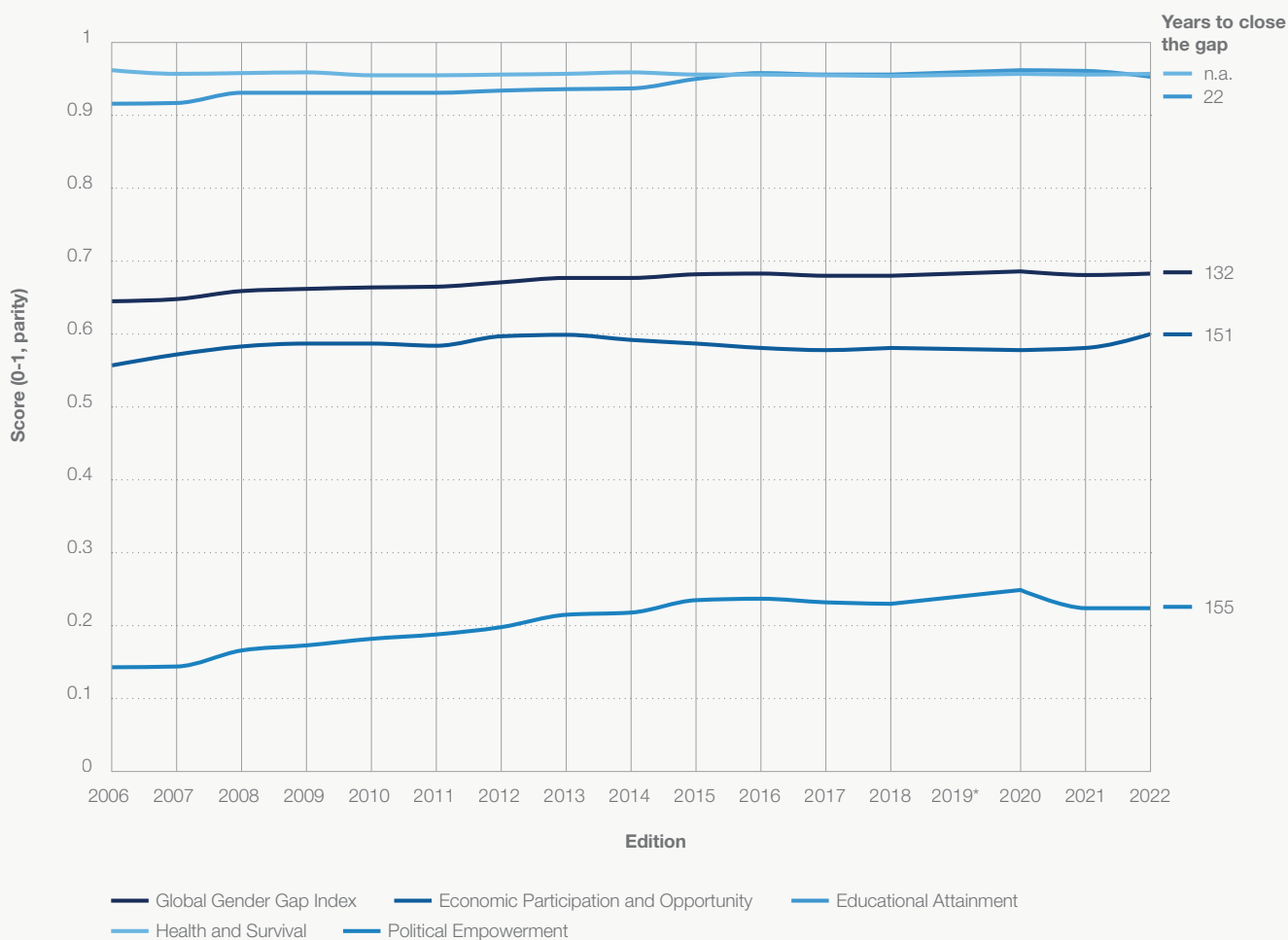
The second-longest challenge to global gender parity is **Economic Participation and Opportunity**. Based on the constant sample of 102 countries included in each edition since 2006, the gap that remains to be closed on this subindex is 40%. Compared to 2006, the gap has been reduced by 4.3 percentage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

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

FIGURE 1.4

Evolution of the Global Gender Gap Index and subindexes over time

Evolution in scores, 2006-2022



Source

World Economic Forum, Global Gender Gap Index, 2022

Note

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

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

In 2022, **Health and Survival** is still 4.3 percentage points below parity, and the time to close the gap will remain undefined unless efforts are increased or accelerated. The Health and Survival subindex has varied only slightly over time, reaching its lowest point in 2018 and recovering marginally since then, however still falling short of its 2006 level.

While countries continue to register high overall scores compared to other subindexes, the gender gap has not been closed.

TABLE 1.2

## The Global Gender Gap Index 2022, results by subindex

## Economic Participation and Opportunity

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

## Educational Attainment

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

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

\* New countries in 2022



TABLE 1.2

The Global Gender Gap Index 2022, results by subindex

Health and Survival

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

Political Empowerment

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

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

\* New countries in 2022

## Performance by region

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

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

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

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

indicate the highest levels of gender disparity.

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

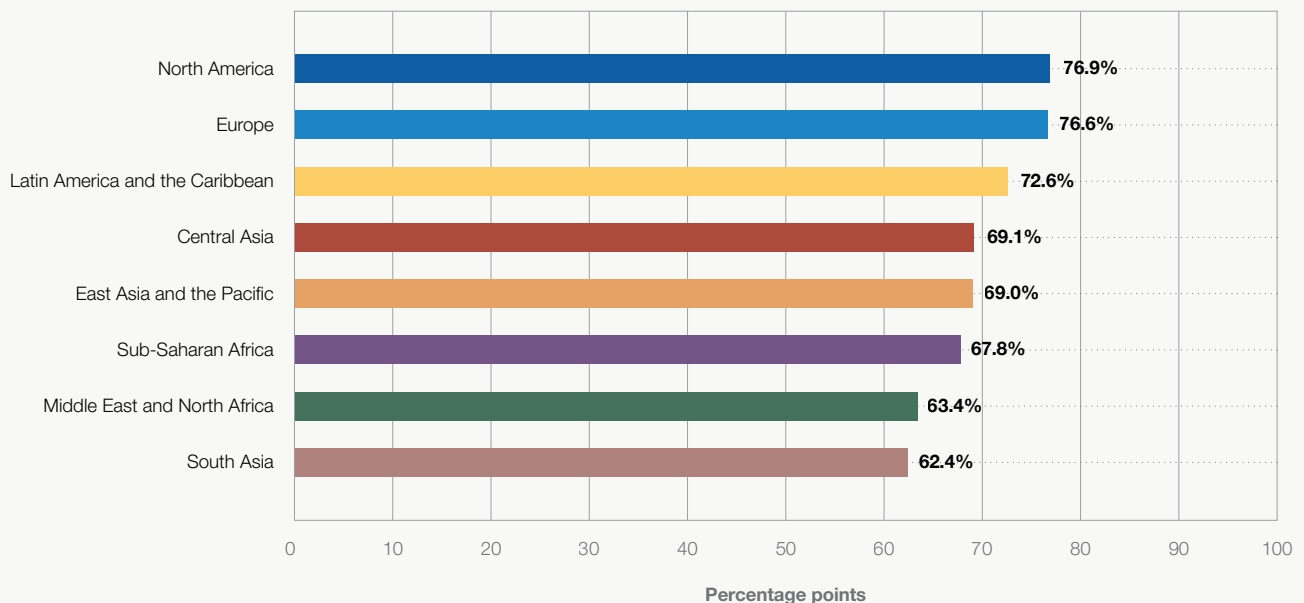
### Central Asia

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

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

FIGURE 1.5

### Gender gap closed to date, by region



Source

World Economic Forum, Global Gender Gap Index, 2022.

Note

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

FIGURE 1.6

Regional performance 2022, by subindex

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

imparity (0%) parity (100%)

Source

World Economic Forum, Global Gender Gap Index, 2022.

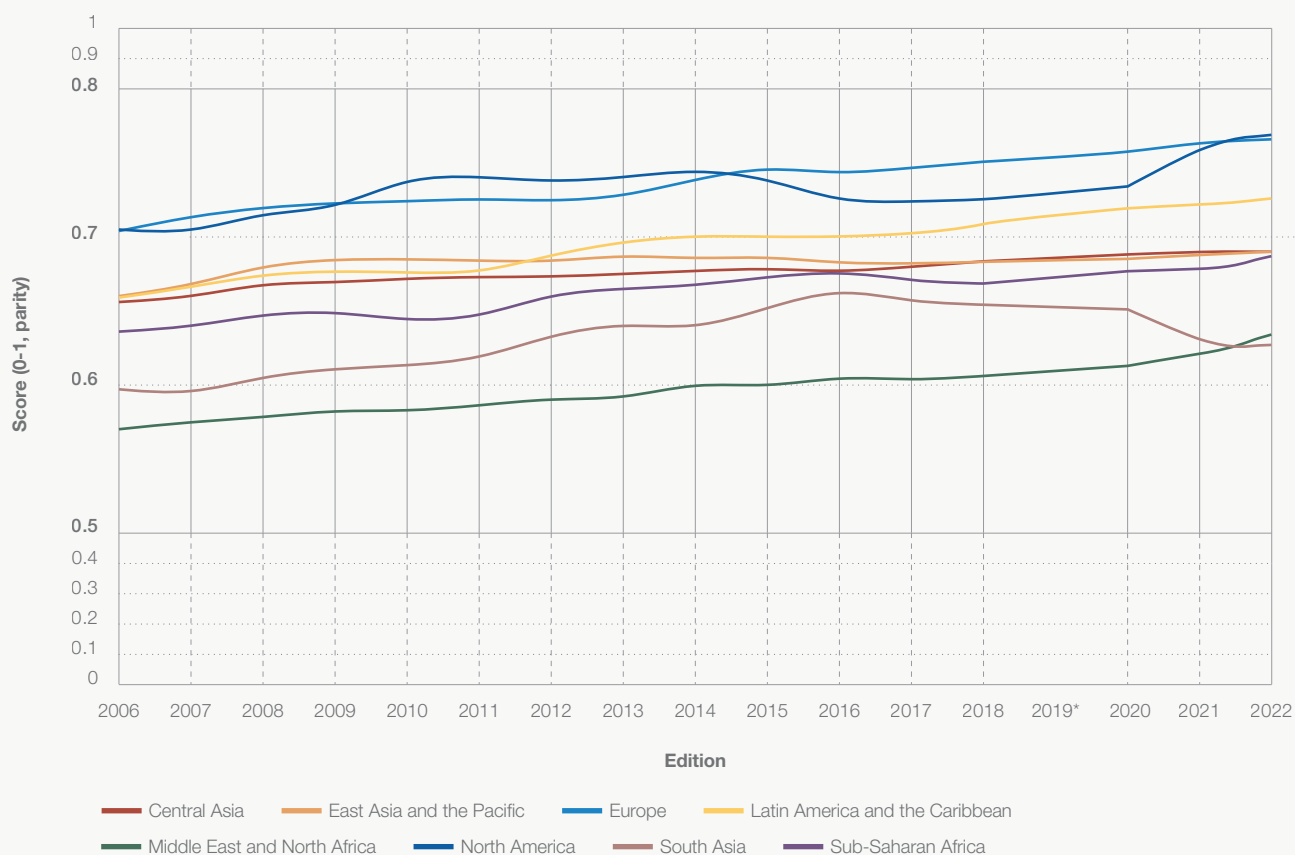
Note

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

FIGURE 1.7

Regional gender gaps

Evolution in scores, 2006–2022



Source

World Economic Forum, Global Gender Gap Index, 2022.

Note

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



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

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

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

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

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

## East Asia and The Pacific

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

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

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

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

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

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

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

## Europe

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

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

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

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

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

## Latin America and the Caribbean

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

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

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

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

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

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

## Middle East and North Africa

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

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

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



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

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

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

## North America

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

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

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

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

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

## South Asia

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

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

as well, while Iran has regressed. Estimated earned oncome only improved significantly in the Maldives, while labour-force participation has largely stalled across most countries, regressing significantly in Iran, Bhutan and Afghanistan.

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

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

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

## Sub-Saharan Africa

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

Based on scores of 102 countries constantly covered since 2006, Sub-Saharan Africa registers its

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

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

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

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

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

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

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

TABLE 1.3

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

### Central Asia

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

### East Asia and the Pacific

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

### Middle East and North Africa

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

### Europe

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

### South Asia

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

## Latin America and the Caribbean

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

## North America

| Country       | Rank     |        | Score |
|---------------|----------|--------|-------|
|               | Regional | Global |       |
| Canada        | 1        | 25     | 0.772 |
| United States | 2        | 27     | 0.769 |

## Sub-Saharan Africa

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

## 1.6

## In-Focus country performances

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

### Top 10

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

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

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



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

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

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

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

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

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

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

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

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

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

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

## Top 15 most populous countries

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**United States (27th)** climbs 3 positions in the ranking compared to last year. Its gender gap score improves slightly, resulting in 167 million women facing a remaining gender gap of 23.1%. The two subindexes detailing higher levels of parity in 2022 are Political Empowerment and Economic Participation and Opportunity, while Educational Attainment and Health and Survival remain virtually unchanged. Similarly, the share of women legislators, senior officials and managers fell



from last year. The share of women as professional and technical workers remains at parity and the perception of wage equality increased compared to last year. In addition, estimated earned income for women increased in 2022, but declined for men, improving parity. After the legislative election of 2020, women also increased their share of seats in parliament as well as the years parliament has been headed by a woman.

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

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

## Endnotes

1. The regional grouping has been revised in this edition of the report to align with regional groupings in other flagship reports published by the World Economic Forum and other International Organizations.
2. With the exception of Russian Federation, which is not featured in the 2022 edition.
3. National Bureau of Statistics of China. *Communiqué of the Seventh National Population Census (No. 4)* [Press release], accessed 23 May 2022, [http://www.stats.gov.cn/english/PressRelease/202105/t20210510\\_1817189.html](http://www.stats.gov.cn/english/PressRelease/202105/t20210510_1817189.html).

2

# Gender gaps in the workforce: an emerging crisis

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

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

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

## 2.1 Gender gaps in the labour-force recovery

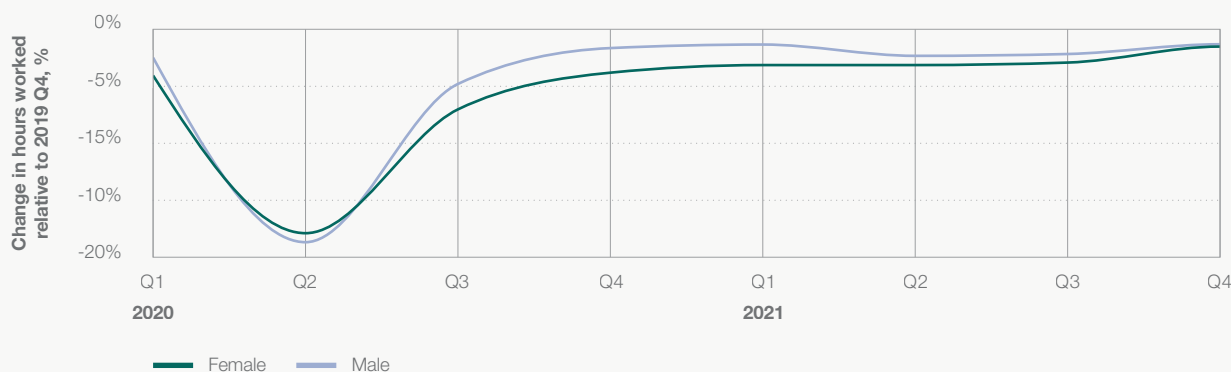
Employment losses due to the COVID-19 pandemic have been significantly worse for women than for men, unlike other recessions in recent history which have tended to affect male workers relatively more than female workers.<sup>1</sup>

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

FIGURE 2.1

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

Change relative to Q4 2019

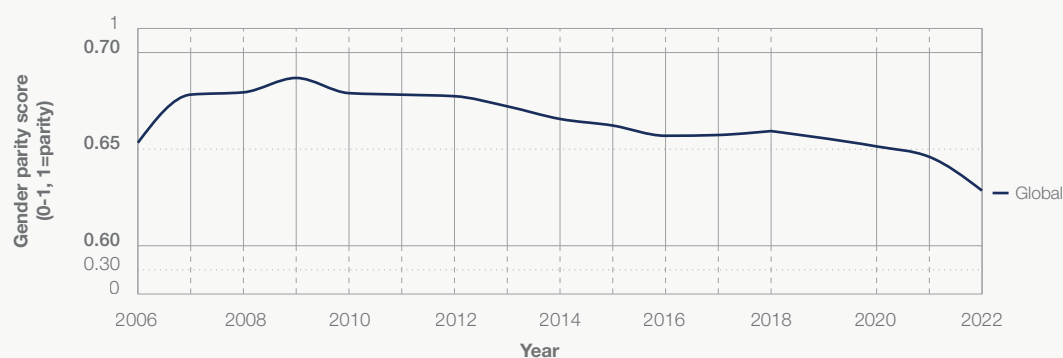


Source  
ILO, *Monitor on the World of Work*, Ninth Edition.

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

FIGURE 2.2

Labour-force participation gender gap, 2006-2022



Source

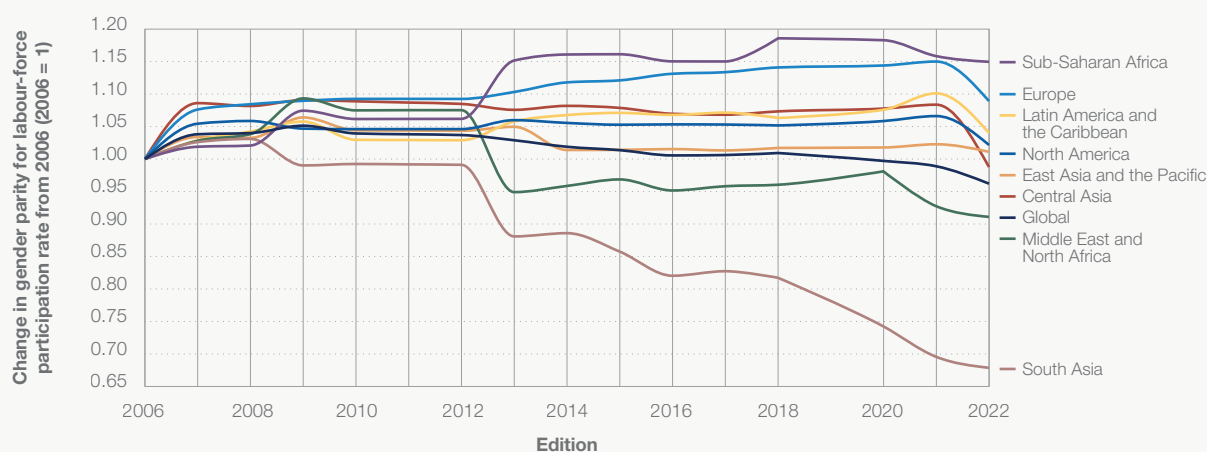
Global Gender Gap Index data, based on International Labour Organization data.

Note

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

FIGURE 2.3

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



Source

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

Note

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

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

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

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

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

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



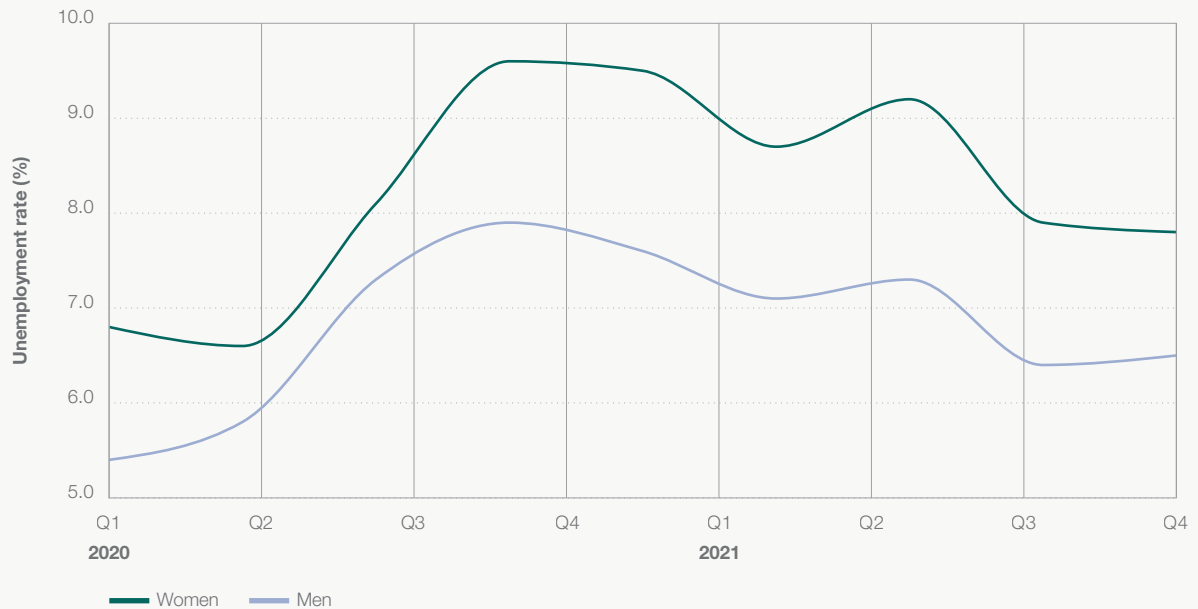
Among those workers who continued in the labour force during the pandemic, unemployment rates increased. According to ILO data, at the global level, unemployment rates spiked from 5.4% in quarter 4 of 2019 to 7.9% in quarter 3 of 2020 for men, and 6.8% in 2019 to 9.6% in 2020 in the same quarter for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

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

FIGURE 2.4

### Unemployment rate, by gender

2020-2021



Source

International Labour Organization.

Note

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

## 2.2

### Gender gaps in care work

The disproportionately negative labour market developments for women can be explained partly through sectoral composition of the shock and also by the care burden that fell disproportionately on women as childcare facilities and schools were closed during the pandemic. Lockdowns more strongly affected service-sector jobs – such as in retail, hospitality and food service – that are predominantly held by women.<sup>2</sup> High-income countries that had increased vaccine availability, among other pandemic recovery strategies, were able to reopen the service sector more quickly and have experienced a relatively speedier recovery of working hours for women since the first quarter of 2021.<sup>3</sup>

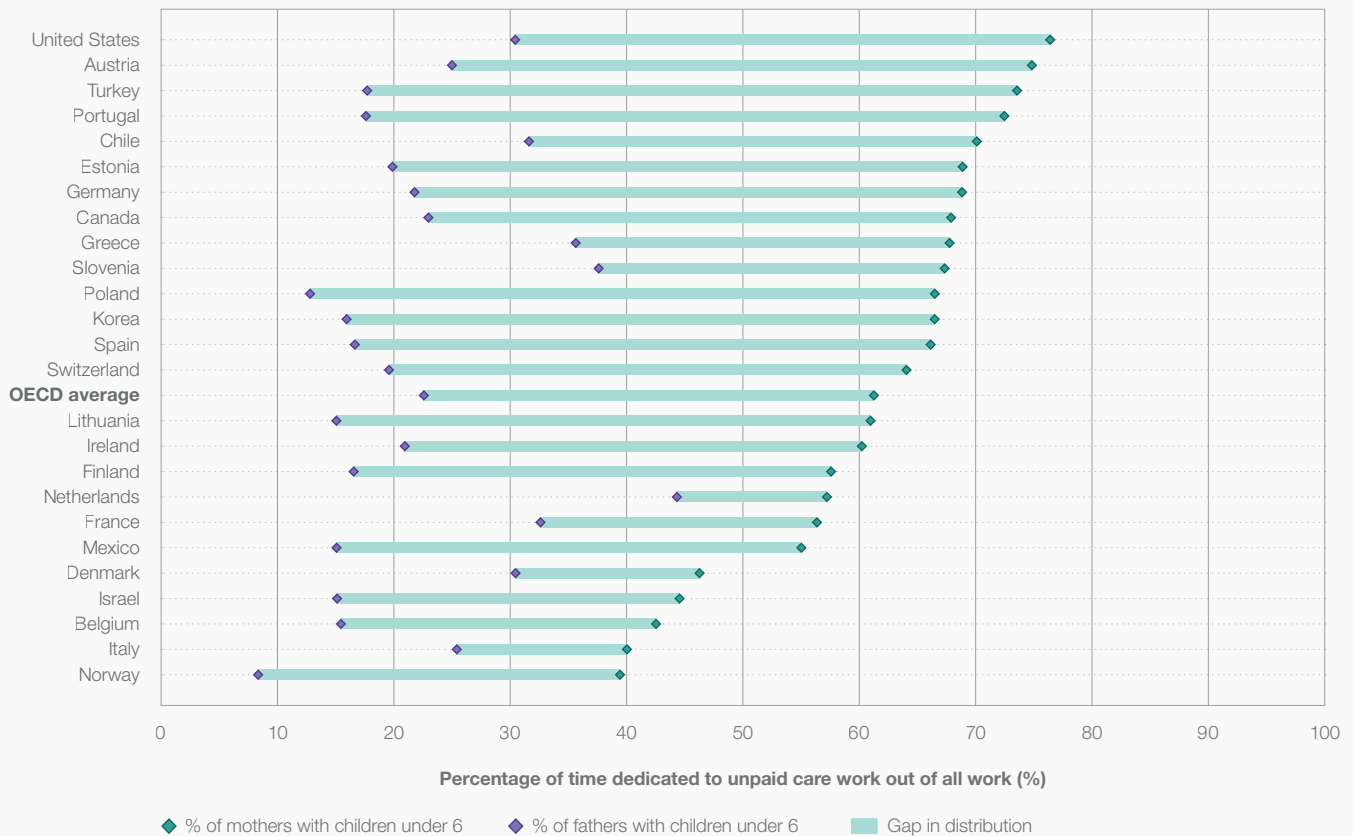
The other determining factor has been the distribution of care work during the pandemic. Time-use surveys carried out in the United Kingdom, United States and Germany show that women disproportionately carried the burden of home-schooling and additional childcare.<sup>4</sup> A US study suggests that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

versus only 2.8% of fathers were not working due to virus-related childcare issues.<sup>5</sup> Since then, research suggests there are multiple trends emerging in mothers' vs fathers' labour market outcomes as a consequence of the pandemic. As a result, the last two years have seen a relatively greater reduction for mothers in working hours, an increase in unemployment, as well as relatively greater drops in labour-force participation. According to the ILO, more than 2 million mothers globally left the labour force over the course of 2020.<sup>6</sup> While both fathers and mothers saw reductions in labour-force participation during the peak of the pandemic, in the United States fathers had effectively made up the ground lost during the pandemic by November 2020, while US mothers' labour-force participation rate was 2.8 percentage points below where it was in November 2019.<sup>7</sup> This represented a minimal 0.1 percentage point recovery for mothers in the United States, compared to the initial 2.9 percentage point drop recorded in April 2020.

FIGURE 2.5

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

2020



Source  
OECD, Risks That Matter Survey 2020.

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

The difference in unpaid care work distribution between men and women had been significant well before the pandemic. Based on an analysis of 33 countries representing 54% of the global working-age population, we find that men’s share of time spent in unpaid work as a proportion of time spent in total work is 19%. This is one-third the share of time women spent in unpaid work (as a proportion of total

work), which is 55%.<sup>8</sup> Recent data collected during the pandemic shows that the reported increases in care work caused by school and care infrastructure closures created pronounced disparities. Women with children under six years of age, for example, absorbed a disproportionate amount of unpaid care work compared to men, as represented in Figure 2.5.

## 2.3 Gender gaps in founding businesses

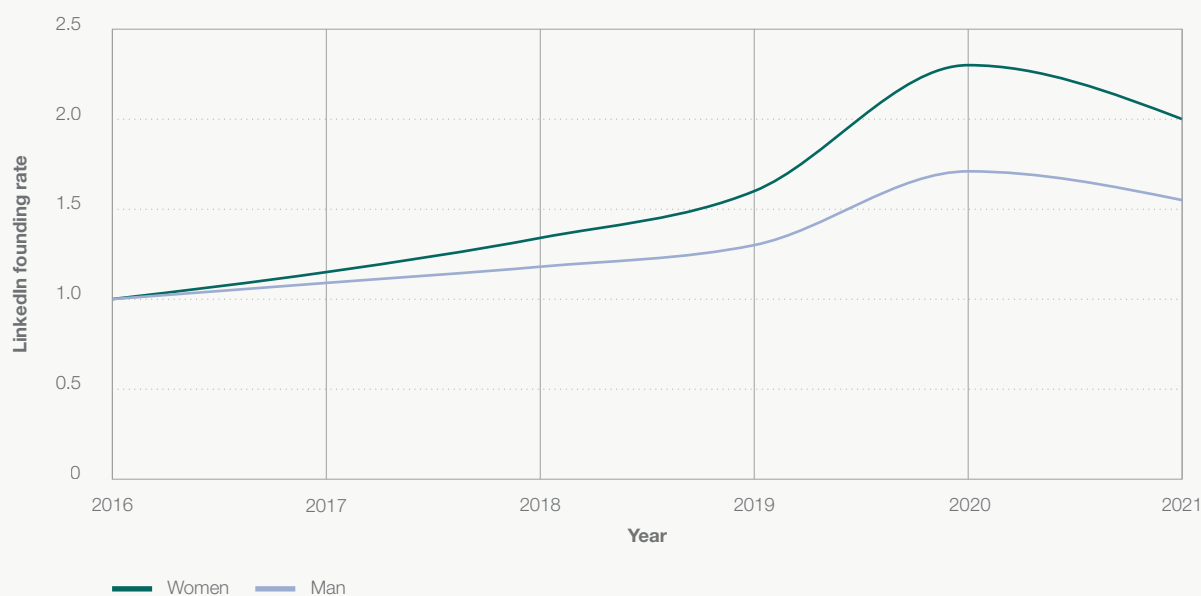
High-frequency LinkedIn data for 22 countries shows that in recent years women have been establishing businesses at a slightly higher average rate than men. The share of women founders has doubled in the past five years, while the share of men founders has increased by 55%. As illustrated by Figure 2.6,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

was driven by necessity. During the pandemic, the number of unicorn companies owned by women increased nearly five-fold, from 18 in 2020 to 83 in 2021. This represents 14% of the 595 companies that joined the Crunchbase Unicorn Board in 2021.<sup>10</sup> However, this upwards shift manifests in a context where the dollar investment in women-owned businesses still represents a minor share of the amount directed towards men-founded businesses. In 2019, the percentage of total investment in all-female businesses was 3%, having dropped 4% from 2018. In 2020, that number decreased further to 2% and remained at 2% in 2021. In contrast, the volume of deals involving all-female businesses

FIGURE 2.6

### Business founding rate, by gender

2016-2021



Source  
LinkedIn Economic Graph.

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

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

## 2.4

### Gender gaps in leadership, by industry

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

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

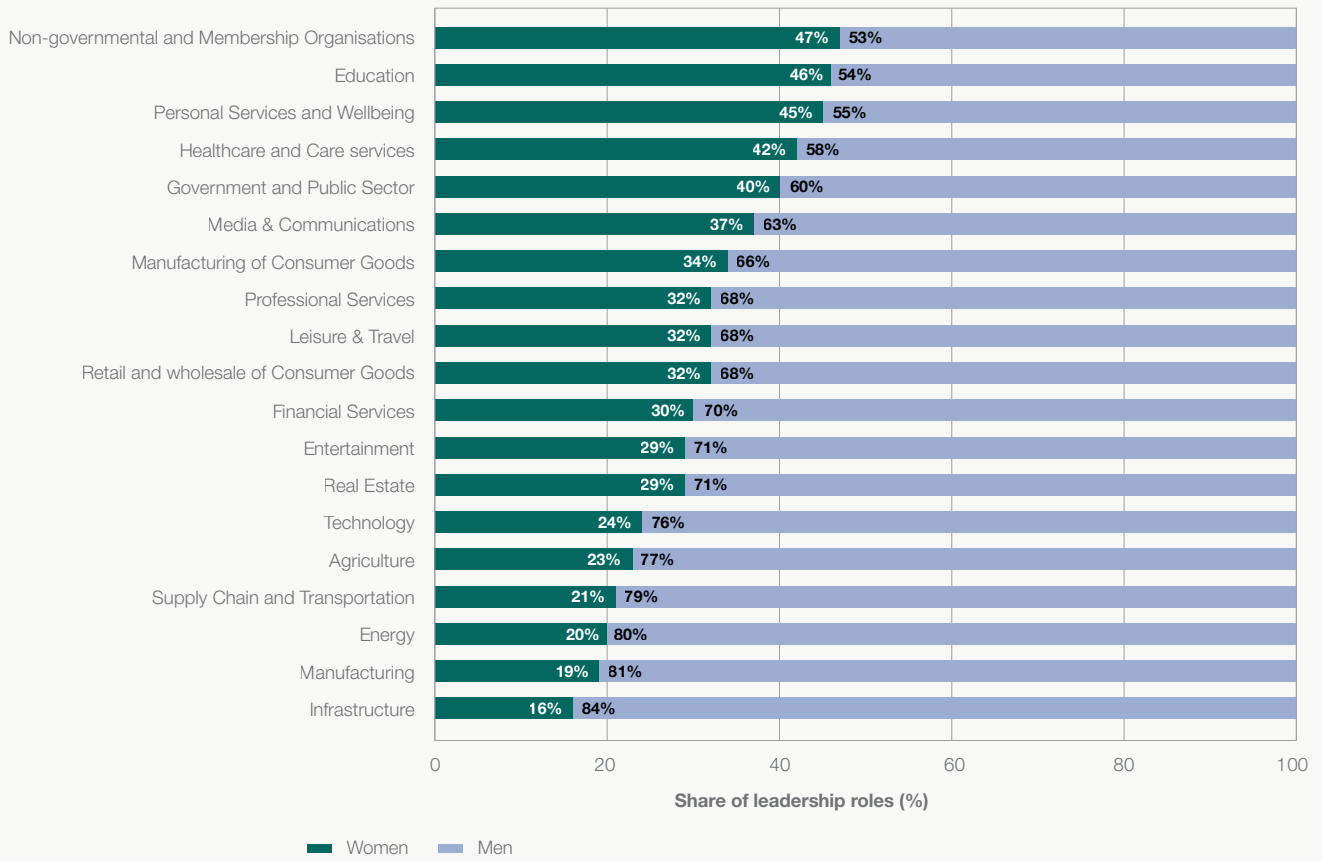
However, the share of women in leadership has been increasing over time. As presented in Figure 2.8, women have been hired into leadership roles in increasing numbers since 2016. While the share of women hired into leadership was 33.3% in 2016 in this set of countries, it increased to 36.9% in 2022.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

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

FIGURE 2.7

Women in leadership roles, by industry (%)

2022



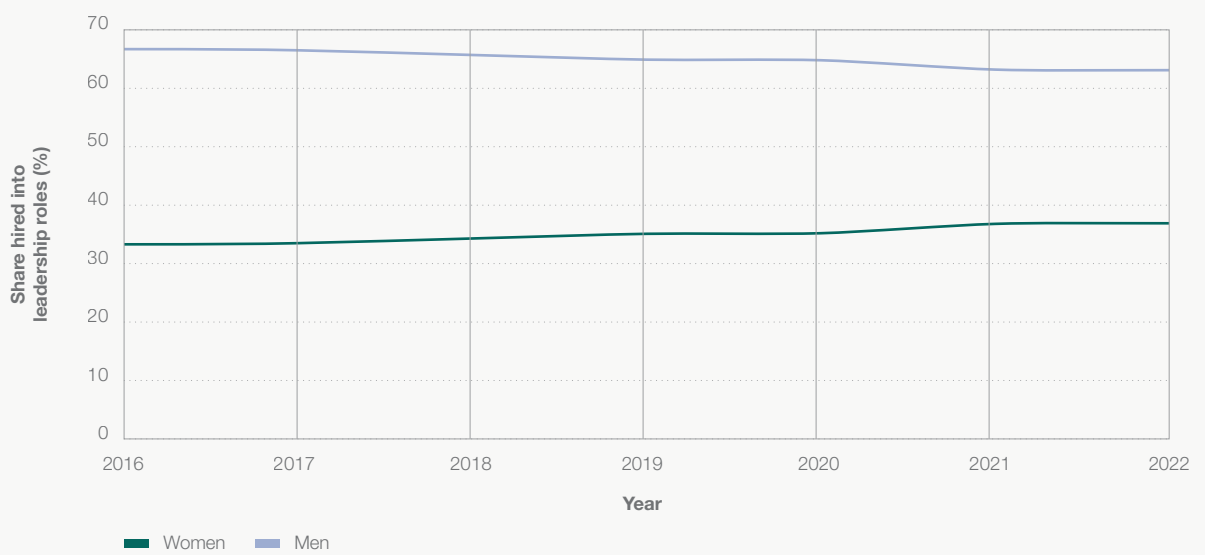
Source  
LinkedIn Economic Graph

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

FIGURE 2.8

Share of women hired into leadership, by year

2022



Source  
LinkedIn Economic Graph.

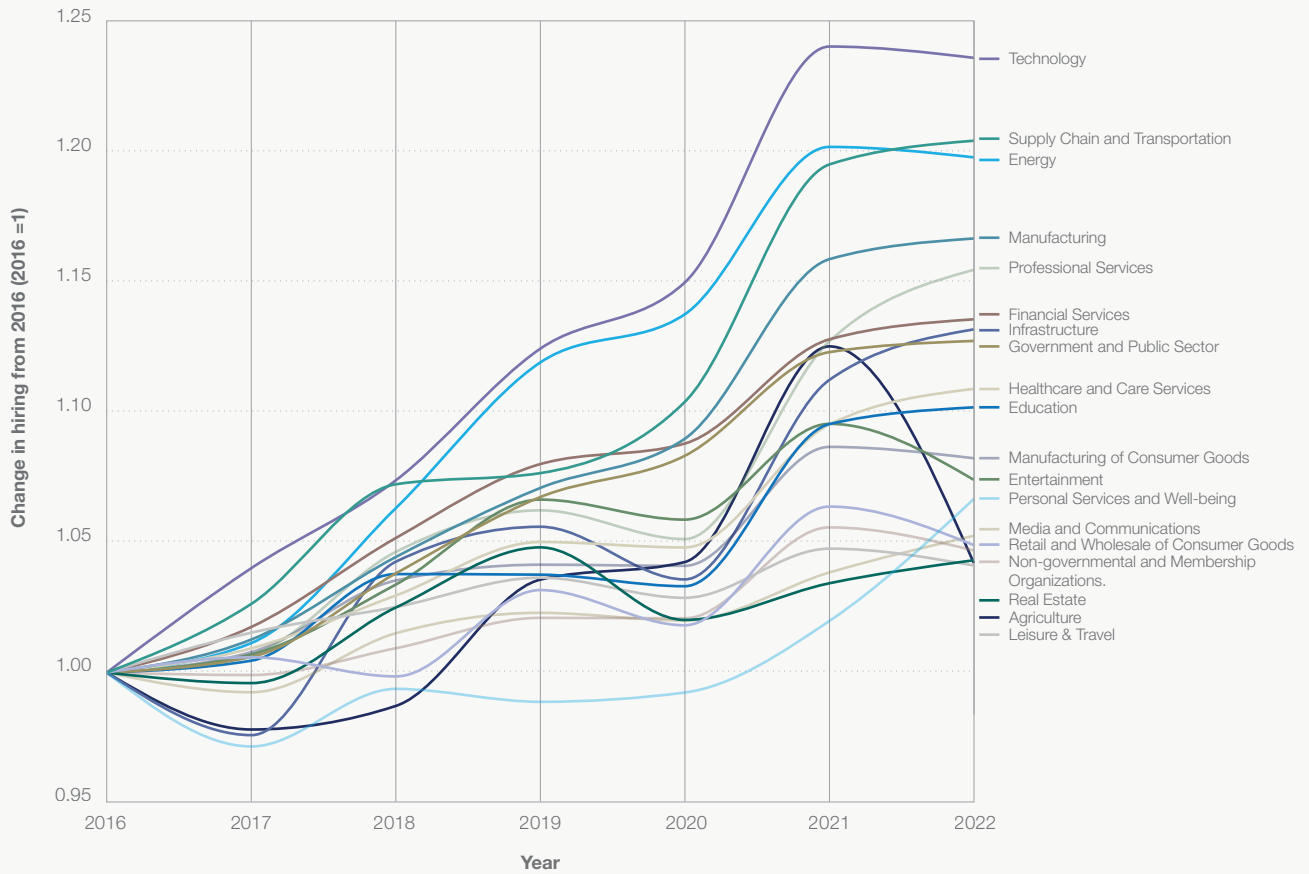
Note  
Leadership roles included in the sample are Director, VP, CXO, Partner. The sample includes data from 155 countries.



FIGURE 2.9

Change in the share of women hired to leadership since 2016

2016-2022



Source  
LinkedIn Economic Graph.

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

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

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

## 2.5

# Gender gaps in political representation

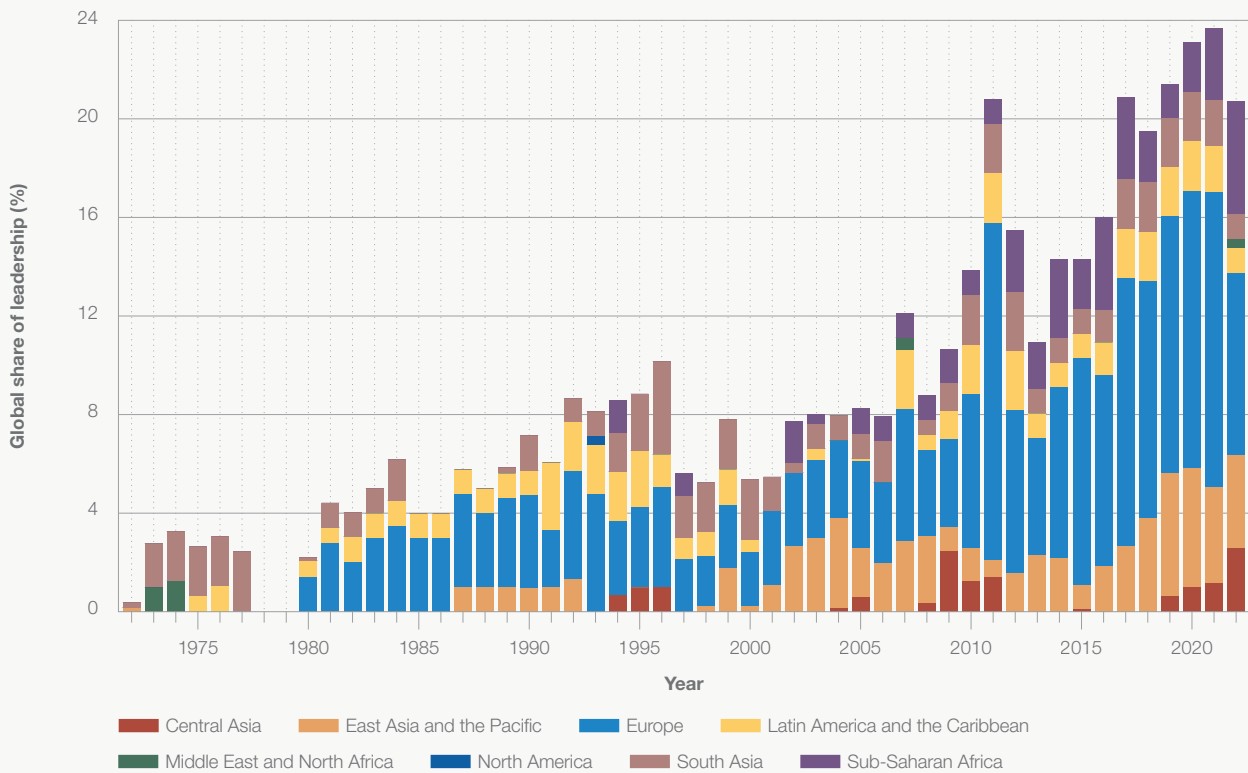
The private sector is not the only one where women's leadership has been on the rise. Longitudinal data from the Global Gender Gap Index shows that the global average share of women in ministerial positions nearly doubled between 2006 and 2022, increasing from 9.9% to 16.1%. In 2022, the countries that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

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

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

FIGURE 2.10

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



Source  
World Economic Forum calculations 2022.

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

## Gender gaps in wealth accumulation

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

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

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

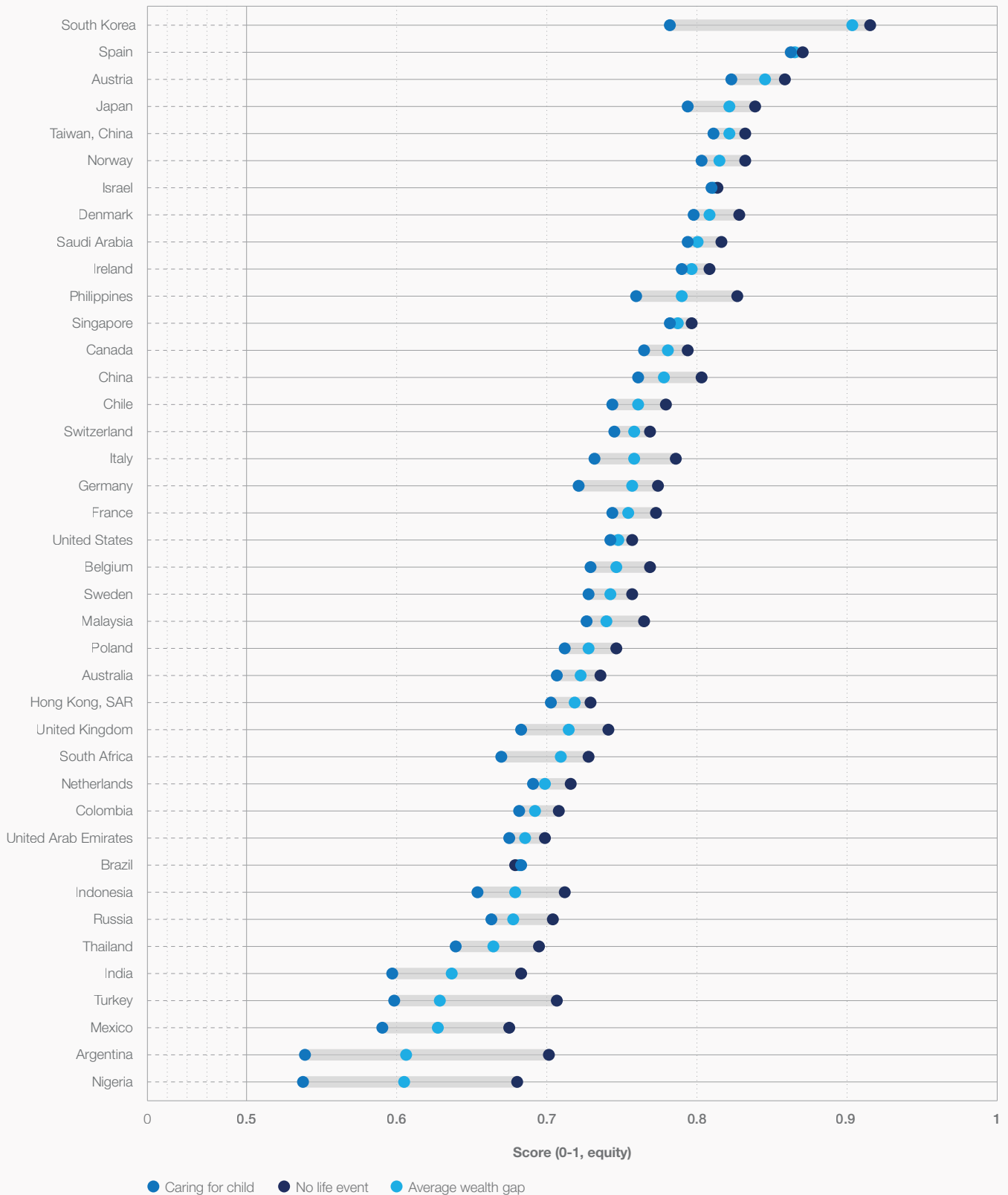
Life events relating to care had the most significant impact on gender wealth equity across nearly all the 39 countries included in the analysis.

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

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

FIGURE 2.11

Gender gap in wealth equity, selected economies



Source  
WTW.

Note

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



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

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

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

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

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

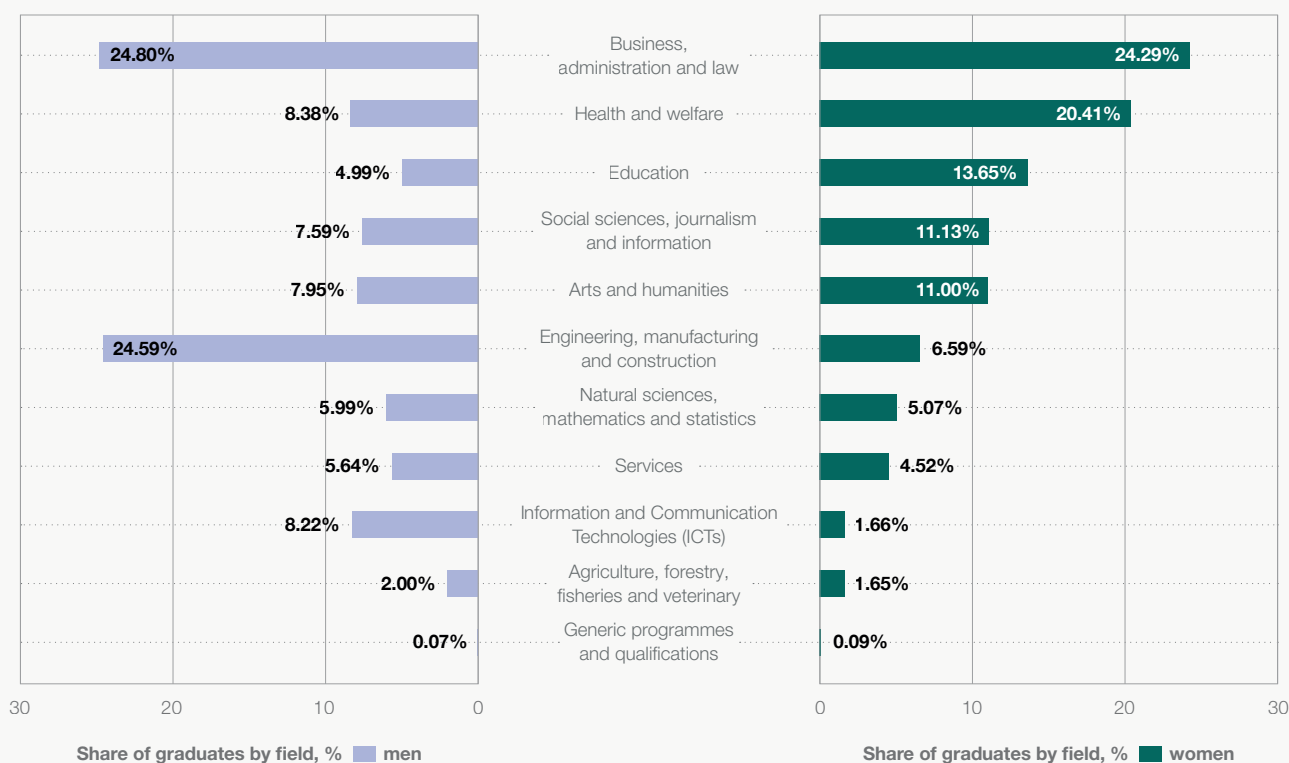
As illustrated in Figures 2.13.A-D, gender gaps are substantially smaller in online enrolment than in traditional tertiary education for selected countries, when comparing online Coursera enrollment with traditional tertiary education data from the OECD. However, in both online and traditional formats,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

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

FIGURE 2.12

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

2019



Source  
OECD Stat.

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

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

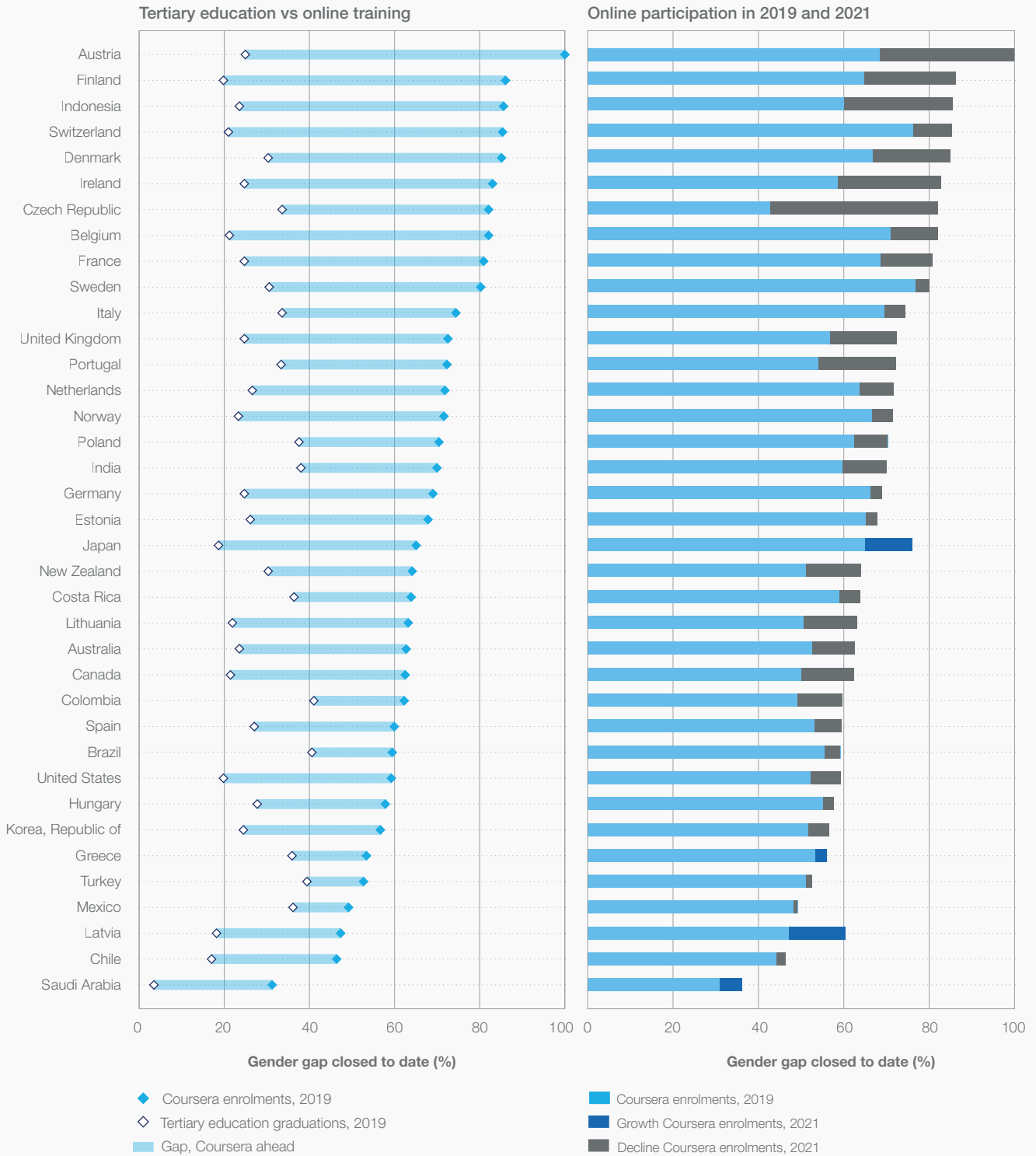
however, the gender gap in ICT in online education increased from 2019 to 2021.

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

FIGURE 2.13

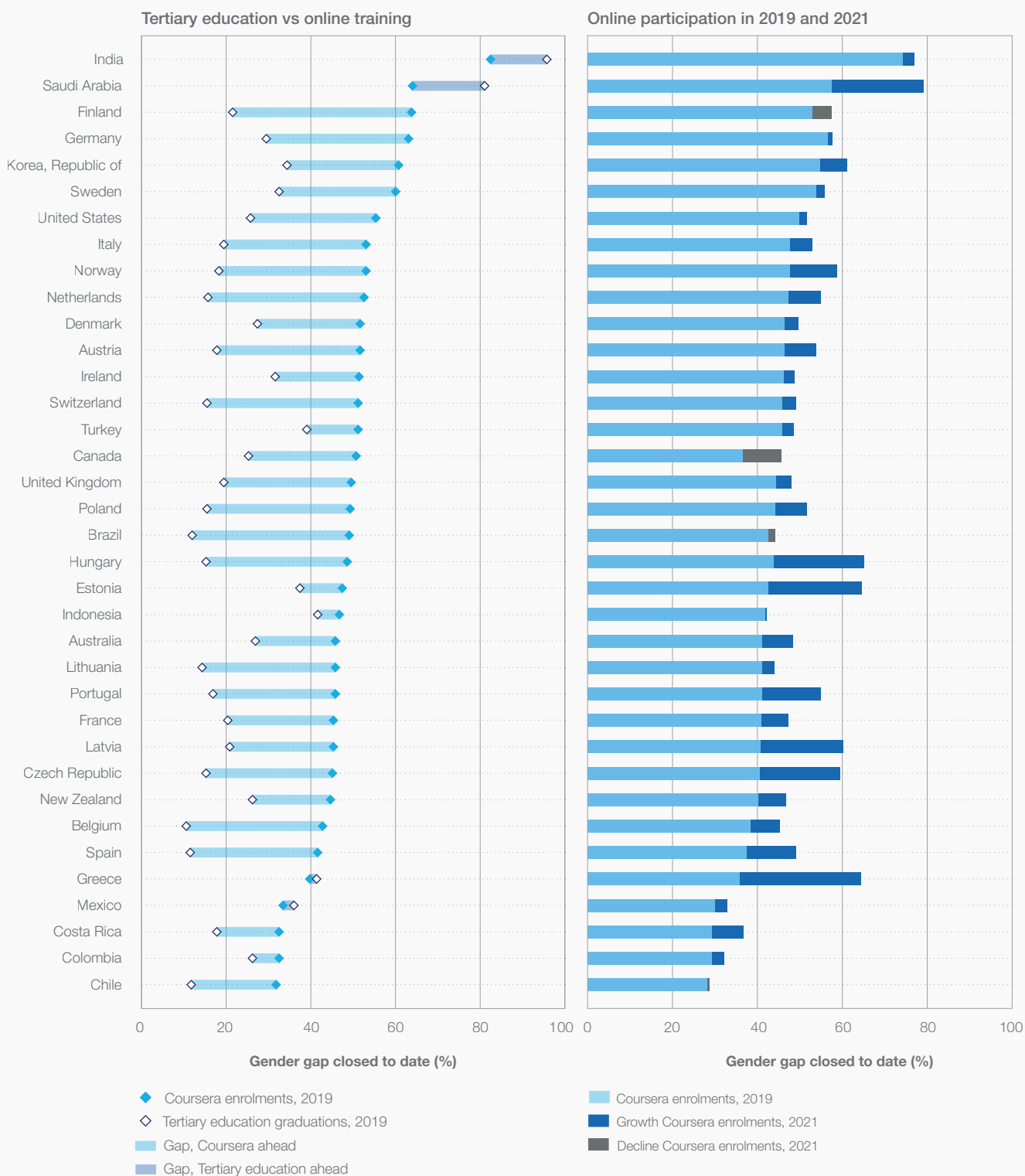
**Gender gaps in tertiary education and online training, selected STEM degrees, selected countries**

**A. Engineering, Manufacturing, and Construction**



Source  
Coursera.

## B. Information and Communication Technologies



Source  
Courseera.

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

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

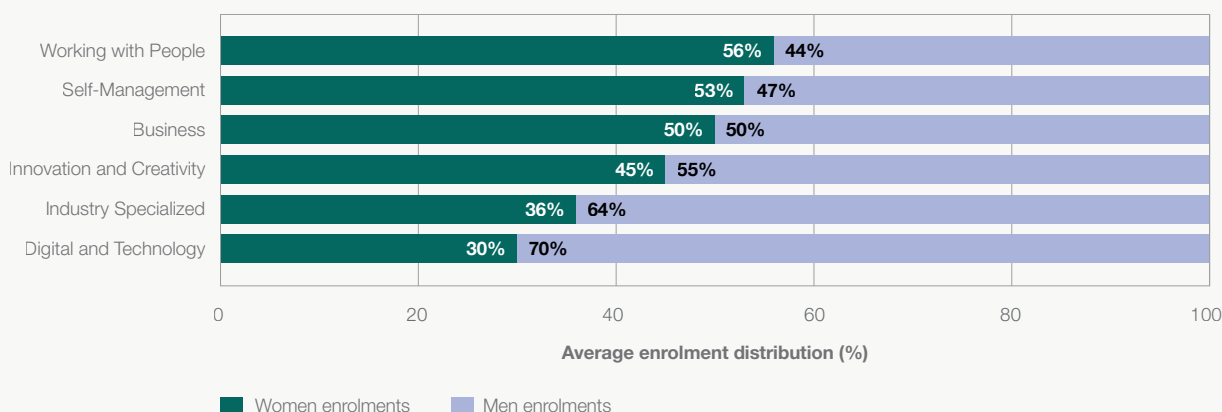
However, even as women in many countries have begun to match men's participation in online learning since the pandemic, a significant gender gap remains in the distribution of enrolment preferences across skills. While both men and women upskill in valuable areas of competency –

FIGURE 2.14

**Gender gaps in online training**

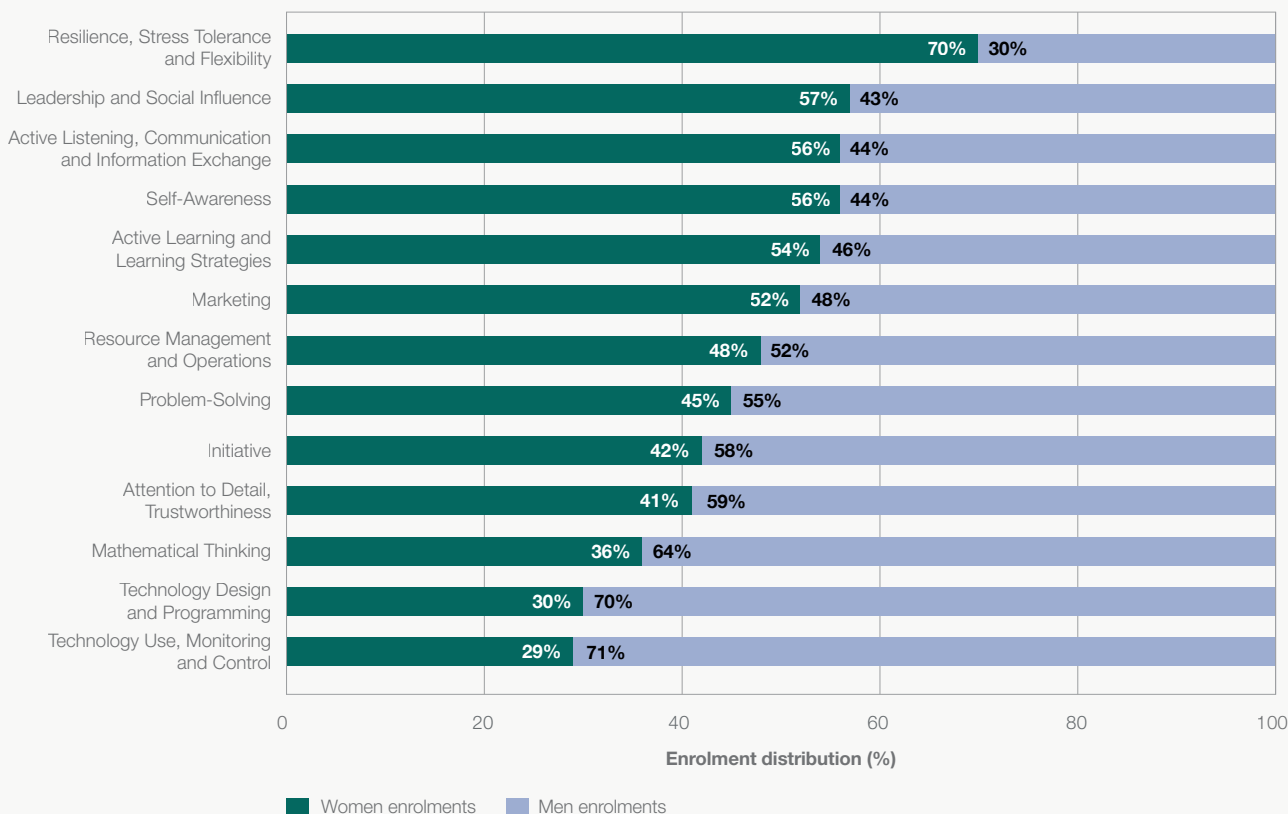
Q1 2021- Q2 2021

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



Source  
Coursera.

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



Source  
Coursera.

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

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

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

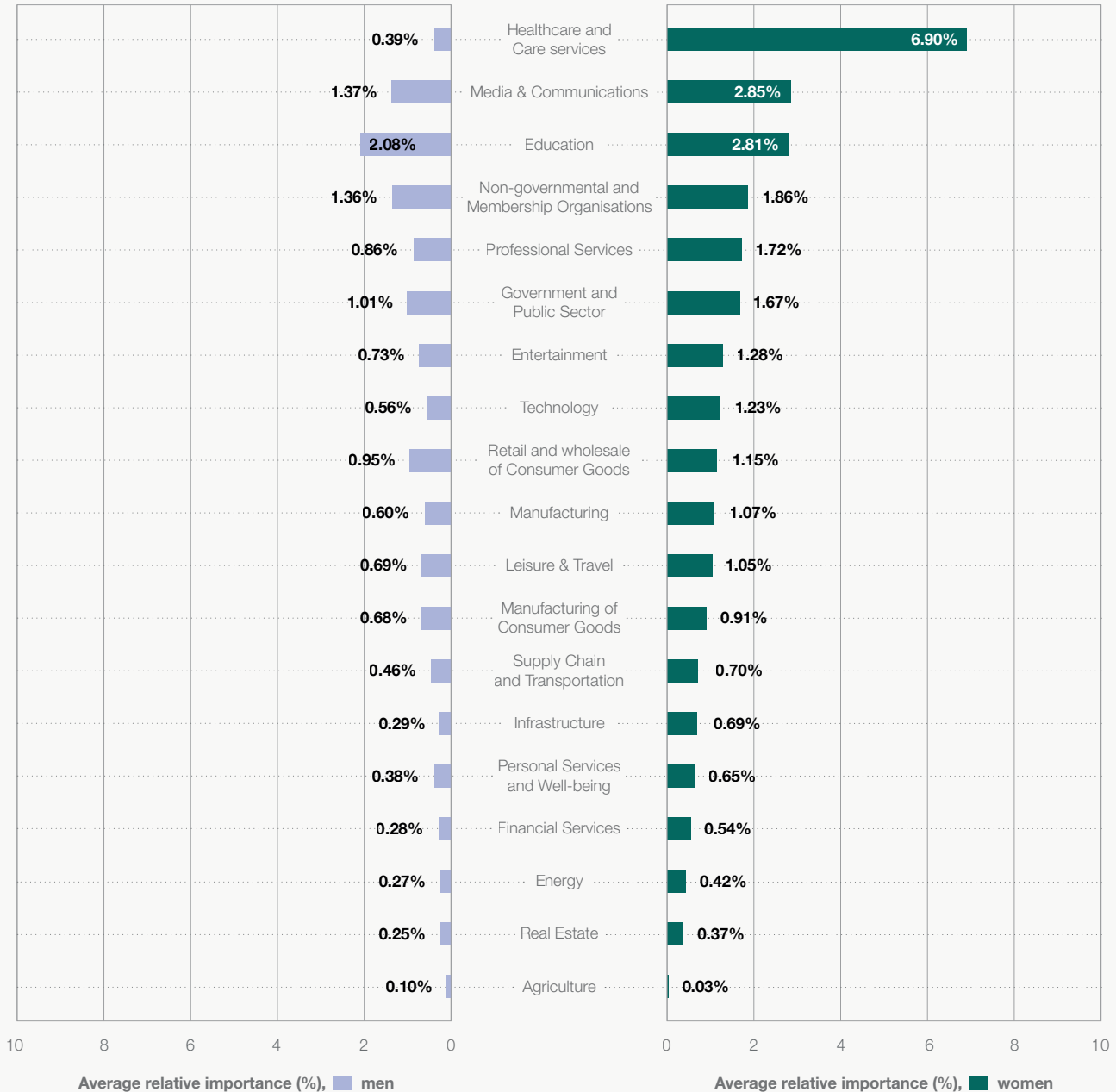
There are also gender gaps when it comes to reported skills among those in leadership roles. LinkedIn data for skills displayed by those in

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

FIGURE 2.15

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

**A. Attitudinal skills**

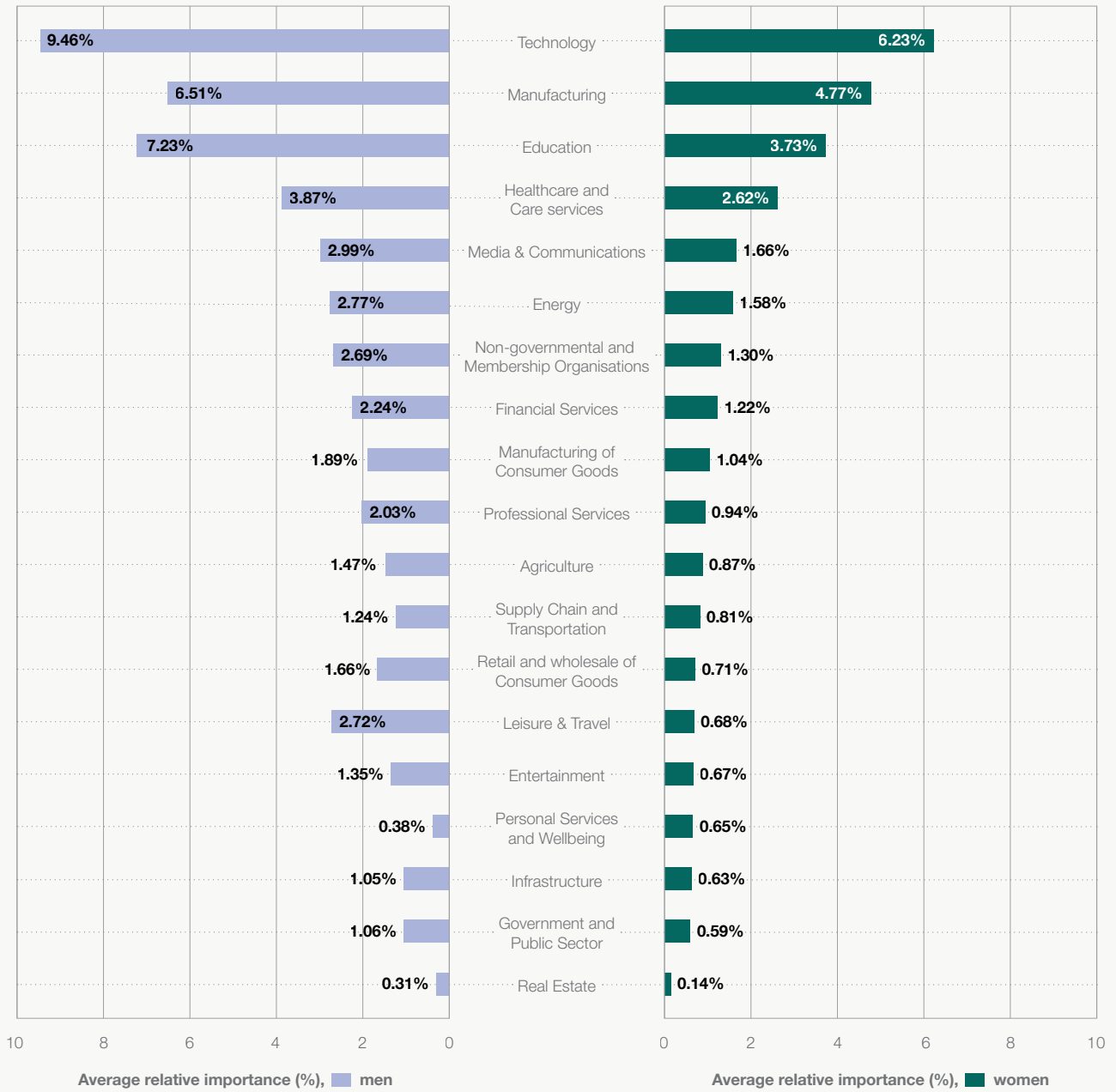


Source  
LinkedIn Economic Graph.

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



## B. Disruptive technology skills



Source  
LinkedIn Economic Graph.

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

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

## Gender gaps in stress levels

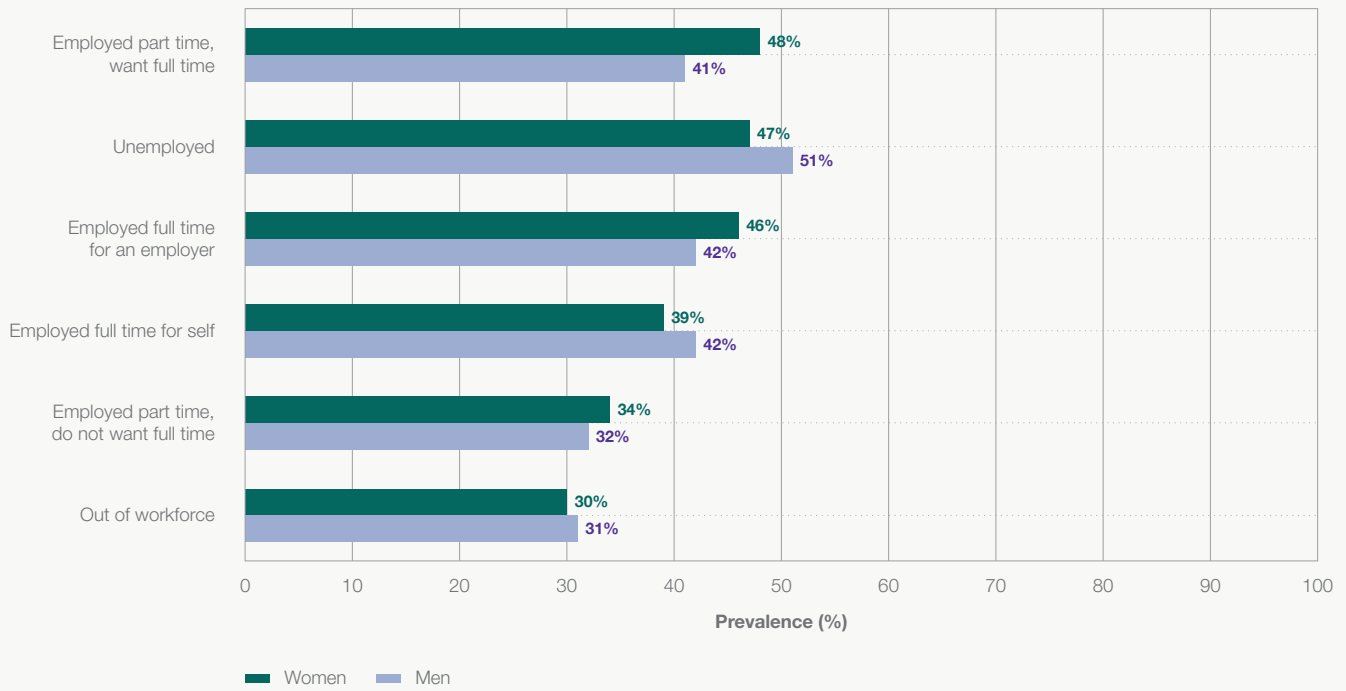
Between 1990 and 2019, the global prevalence of mental, anxiety and depressive disorders in women increased in higher proportion than it did for men, which is having a disproportionately

larger impact on girls as young as 15-19. In 2019, mental disorders became the seventh-leading cause of disability-adjusted life-years, which has increased the proportion and gender disparity in

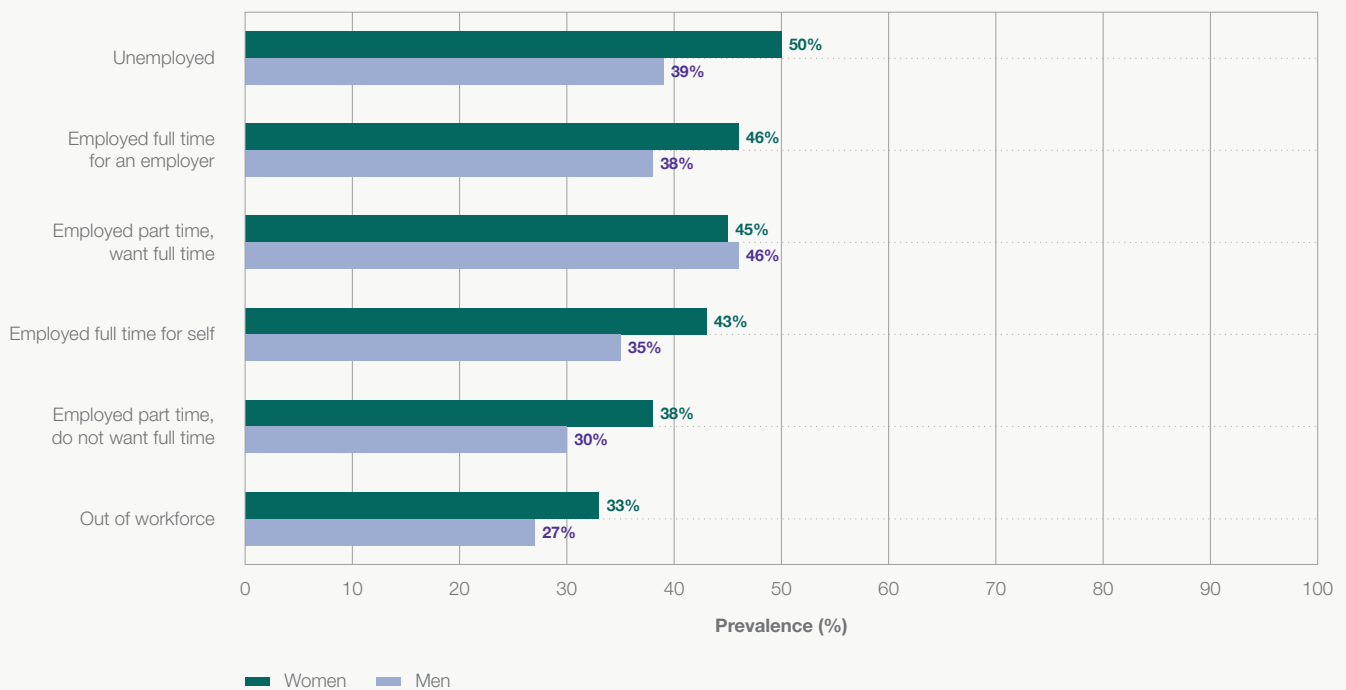
FIGURE 2.16

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

**A. 2020**



**B. 2021**



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

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

the global disease burden derived from mental conditions.<sup>17</sup>

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

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

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

## 2.9 Gender gaps and income

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

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

FIGURE 2.17

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



Source  
World Economic Forum calculations using 2020 World Bank data.

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

# Endnotes

1. Javorcik, 2021.
2. Alon, et al, 2021.
3. ILO, 2022a.
4. Adams-Prassl, et al, 2020.
5. Russell and Sun, 2020.
6. ILO, 2022b.
7. Boesch, et al, 2021.
8. OECD (Organisation of Economic Co-operation and Development), *Employment* database. Countries included in the sample are: Australia, Austria, Belgium, Canada, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Japan, Korea, Latvia, Lithuania, Luxembourg, Mexico, Netherlands, New Zealand, Norway, Poland, Portugal, Slovenia, Spain, Sweden, Turkey, United Kingdom, United States, China, India and South Africa. Accessed June 2022.
9. GEM, 2021.
10. Teare, 2022.
11. Teare, 2020.
12. The analysis covered 39 countries. The analysis projected wealth accumulation through the length of a career cycle starting from age 22 to a common state retirement age - based on the male state retirement age in the country, to enhance comparability. Wealth arising from state and mandatory retirement benefits, private retirement plans, real estate and personal savings were considered. There are numerous exogenous variables that directly or indirectly impact relative wealth (for example, inherited wealth, differences in the application of taxes between men and women, and educational access and attainment) that were not modelled in this study. As a result, the analysis offers a baseline for wealth projections across different countries that can be enriched and expanded by accounting for the factors that contribute to wealth creation in each context.
13. World Bank, 2022.
14. World Economic Forum, 2022.
15. UNESCO, 2020.
16. OECD, 2020.
17. The Lancet Psychiatry, 2022.

# References

- Adams-Prassl, Abi, Teodora Boneva, Marta Golin and Christopher Rauh, "Inequality in the Impact of the Coronavirus Shock: Evidence from Real Time Surveys", *Journal of Public Economics*, vol. 189, 2020.
- Alon, Titan, Matthias Doepke, Jane Olmstead-Rumsey and Michèle Tertilt, *The shecession (she-recession) of 2020: Causes and consequences*, VOX, CEPR Policy Portal (voxeu.org), 2020, <https://voxeu.org/article/shecession-she-recession-2020-causes-and-consequences>; Tang, Vincent, et al, Gender equality and COVID-19, International Monetary Fund (IMF), Special Series on COVID-19, 2021, <https://www.imf.org/-/media/Files/Publications/covid19-special-notes/en-special-series-on-covid-19-gender-equality-and-covid-19.ashx>
- Boesch, Tyler, Rob Grunewald, Ryan Nunn and Vanessa Palmer, *Pandemic Pushes Mothers of Young Children Out of the Labour Force*, Federal Reserve Bank of Minneapolis, 2 February 2021, [https://www.minneapolisfed.org/article/2021/pandemic-pushes-mothers-of-young-children-out-of-the-labor-force#\\_ftn1](https://www.minneapolisfed.org/article/2021/pandemic-pushes-mothers-of-young-children-out-of-the-labor-force#_ftn1).
- GEM (Global Entrepreneurship Monitor), *2020/21 Women's Entrepreneurship Report: Thriving through Crisis*, 2021, <https://www.gemconsortium.org/report/gem-20202021-global-report>.
- ILO (International Labour Organization), *ILO Monitor on the World of Work*, Ninth Edition, Policy Brief, 2022a, [https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms\\_845642.pdf](https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_845642.pdf).
- , *Over 2 million moms left the labour force according to new global estimates*, 8 March 2022, 2022b, <https://ilostat.ilo.org/over-2-million-moms-left-the-labour-force-in-2020-according-to-new-global-estimates/>.
- OECD (Organisation of Economic Co-operation and Development), *The Potential of Online Learning for Adults: Early Lessons from the COVID-19 Crisis*, OECD Policy Responses to Coronavirus (COVID-19), 2020, <https://www.oecd.org/coronavirus/policy-responses/the-potential-of-online-learning-for-adults-early-lessons-from-the-covid-19-crisis-ee040002/>.
- Javorcik, Beata, "Covidowa pułapka: jak wirus stworzył błędne koło dla kobiet [Covid trap: How the virus created a vicious cycle for women]", in *Almanach 2021-22*, edited by Jacek Zakowski, 131-143, Fundacja Concilium Civitas, 2021.
- Russell, Lauren and Sun, Chuxuan, "The Effect of Mandatory Child Care Center Closures on Women's Labor Market Outcomes during the COVID-19 Pandemic", *Covid Economics*, vol. 62, no. 18, 2020, pp. 124–154.
- Teare, Gené. "Global VC Funding To Female Founders Dropped Dramatically This Year", *Crunchbase News*, 21 December 2020, <https://news.crunchbase.com/news/global-vc-funding-to-female-founders/>.
- , "The Herd Of Female-Founded Unicorn Companies Continues To Grow in 2022", *Crunchbase News*, 21 March 2022, <https://news.crunchbase.com/news/top-women-led-unicorn-companies-startups-2022/>.
- The Lancet Psychiatry, *Global, Regional, and National Burden of 12 Mental Disorders in 204 Countries and Territories, 1990–2019: A Systematic Analysis for the Global Burden of Disease Study 2019*, vol. 9, no. 2, 2022, pp. 137–150, [https://doi.org/10.1016/S2215-0366\(21\)00395-3](https://doi.org/10.1016/S2215-0366(21)00395-3).
- UNESCO (United Nations Educational, Scientific and Cultural Organization), *Distance Learning Strategies in Response to COVID-19 School Closures*, 2020, <https://unesdoc.unesco.org/ark:/48223/pf0000373305>.
- World Economic Forum, *The Good Work Framework: A New Business Agenda for the Future of Work*, 2022, [https://www3.weforum.org/docs/WEF\\_The\\_Good\\_Work\\_Framework\\_2022.pdf](https://www3.weforum.org/docs/WEF_The_Good_Work_Framework_2022.pdf).





# Appendix B

## Data and methodology

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

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

#### Three underlying concepts

There are three basic concepts underlying the Global Gender Gap Index, forming the basis of how indicators were chosen, how the data is treated and how the scale can be used.

First, the index focuses on measuring gaps rather than levels. Second, it captures gaps in outcome variables rather than gaps in input variables. Third, it ranks countries according to gender equality rather than women's empowerment.

#### Gaps vs. levels

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

#### Outcomes versus inputs

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

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

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

#### The four subindexes

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

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

## Source

World Economic Forum, Global Gender Gap Index 2022.

## Economic Participation and Opportunity

This subindex contains three concepts: the participation gap, the remuneration gap and the advancement gap. The participation gap is captured using the difference between women and men in labour-force participation rates. The remuneration gap is captured through a hard data indicator (ratio of estimated female-to-male earned income)<sup>2</sup> and a qualitative indicator gathered through the World Economic Forum's annual Executive Opinion Survey (wage equality for similar work).<sup>3</sup> 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.<sup>4</sup> Second, we use the gap between women's and men's healthy life expectancy. This measure provides an estimate of the number of years that women and men can expect to live in good health by accounting for the years lost to violence, disease, malnutrition and other factors.

## Political Empowerment

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

## Construction of the index

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

**Step 1. Convert to ratios:** Initially, all data is converted to female-to-male ratios. For example, a

country with 20% of women in ministerial positions is assigned a ratio of 20 women to 80 men, thus a value of 0.25. This is to ensure that the index is capturing gaps between women and men's attainment levels, rather than the levels themselves.

## Step 2. Data truncation at parity benchmark:

The ratios obtained above are truncated at the "equality benchmark". For all indicators, except the two health indicators, this equality benchmark is considered to be 1, meaning equal numbers of women and men. In the case of sex ratio at birth, the equality benchmark is set at 0.944,<sup>5</sup> 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.<sup>6</sup>

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.<sup>7</sup> To capture gender equality, two possible scales were considered. One was a negative-positive scale capturing the size and direction of the gender gap. This scale penalizes either men's advantage over women or women's advantage over men and gives the highest points to absolute equality. The second choice was a one-sided scale that measures how close women are to reaching parity with men but does not reward or penalize countries for having a gender gap in the other direction. We find the one-sided scale more appropriate for our purposes, as it does not reward countries for having exceeded the parity benchmark. However, disparities in either direction are recorded in the Economy Profiles.

## Step 3. Calculation of subindex scores:

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

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

**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).<sup>9</sup> A simple average of each subindex score is used to calculate the overall Global Gender Gap Index score – a final value that, like subindex scores,

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

TABLE B.2

### Calculation of weights within each subindex

#### Economic Participation and Opportunity

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

#### Educational Attainment

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

#### Health and Survival

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

#### Political Empowerment

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

#### Notes

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



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

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

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

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

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

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

## Section C: Indicator definitions and sources

### Indicators composing the Global Gender Gap Index

#### Labour-force participation rate, %

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

Period: 2021.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

health due to disease and/or injury.

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

---

#### **Women in parliament, %**

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

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

---

#### **Women in ministerial positions, %**

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

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

---

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

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

Period: Period comprising 1 March 1972–1 March 2022.  
Source: World Economic Forum's calculations.

---

### **Contextual indicators**

#### **General indicators**

##### **GDP, current US\$**

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

Period: 2021.  
Source: World Bank.

---

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

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

Period: 2021.  
Source: World Bank.

---

#### **Total population, million people**

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

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

---

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

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

Period: 2020.  
Source: World Bank.

---

#### **Population growth rate, %**

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

Period: 2019 or most recent year.  
Source: World Bank.

---

#### **Work participation & leadership**

##### **Gender wage gap**

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

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

---

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

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

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

---

**Firms with female majority ownership, %**

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

Period: 2021-2022.

Source: World Bank Enterprise Survey.

---

**Firms with female top managers, %**

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

Period: 2021-2022.

Source: World Bank Enterprise Survey.

---

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

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

Period: 2022.

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

---

**Advancement of women to leadership roles**

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

Period: 2021.

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

---

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

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

Period: 2022.

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

---

**Unemployed adults, % of labour force**

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

Period: 2022.

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

---

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

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

Period: 2022.

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

---

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

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

Period: 2019 of latest year available.

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

---

**Access to finance****Access to financial services**

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

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

Period: 2019.

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

#### **Inheritance for widows & daughters**

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

Period: 2019.

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

#### **Access to land assets**

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

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

Period: 2019.

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

#### **Access to non-land assets**

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

Period: 2019.

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

#### **Civil and political freedom**

##### **Year women received right to vote**

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

Period: 2019

Source: Harvard Dataverse.

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

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



head of government in a country.

Period: Data as of 1 March 2022.

Source: World Economic Forum's calculations.

---

### Access to justice

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

Period: 2019.

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

---

### Freedom of movement

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

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

Period: 2019.

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

---

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

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

Period: Data as of 1 March 2022.

Source: IDEA, *Gender Quotas Database*.

---

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

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

Period: Data as of 1 March 2022.

Source: IDEA, *Gender Quotas Database*.

---

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

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

Period: 2022.

Source: Inter-parliamentary Union (IPU).

---

## Family and care

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

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

Period: 2018 or latest year available.

Source: OECD, *Family database*.

---

### Unmet family planning

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

Period: 2019 or latest year available.

Source: USAID Demographic and Health Surveys Program.

---

### Early marriage, %

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

Period: 2019.

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

---

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

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

Period: 2015-2020 estimates.

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

---

### Right to divorce

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

Period: 2019.

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

---

### Length of parental leave, by sex

Parental leave refers to leave available equally to parents —regardless of gender—for the purpose

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

Period: 2021.

Source: OECD, *Family* database.

---

## Education and skills

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

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

---

### Arts & Humanities graduates, %

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

---

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

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

---

### Education graduates, %

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

---

### Engineering, Manufacturing & Construction graduates, %

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

---

### Health & Welfare graduates, %

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

### **Information and Communication Technologies graduates, %**

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

---

### **Natural Sciences, Mathematics and Statistics graduates, %**

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

---

### **Social Science & Journalism graduates, %**

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

---

### **STEM graduates, %**

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* indicators.

---

### **Vocational training, % attainment**

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

---

### **PhD graduates, % attainment**

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

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

---

### **Tertiary education graduates, %**

Percentage of male/female tertiary education graduates.

Period: 2019 or most recent year.

Source: UNESCO, *Education* database.

---

## **Health**

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

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

Period: 2019.

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

---

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

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

Period: 2019 or most recent year.

Source: UNICEF.

---

### **Maternal mortality ratio**

Number of maternal deaths per 100,000 live births.

Period: 2017.

Source: UNICEF.

---

### **Total fertility rate, births per woman**

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

Period: 2019.

Source: World Bank.

---

### **Reproductive autonomy**

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

Period: 2019.

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

---

# Endnotes

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

## Endnotes

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

## References

- Hausmann, R., "Learning Without Theory", *Project Syndicate*, 30 March 2016, <https://www.project-syndicate.org/commentary/learning-without-theory-by-ricardo-hausmann-2016-03?barrier=accesspaylog>.
- Klasen, S. and C. Wink, "Missing Women: Revisiting the Debate", *Feminist Economics*, vol. 9, no. 2–3, 2003, pp. 263–299.
- Lopez-Claros, A. and S. Zahidi, *Women's Empowerment: Measuring the Global Gender Gap*, World Economic Forum, 2005.



# User's Guide

## How to Read the Economy Profiles

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

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

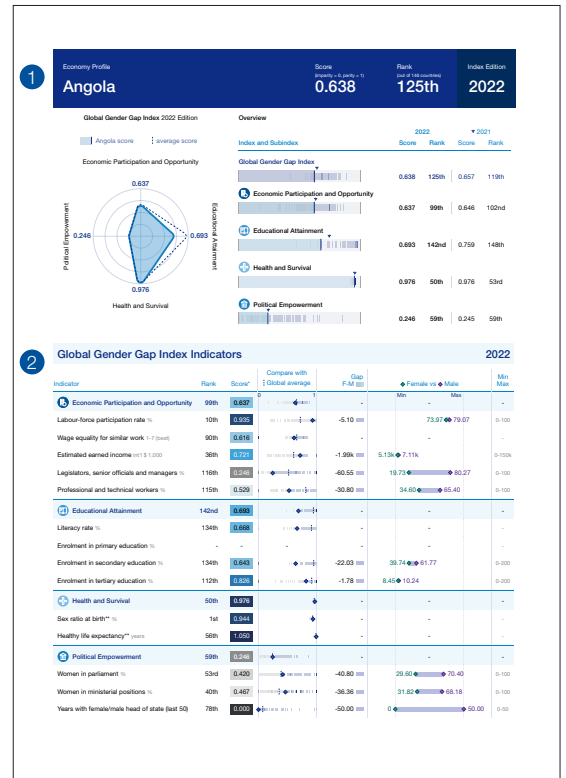
### Economy selection

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

### Economy Profiles

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

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



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

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

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

3

Economy Profile  
Angola

Score 0.638 Rank 125th Page 2 of 2

Complementary Targets and Contextual Indicators 2022

| Indicator   | Unit                          | Value | Family and care                                    | Indicator | Unit                          | Value         |
|---|-------------------------------|-------|--|-----------|-------------------------------|---------------|
| GDP US\$ billion  |                               | 58.38 | Public spending on family benefits % GDP           |           |                               | n.a.          |
| GDP per capita constant 17, int. \$ 1000                      |                               | 6,100 | Unmet family planning % women 15-49                |           |                               | 38.00         |
| Population sex ratio (males/female)                           |                               | 1.82  | Early marriage %                                   |           |                               | 24.70         |
| Population growth rate %                                      |                               | 3.22  | Mean age of women at birth of first child years    |           |                               | 28.79         |
| Indicator: 1600 people  | Female                        | 16.61 | Male   | 32.87     | Indicator: 0-1 (equal rights) |               |
| Total population  |                               |       |  |           | Indicator: Right to divorce   | Uneven rights |
| Work participation and leadership                             | Indicator: Day                |       | Female   | 90.00     | Male                          | 1.00          |
| Gender pay gap (OECD only) %                                  |                               | n.a.  | Length of parental leave                           |           |                               | n.a.          |
| Share of women's membership in boards % (OECD countries only) |                               | n.a.  | Education and skills                               |           |                               |               |
| Firms with female majority ownership % firms                  |                               | n.a.  | Graduates attainment %                             | Female    |                               | Male          |
| Firms with female top managers % firms                        |                               | n.a.  | STEM Graduates                                     |           |                               | n.a.          |
| Share of workers in informal sector % workers                 |                               | 84.30 | Agri., Forestry, Fisheries & Veterinary            | 28.21     | 71.79                         | 0.39          |
| Indicator: 1-7 years  |                               |       | Arts & Humanities                                  | 39.43     | 63.57                         | 0.57          |
| Advancement of women to leadership roles                      |                               | 3.75  | Business, Admin. & Law                             | 48.29     | 51.71                         | 0.93          |
| Indicator: 1 Million people                                   | Female                        | 6.92  | Male   | 7.05      | 6.50                          |               |
| Labour force  | Indicator: Unit               |       | Female   | 8.85      | 7.73                          | 8.29          |
| Unemployed adults % of labour force (15-64)                   |                               |       | Education  |           |                               | n.a.          |
| Workers employed part-time % of employed people               |                               | n.a.  | Engineering, Manuf. & Construction                 |           |                               | n.a.          |
| Proportion of time spent on unpaid domestic and care work %   |                               | n.a.  | Health & Welfare                                   | 66.83     | 33.17                         | 2.00          |
| Access to finance   | Indicator: 0-1 (equal rights) |       | Information & Comm. Technologies                   | 37.96     | 62.04                         | 0.61          |
| Access to financial services                                  | Near-equal rights             |       | Natural Sci., Mathematics & Statistics             |           |                               | n.a.          |
| Inheritance rights for widows and daughters                   | Uneven rights                 |       | Social Sci., Journalism & Information              |           |                               | n.a.          |
| Access to land assets   | Uneven rights                 |       | Vocational training                                |           |                               | n.a.          |
| Access to non-land assets                                     | Uneven rights                 |       | PHD graduates                                      |           |                               | n.a.          |
| Civil and political freedom                                   | Indicator: Unit               |       | Graduates %  | Female    |                               | Male          |
| Year women received right to vote year                        |                               | 1975  | Graduates from tertiary education                  |           |                               | n.a.          |
| Number of female heads of state to date number                |                               | 0     | Health   |           |                               |               |
| Seats held in upper house % total seats                       |                               | n.a.  | Indicator: Unit                                    |           |                               |               |
| Election list quotas for women, national                      | Yes                           |       | Prevalence of gender violence in lifetime % women  |           |                               | 24.80         |
| Party membership quotas, voluntary                            | No                            |       | Births attended by skilled personnel % live births |           |                               | 48.60         |
| Access to justice   | Near-equal rights             |       | Maternal mortality deaths per 100,000 live births  |           |                               | 241.00        |
| Freedom of movement   | Equal rights                  |       | Total fertility rate births per woman              |           |                               | 5.44          |
|   |                               |       | Indicator: 0-1 (equal rights)                      |           |                               |               |
|   |                               |       | Reproductive autonomy                              |           |                               | Equal rights  |

4

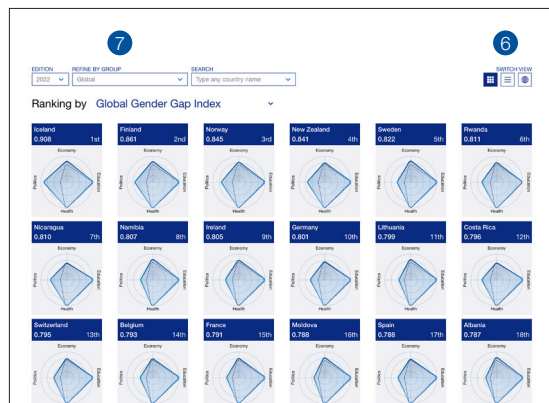
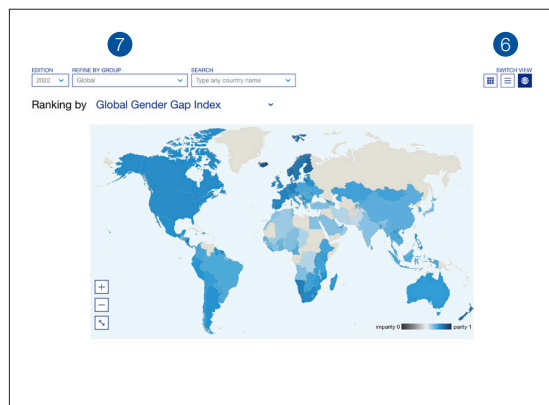
Ranking by Global Gender Gap Index

## Data Explorer online features

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

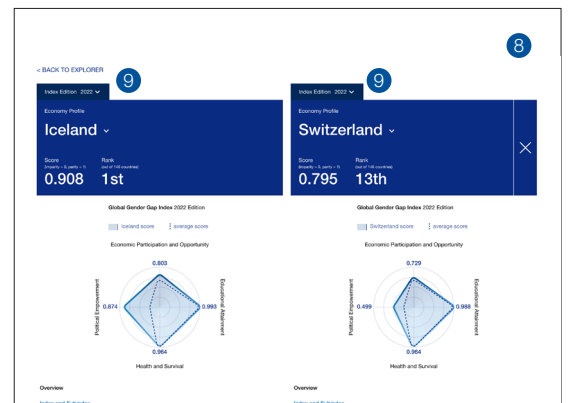
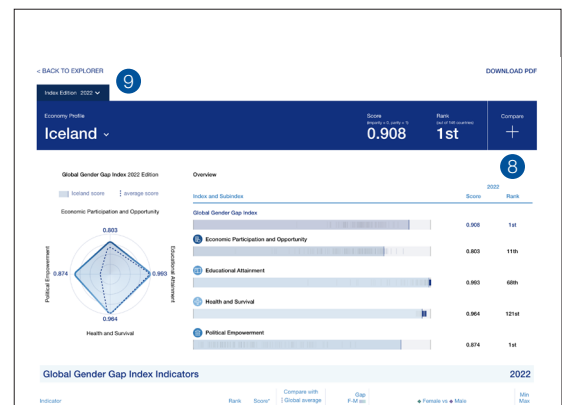
## Interactive ranking tables

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



## Country Comparison

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



# Index of Economy Profiles

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

Global Gender Gap Index 2022 Edition

■ Afghanistan score    ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|                         | 2022  |       | 2021  |       |
|-------------------------|-------|-------|-------|-------|
|                         | Score | Rank  | Score | Rank  |
| Global Gender Gap Index | 0.435 | 146th | 0.444 | 156th |

Economic Participation and Opportunity

|  |       |       |       |       |
|--|-------|-------|-------|-------|
| Economic Participation and Opportunity | 0.176 | 146th | 0.180 | 156th |
|--|-------|-------|-------|-------|

Educational Attainment

|                        |       |       |       |       |
|------------------------|-------|-------|-------|-------|
| Educational Attainment | 0.482 | 146th | 0.514 | 156th |
|------------------------|-------|-------|-------|-------|

Health and Survival

|                     |       |       |       |       |
|---------------------|-------|-------|-------|-------|
| Health and Survival | 0.952 | 140th | 0.952 | 149th |
|---------------------|-------|-------|-------|-------|

Political Empowerment

|                       |       |       |       |       |
|-----------------------|-------|-------|-------|-------|
| Political Empowerment | 0.132 | 107th | 0.132 | 111th |
|-----------------------|-------|-------|-------|-------|

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |       | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|-------|------------|
|  |       |        |                                |            | ◆              | ◆     |            |
| <b>Economic Participation and Opportunity</b>  | 146th | 0.176  |                                | -          | Min            | Max   | -          |
| Labour-force participation rate %              | 144th | 0.223  |                                | -51.67     | 14.85          | 66.52 | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -          | -              | -     | -          |
| Estimated earned income int'l \$ 1,000         | 145th | 0.180  |                                | -2.69k     | 589.29         | 3.28k | 0-150k     |
| Legislators, senior officials and managers %   | 137th | 0.051  |                                | -90.22     | 4.89           | 95.11 | 0-100      |
| Professional and technical workers %           | 136th | 0.242  |                                | -61.02     | 19.49          | 80.51 | 0-100      |
| <b>Educational Attainment</b>                  | 146th | 0.482  |                                | -          | -              | -     | -          |
| Literacy rate %                                | 143rd | 0.434  |                                | -          | -              | -     | -          |
| Enrolment in primary education %               | -     | -      | -                              | -          | -              | -     | -          |
| Enrolment in secondary education %             | 136th | 0.571  |                                | -30.05     | 40.00          | 70.05 | 0-200      |
| Enrolment in tertiary education %              | 136th | 0.387  |                                | -9.23      | 5.82           | 15.05 | 0-200      |
| <b>Health and Survival</b>                     | 140th | 0.952  |                                | -          | -              | -     | -          |
| Sex ratio at birth** %                         | 111th | 0.943  |                                | -          | -              | -     | -          |
| Healthy life expectancy** years                | 145th | 0.971  |                                | -          | -              | -     | -          |
| <b>Political Empowerment</b>                   | 107th | 0.132  |                                | -          | -              | -     | -          |
| Women in parliament %                          | 69th  | 0.370  |                                | -46.00     | 27.00          | 73.00 | 0-100      |
| Women in ministerial positions %               | 131st | 0.069  |                                | -87.10     | 6.45           | 93.55 | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 20.12             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 1.97              |       |       |
| Population sex ratio                                      | female/male                    | 0.95              |       |       |
| Population growth rate                                    | %                              | 2.30              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 18.95             | 19.98 | 38.93 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 0.50              |       |       |
| Firms with female top managers                            | % firms                        | 4.70              |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | n. a.             |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 1.69              | 8.00  | 0.17  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 26.43             | 16.97 | 18.55 |
| Workers employed part-time                                | % of employed people           | 0.70              | 0.27  | 0.35  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Restricted rights |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1964              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 27.90             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Restricted rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 24.50             |       |       |
| Early marriage  | %                              | 35.00             |       |       |
| Mean age of women at birth of first child                 | years                          | 29.43             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Unequal rights    |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 90.00             | 14.00 | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 3.42              | 96.58 | 0.04  |
| Arts & Humanities   |                                | 28.22             | 71.78 | 0.39  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | 23.22             | 76.78 | 0.30  |
| Engineering, Manuf. & Construction                        |                                | 4.09              | 95.91 | 0.04  |
| Health & Welfare  |                                | 32.34             | 67.66 | 0.48  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 0.34              | 1.48  | 0.93  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 6.10              | 15.35 | 10.85 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 60.80             |       |       |
| Births attended by skilled personnel                      | % live births                  | 58.80             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 638.00            |       |       |
| Total fertility rate                                      | births per woman               | 4.32              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

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

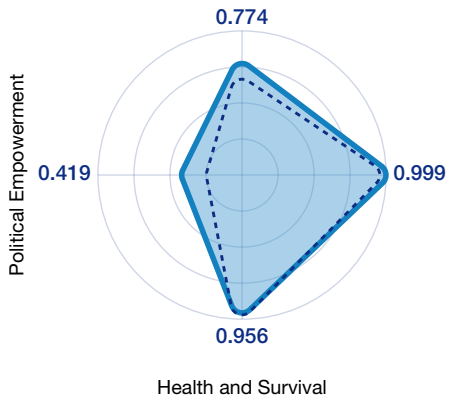
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

Albania score      average score

Economic Participation and Opportunity



Overview

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

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 23rd  | 0.774  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 76th  | 0.767  |                                | -15.42     | 50.73          | 66.15  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 1st   | 0.845  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 33rd  | 0.726  |                                | -4.17k     | 11.07k         | 15.24k | 0-150k     |
| Legislators, senior officials and managers %   | 71st  | 0.518  |                                | -31.77     | 34.12          | 65.89  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 11.66      | 44.17          | 55.83  | 0-100      |
| <b>Educational Attainment</b>                  | 34th  | 0.999  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 64th  | 0.992  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 3.61       | 94.46          | 98.07  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.96       | 93.37          | 95.33  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 26.32      | 45.05          | 71.37  | 0-200      |
| <b>Health and Survival</b>                     | 137th | 0.956  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 140th | 0.923  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 79th  | 1.033  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 25th  | 0.419  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 37th  | 0.555  |                                | -28.60     | 35.70          | 64.30  | 0-100      |
| Women in ministerial positions %               | 1st   | 1.000  |                                | 12.50      | 43.75          | 56.25  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 14.89             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 13.19             |       |       |
| Population sex ratio                                      | female/male                    | 0.96              |       |       |
| Population growth rate                                    | %                              | -0.57             |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.39              | 1.44  | 2.84  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 16.90             |       |       |
| Firms with female top managers                            | % firms                        | 18.10             |       |       |
| Share of workers in informal sector                       | % workers                      | 56.70             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 6.11              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.60              | 0.80  | 0.43  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 10.94             | 10.80 | 10.86 |
| Workers employed part-time                                | % of employed people           | 0.24              | 0.15  | 0.19  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1946              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 15.20             |       |       |
| Early marriage  | %                              | 7.20              |       |       |
| Mean age of women at birth of first child                 | years                          | 27.52             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 365.00            | 3.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 46.65             | 53.35 | 0.87  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | 74.20             | 25.80 | 2.88  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | 77.68             | 22.32 | 3.48  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | 78.93             | 21.07 | 3.75  |
| Information & Comm. Technologies                          |                                | 43.71             | 56.29 | 0.78  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 2.29              | 8.24  | 5.39  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 56.63             | 28.18 | 42.05 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 24.60             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.80             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 15.00             |       |       |
| Total fertility rate                                      | births per woman               | 1.60              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

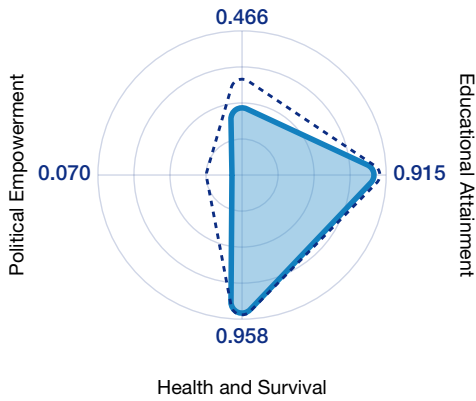
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Algeria score      average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 145.01            |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 10.74             |       |       |
| Population sex ratio                                      | female/male                    | 0.98              |       |       |
| Population growth rate                                    | %                              | 1.84              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 21.70             | 22.15 | 43.85 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.05              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 2.40              | 10.00 | 0.19  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 21.49             | 9.95  | 12.22 |
| Workers employed part-time                                | % of employed people           | 0.36              | 0.16  | 0.19  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Unequal rights    |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1962              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 4.30              |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Restricted rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 3.10              |       |       |
| Mean age of women at birth of first child                 | years                          | 31.66             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Unequal rights    |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 98.00             | 3.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 58.17             | 41.83 | 1.39  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | 80.57             | 19.43 | 4.15  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | 80.37             | 19.63 | 4.10  |
| Engineering, Manuf. & Construction                        |                                | 48.46             | 51.54 | 0.94  |
| Health & Welfare  |                                | 70.52             | 29.48 | 2.39  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | 83.06             | 16.94 | 4.90  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 52.69             | 26.55 | 39.33 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | n. a.             |       |       |
| Births attended by skilled personnel                      | % live births                  | 96.60             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 112.00            |       |       |
| Total fertility rate                                      | births per woman               | 2.99              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

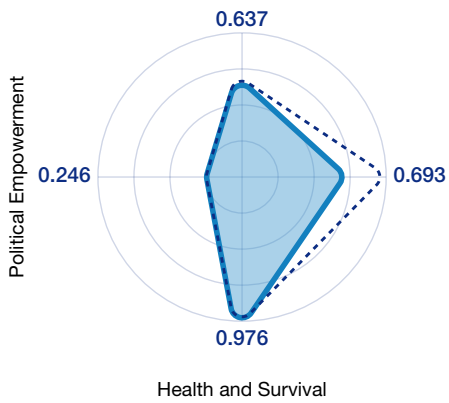
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Angola score      average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.638 | 125th | 0.657 | 119th |
| Economic Participation and Opportunity | 0.637 | 99th  | 0.646 | 102nd |
| Educational Attainment                 | 0.693 | 142nd | 0.759 | 148th |
| Health and Survival                    | 0.976 | 50th  | 0.976 | 53rd  |
| Political Empowerment                  | 0.246 | 59th  | 0.245 | 59th  |

### Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

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

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

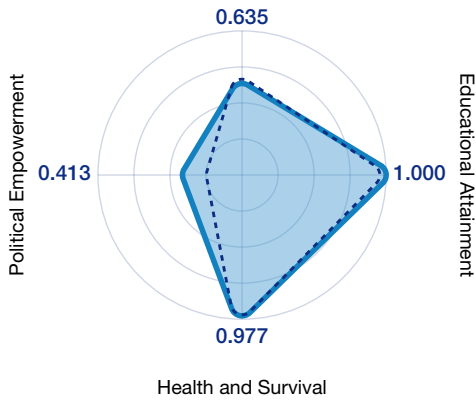
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

■ Argentina score    ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 102nd | 0.635  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 96th  | 0.698  |                                | -21.59     | 50.01          | 71.60  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 110th | 0.575  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 103rd | 0.558  |                                | -11.26k    | 14.19k         | 25.46k | 0-150k     |
| Legislators, senior officials and managers %   | 78th  | 0.492  |                                | -34.05     | 32.97          | 67.03  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 9.62       | 45.19          | 54.81  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 4.28       | 106.13         | 110.41 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 48.94      | 71.35          | 120.28 | 0-200      |
| <b>Health and Survival</b>                     | 46th  | 0.977  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 52nd  | 1.051  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 28th  | 0.413  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 13th  | 0.812  |                                | -10.40     | 44.80          | 55.20  | 0-100      |
| Women in ministerial positions %               | 83rd  | 0.222  |                                | -63.64     | 18.18          | 81.82  | 0-100      |
| Years with female/male head of state (last 50) | 16th  | 0.242  |                                | -30.53     | 9.74           | 40.26  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

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

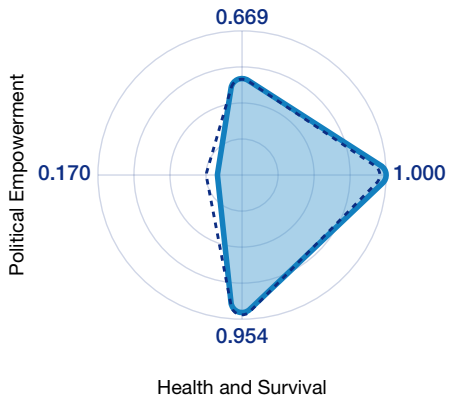
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Armenia score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 84th  | 0.669  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 101st | 0.677  |                                | -20.34     | 42.66          | 63.00  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 15th  | 0.759  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 118th | 0.506  |                                | -8.45k     | 8.64k          | 17.10k | 0-150k     |
| Legislators, senior officials and managers %   | 87th  | 0.446  |                                | -38.28     | 30.86          | 69.14  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 30.97      | 34.52          | 65.48  | 0-100      |
| <b>Educational Attainment</b>                  | 28th  | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 53rd  | 0.999  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.14       | 89.46          | 89.60  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 3.80       | 85.48          | 89.28  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 18.54      | 42.18          | 60.72  | 0-200      |
| <b>Health and Survival</b>                     | 139th | 0.954  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 143rd | 0.907  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 89th  | 0.170  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 39th  | 0.550  |                                | -29.00     | 35.50          | 64.50  | 0-100      |
| Women in ministerial positions %               | 140th | 0.000  |                                | -100.00    | 0              | 100.00 | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 12.64             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 12.62             |       |       |
| Population sex ratio                                      | female/male                    | 1.13              |       |       |
| Population growth rate                                    | %                              | 0.19              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.57              | 1.39  | 2.96  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 18.10             |       |       |
| Firms with female top managers                            | % firms                        | 19.10             |       |       |
| Share of workers in informal sector                       | % workers                      | 49.30             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.11              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.55              | 0.67  | 0.45  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 22.14             | 19.67 | 20.78 |
| Workers employed part-time                                | % of employed people           | 0.23              | 0.16  | 0.20  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1991              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 12.50             |       |       |
| Early marriage  | %                              | 4.80              |       |       |
| Mean age of women at birth of first child                 | years                          | 27.12             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 140.00            | 7.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 39.81             | 60.19 | 0.66  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 24.45             | 75.55 | 0.32  |
| Arts & Humanities   |                                | 82.48             | 17.52 | 4.71  |
| Business, Admin. & Law                                    |                                | 49.80             | 50.20 | 0.99  |
| Education   |                                | 74.51             | 25.49 | 2.92  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | 58.40             | 41.60 | 1.40  |
| Vocational training                                       |                                | 8.99              | 8.87  | 8.93  |
| PhD graduates   |                                | 0.48              | 0.72  | 0.59  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 61.09             | 35.02 | 47.18 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 8.20              |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.80             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 26.00             |       |       |
| Total fertility rate                                      | births per woman               | 1.76              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

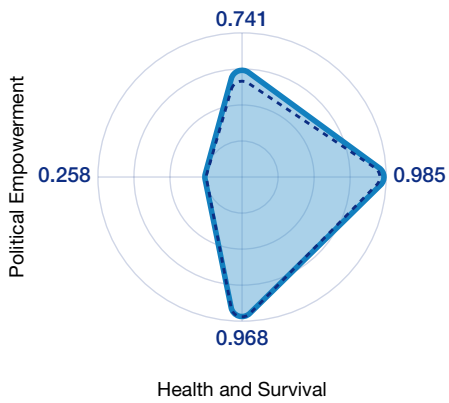
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Australia score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |              |
|---|--------------------------------|--------|-------|--------------|
| Indicator   | Unit                           |        |       | Value        |
| GDP   | US\$ billions                  |        |       | 1,327.84     |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 48.69        |
| Population sex ratio                                      | female/male                    |        |       | 1.01         |
| Population growth rate                                    | %                              |        |       | 1.28         |
| Indicator   | Million people                 | Female | Male  | Value        |
| Total population  |                                | 12.90  | 12.79 | 25.69        |
| Work participation and leadership                         |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Gender pay gap (OECD only)                                | %                              |        |       | 12.27        |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 34.80        |
| Firms with female majority ownership                      | % firms                        |        |       | n. a.        |
| Firms with female top managers                            | % firms                        |        |       | n. a.        |
| Share of workers in informal sector                       | % workers                      |        |       | 25.50        |
| Indicator   | 1-7 (best)                     |        |       | Value        |
| Advancement of women to leadership roles                  |                                |        |       | 5.26         |
| Indicator   | 1 Million people               | Female | Male  | Value        |
| Labour-force  |                                | 6.42   | 7.26  | 0.47         |
| Indicator   | Unit                           | Female | Male  | Value        |
| Unemployed adults (15-64)                                 | % of labour force              | 4.67   | 5.22  | 4.96         |
| Workers employed part-time                                | % of employed people           | 0.59   | 0.36  | 0.47         |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.        |
| Access to finance   |                                |        |       |              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Access to financial services                              |                                |        |       | Equal rights |
| Inheritance rights for widows and daughters               |                                |        |       | Equal rights |
| Access to land assets                                     |                                |        |       | Equal rights |
| Access to non-land assets                                 |                                |        |       | Equal rights |
| Civil and political freedom                               |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Year women received right to vote                         | year                           |        |       | 1901         |
| Number of female heads of state to date                   | number                         |        |       | 1.00         |
| Seats held in upper house                                 | % total seats                  |        |       | 53.30        |
| Indicator   | Yes/No                         |        |       | Value        |
| Election list quotas for women, national                  |                                |        |       | No           |
| Party membership quotas, voluntary                        |                                |        |       | Yes          |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Access to justice   |                                |        |       | Equal rights |
| Freedom of movement                                       |                                |        |       | Equal rights |
| Family and care   |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Public spending on family benefits                        | % GDP                          |        |       | 2.03         |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.        |
| Early marriage  | %                              |        |       | 0.60         |
| Mean age of women at birth of first child                 | years                          |        |       | 30.99        |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Right to divorce  |                                |        |       | Equal rights |
| Indicator   | Days                           | Female | Male  | Value        |
| Length of parental leave                                  |                                | 0      | 0     | 126.00       |
| Education and skills                                      |                                |        |       |              |
| Graduates   | Attainment %                   | Female | Male  | Value        |
| STEM Graduates  |                                | n. a.  | n. a. | n. a.        |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.  | n. a. | n. a.        |
| Arts & Humanities   |                                | 63.30  | 36.70 | 1.72         |
| Business, Admin. & Law                                    |                                | 52.77  | 47.23 | 1.12         |
| Education   |                                | 79.45  | 20.55 | 3.87         |
| Engineering, Manuf. & Construction                        |                                | 23.23  | 76.77 | 0.30         |
| Health & Welfare  |                                | n. a.  | n. a. | n. a.        |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a.        |
| Natural Sci., Mathematics & Statistics                    |                                | 51.28  | 48.72 | 1.05         |
| Social Sci., Journalism & Information                     |                                | 66.94  | 33.06 | 2.02         |
| Vocational training                                       |                                | 15.82  | 20.12 | 18.01        |
| PhD graduates   |                                | 1.38   | 1.78  | 1.58         |
| Graduates   | %                              | Female | Male  | Value        |
| Graduates from tertiary education                         |                                | 79.08  | 54.17 | 66.42        |
| Health  |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 16.90        |
| Births attended by skilled personnel                      | % live births                  |        |       | 96.70        |
| Maternal mortality  | deaths per 100,000 live births |        |       | 6.00         |
| Total fertility rate                                      | births per woman               |        |       | 1.66         |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Reproductive autonomy                                     |                                |        |       | Equal rights |

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

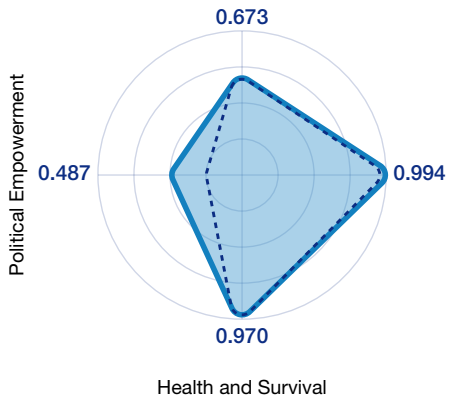
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

Austria score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male   | Min<br>Max |
|--|-------|--------|--------------------------------|------------|------------------|------------|
| <b>Economic Participation and Opportunity</b>  | 81st  | 0.673  |                                | -          | Min - Max        | -          |
| Labour-force participation rate %              | 52nd  | 0.838  |                                | -10.77     | 55.51 vs 66.28   | 0-100      |
| Wage equality for similar work 1-7 (best)      | 91st  | 0.615  |                                | -          | -                | -          |
| Estimated earned income int'l \$ 1,000         | 105th | 0.554  |                                | -29.87k    | 37.12k vs 66.99k | 0-150k     |
| Legislators, senior officials and managers %   | 79th  | 0.488  |                                | -34.40     | 32.80 vs 67.20   | 0-100      |
| Professional and technical workers %           | 69th  | 0.994  |                                | -0.30      | 49.85 vs 50.15   | 0-100      |
| <b>Educational Attainment</b>                  | 61st  | 0.994  |                                | -          | -                | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -                | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.17       | 99.71 vs 99.88   | 0-100      |
| Enrolment in secondary education %             | 97th  | 0.975  |                                | -2.55      | 98.88 vs 101.43  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 17.13      | 78.18 vs 95.32   | 0-200      |
| <b>Health and Survival</b>                     | 82nd  | 0.970  |                                | -          | -                | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -                | -          |
| Healthy life expectancy** years                | 90th  | 1.028  |                                | -          | -                | -          |
| <b>Political Empowerment</b>                   | 16th  | 0.487  |                                | -          | -                | -          |
| Women in parliament %                          | 21st  | 0.709  |                                | -17.00     | 41.50 vs 58.50   | 0-100      |
| Women in ministerial positions %               | 1st   | 1.000  |                                | 14.29      | 42.86 vs 57.14   | 0-100      |
| Years with female/male head of state (last 50) | 51st  | 0.046  |                                | -45.64     | 2.18 vs 47.82    | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |              |       |       |
|---|--------------------------------|--------------|-------|-------|
| Indicator   | Unit                           | Value        |       |       |
| GDP   | US\$ billions                  | 433.26       |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 51.86        |       |       |
| Population sex ratio                                      | female/male                    | 1.03         |       |       |
| Population growth rate                                    | %                              | 0.41         |       |       |
| Indicator   | Million people                 | Female       | Male  | Value |
| Total population  |                                | 4.52         | 4.40  | 8.92  |
| Work participation and leadership                         |                                |              |       |       |
| Indicator   | Unit                           | Value        |       |       |
| Gender pay gap (OECD only)                                | %                              | 13.32        |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | 34.60        |       |       |
| Firms with female majority ownership                      | % firms                        | 16.20        |       |       |
| Firms with female top managers                            | % firms                        | n. a.        |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.        |       |       |
| Indicator   | 1-7 (best)                     | Value        |       |       |
| Advancement of women to leadership roles                  |                                | 4.97         |       |       |
| Indicator   | 1 Million people               | Female       | Male  | Value |
| Labour-force  |                                | 2.19         | 2.51  | 0.47  |
| Indicator   | Unit                           | Female       | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 5.37         | 5.44  | 5.41  |
| Workers employed part-time                                | % of employed people           | 0.66         | 0.37  | 0.51  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.        | n. a. | n. a. |
| Access to finance   |                                |              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value        |       |       |
| Access to financial services                              |                                | Equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Equal rights |       |       |
| Access to land assets                                     |                                | Equal rights |       |       |
| Access to non-land assets                                 |                                | Equal rights |       |       |
| Civil and political freedom                               |                                |              |       |       |
| Indicator   | Unit                           | Value        |       |       |
| Year women received right to vote                         | year                           | 1918         |       |       |
| Number of female heads of state to date                   | number                         | 1.00         |       |       |
| Seats held in upper house                                 | % total seats                  | 41.00        |       |       |
| Indicator   | Yes/No                         | Value        |       |       |
| Election list quotas for women, national                  |                                | No           |       |       |
| Party membership quotas, voluntary                        |                                | Yes          |       |       |
| Indicator   | 0-1 (Equal rights)             | Value        |       |       |
| Access to justice   |                                | Equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights |       |       |
| Family and care   |                                |              |       |       |
| Indicator   | Unit                           | Value        |       |       |
| Public spending on family benefits                        | % GDP                          | 2.62         |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.        |       |       |
| Early marriage  | %                              | 2.80         |       |       |
| Mean age of women at birth of first child                 | years                          | 30.60        |       |       |
| Indicator   | 0-1 (Equal rights)             | Value        |       |       |
| Right to divorce  |                                | Equal rights |       |       |
| Indicator   | Days                           | Female       | Male  | Value |
| Length of parental leave                                  |                                | 112.00       | 30.00 | n. a. |
| Education and skills                                      |                                |              |       |       |
| Graduates   | Attainment %                   | Female       | Male  | Value |
| STEM Graduates  |                                | 25.90        | 74.10 | 0.35  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 46.92        | 53.08 | 0.88  |
| Arts & Humanities   |                                | n. a.        | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | 57.02        | 42.98 | 1.33  |
| Education   |                                | 82.18        | 17.82 | 4.61  |
| Engineering, Manuf. & Construction                        |                                | 21.54        | 78.46 | 0.27  |
| Health & Welfare  |                                | 69.31        | 30.69 | 2.26  |
| Information & Comm. Technologies                          |                                | n. a.        | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.        | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.        | n. a. | n. a. |
| Vocational training                                       |                                | 26.24        | 29.24 | 27.79 |
| PhD graduates   |                                | 0.81         | 1.25  | 1.02  |
| Graduates   | %                              | Female       | Male  | Value |
| Graduates from tertiary education                         |                                | 44.15        | 29.40 | 36.52 |
| Health  |                                |              |       |       |
| Indicator   | Unit                           | Value        |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 13.00        |       |       |
| Births attended by skilled personnel                      | % live births                  | 98.40        |       |       |
| Maternal mortality  | deaths per 100,000 live births | 5.00         |       |       |
| Total fertility rate                                      | births per woman               | 1.46         |       |       |
| Indicator   | 0-1 (Equal rights)             | Value        |       |       |
| Reproductive autonomy                                     |                                | Equal rights |       |       |

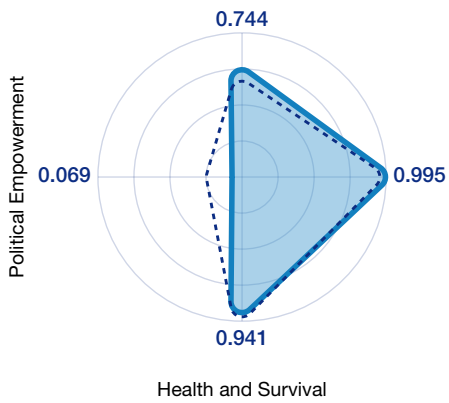
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Azerbaijan score      average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           |                   |       | Value |
| GDP   | US\$ billions                  |                   |       | 42.61 |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 13.73 |
| Population sex ratio                                      | female/male                    |                   |       | 1.00  |
| Population growth rate                                    | %                              |                   |       | 0.68  |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 5.05              | 5.04  | 10.09 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a. |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a. |
| Firms with female majority ownership                      | % firms                        |                   |       | 10.50 |
| Firms with female top managers                            | % firms                        |                   |       | 16.50 |
| Share of workers in informal sector                       | % workers                      |                   |       | n. a. |
| Indicator   | 1-7 (best)                     |                   |       | Value |
| Advancement of women to leadership roles                  |                                |                   |       | 4.97  |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 2.41              | 2.58  | 0.48  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 7.72              | 5.45  | 6.55  |
| Workers employed part-time                                | % of employed people           | 0.24              | 0.15  | 0.20  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Access to financial services                              |                                | Near-equal rights |       | ◆     |
| Inheritance rights for widows and daughters               |                                | Equal rights      |       | ◆     |
| Access to land assets                                     |                                | Equal rights      |       | ◆     |
| Access to non-land assets                                 |                                | Equal rights      |       | ◆     |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Year women received right to vote                         | year                           |                   |       | 1991  |
| Number of female heads of state to date                   | number                         |                   |       | 0     |
| Seats held in upper house                                 | % total seats                  |                   |       | n. a. |
| Indicator   | Yes/No                         |                   |       | Value |
| Election list quotas for women, national                  |                                |                   |       | n. a. |
| Party membership quotas, voluntary                        |                                |                   |       | n. a. |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Access to justice   |                                | Near-equal rights |       | ◆     |
| Freedom of movement                                       |                                | Equal rights      |       | ◆     |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a. |
| Unmet family planning                                     | % women 15-49                  |                   |       | n. a. |
| Early marriage  | %                              |                   |       | 9.00  |
| Mean age of women at birth of first child                 | years                          |                   |       | 25.55 |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Right to divorce  |                                | Near-equal rights |       | ◆     |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 126.00            | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 35.10             | 64.90 | 0.54  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | 39.55             | 60.45 | 0.65  |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | 65.34             | 34.66 | 1.88  |
| Social Sci., Journalism & Information                     |                                | 57.08             | 42.92 | 1.33  |
| Vocational training                                       |                                | 14.48             | 14.21 | 14.34 |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates %   |                                | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 23.96             | 23.12 | 23.52 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 13.50 |
| Births attended by skilled personnel                      | % live births                  |                   |       | 99.39 |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 26.00 |
| Total fertility rate                                      | births per woman               |                   |       | 1.80  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Reproductive autonomy                                     |                                | Equal rights      |       | ◆     |

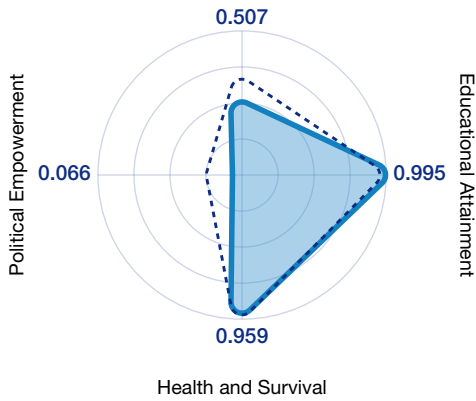
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Bahrain score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 131st | 0.507  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 129th | 0.507  |                                | -41.17     | 42.36          | 83.53  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 20th  | 0.751  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 134th | 0.336  |                                | -35.92k    | 18.18k         | 54.10k | 0-150k     |
| Legislators, senior officials and managers %   | 112th | 0.275  |                                | -56.88     | 21.56          | 78.44  | 0-100      |
| Professional and technical workers %           | 121st | 0.483  |                                | -34.84     | 32.58          | 67.42  | 0-100      |
| <b>Educational Attainment</b>                  | 54th  | 0.995  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 92nd  | 0.990  |                                | -0.97      | 97.17          | 98.13  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 8.30       | 93.23          | 101.52 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 33.25      | 45.26          | 78.51  | 0-200      |
| <b>Health and Survival</b>                     | 134th | 0.959  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 142nd | 0.993  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 137th | 0.066  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 116th | 0.176  |                                | -70.00     | 15.00          | 85.00  | 0-100      |
| Women in ministerial positions %               | 135th | 0.048  |                                | -90.91     | 4.55           | 95.45  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 34.73             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 41.48             |       |       |
| Population sex ratio                                      | female/male                    | 0.55              |       |       |
| Population growth rate                                    | %                              | 3.62              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 0.60              | 1.10  | 1.70  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.56              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.20              | 0.81  | 0.19  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 5.38              | 0.88  | 1.76  |
| Workers employed part-time                                | % of employed people           | n. a.             | n. a. | n. a. |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Unequal rights    |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 2002              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 22.50             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Restricted rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 5.50              |       |       |
| Mean age of women at birth of first child                 | years                          | 29.74             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Unequal rights    |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 60.00             | 1.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 41.21             | 58.79 | 0.70  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | 62.17             | 37.83 | 1.64  |
| Education   |                                | 82.44             | 17.56 | 4.69  |
| Engineering, Manuf. & Construction                        |                                | 30.57             | 69.43 | 0.44  |
| Health & Welfare  |                                | 73.18             | 26.82 | 2.73  |
| Information & Comm. Technologies                          |                                | 47.14             | 52.86 | 0.89  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 0.88              | 5.59  | 3.58  |
| PhD graduates   |                                | 0.22              | 0.29  | 0.26  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 53.45             | 26.43 | 38.56 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | n. a.             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.90             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 14.00             |       |       |
| Total fertility rate                                      | births per woman               | 1.96              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

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

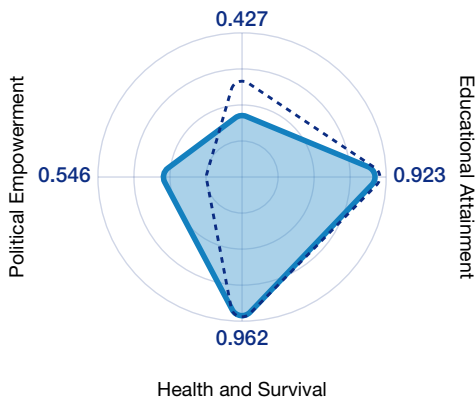
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

■ Bangladesh score    ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |       | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|-------|------------|
|  |       |        |                                |            | ◆              | ◆     |            |
| <b>Economic Participation and Opportunity</b>  | 141st | 0.427  |                                | -          | Min            | Max   | -          |
| Labour-force participation rate %              | 134th | 0.443  |                                | -43.91     | 34.87          | 78.78 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 109th | 0.577  |                                | -          | -              | -     | -          |
| Estimated earned income int'l \$ 1,000         | 128th | 0.410  |                                | -4.06k     | 2.82k          | 6.88k | 0-150k     |
| Legislators, senior officials and managers %   | 133rd | 0.120  |                                | -78.52     | 10.74          | 89.26 | 0-100      |
| Professional and technical workers %           | 124th | 0.421  |                                | -40.70     | 29.65          | 70.35 | 0-100      |
| <b>Educational Attainment</b>                  | 123rd | 0.923  |                                | -          | -              | -     | -          |
| Literacy rate %                                | 102nd | 0.925  |                                | -          | -              | -     | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -     | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 13.94      | 67.55          | 81.49 | 0-200      |
| Enrolment in tertiary education %              | 118th | 0.772  |                                | -5.86      | 19.84          | 25.70 | 0-200      |
| <b>Health and Survival</b>                     | 129th | 0.962  |                                | -          | -              | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -     | -          |
| Healthy life expectancy** years                | 136th | 1.002  |                                | -          | -              | -     | -          |
| <b>Political Empowerment</b>                   | 9th   | 0.546  |                                | -          | -              | -     | -          |
| Women in parliament %                          | 92nd  | 0.264  |                                | -58.20     | 20.90          | 79.10 | 0-100      |
| Women in ministerial positions %               | 127th | 0.083  |                                | -84.62     | 7.69           | 92.31 | 0-100      |
| Years with female/male head of state (last 50) | 1st   | 1.000  |                                | 6.61       | 21.69          | 28.31 | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           | Value             |       |        |
| GDP   | US\$ billions                  | 323.06            |       |        |
| GDP per capita  | constant '17, intl. \$ 1000    | 4.87              |       |        |
| Population sex ratio                                      | female/male                    | 0.98              |       |        |
| Population growth rate                                    | %                              | 1.00              |       |        |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 81.43             | 83.26 | 164.69 |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           | Value             |       |        |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |        |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |        |
| Firms with female majority ownership                      | % firms                        | 1.70              |       |        |
| Firms with female top managers                            | % firms                        | 4.80              |       |        |
| Share of workers in informal sector                       | % workers                      | 94.70             |       |        |
| Indicator   | 1-7 (best)                     | Value             |       |        |
| Advancement of women to leadership roles                  |                                | 4.02              |       |        |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 21.22             | 48.59 | 0.30   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 7.58              | 3.89  | 5.02   |
| Workers employed part-time                                | % of employed people           | 0.41              | 0.10  | 0.19   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             | Value             |       |        |
| Access to financial services                              |                                | Near-equal rights |       |        |
| Inheritance rights for widows and daughters               |                                | Unequal rights    |       |        |
| Access to land assets                                     |                                | Uneven rights     |       |        |
| Access to non-land assets                                 |                                | Uneven rights     |       |        |
| Civil and political freedom                               |                                |                   |       |        |
| Indicator   | Unit                           | Value             |       |        |
| Year women received right to vote                         | year                           | 1971              |       |        |
| Number of female heads of state to date                   | number                         | 2.00              |       |        |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |        |
| Indicator   | Yes/No                         | Value             |       |        |
| Election list quotas for women, national                  |                                | No                |       |        |
| Party membership quotas, voluntary                        |                                | No                |       |        |
| Indicator   | 0-1 (Equal rights)             | Value             |       |        |
| Access to justice   |                                | Restricted rights |       |        |
| Freedom of movement                                       |                                | Equal rights      |       |        |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           | Value             |       |        |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |        |
| Unmet family planning                                     | % women 15-49                  | 12.00             |       |        |
| Early marriage  | %                              | 45.20             |       |        |
| Mean age of women at birth of first child                 | years                          | 25.40             |       |        |
| Indicator   | 0-1 (Equal rights)             | Value             |       |        |
| Right to divorce  |                                | Unequal rights    |       |        |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 112.00            | 0     | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 21.19             | 78.81 | 0.27   |
| Arts & Humanities   |                                | 33.15             | 66.85 | 0.50   |
| Business, Admin. & Law                                    |                                | 26.16             | 73.84 | 0.35   |
| Education   |                                | 22.03             | 77.97 | 0.28   |
| Engineering, Manuf. & Construction                        |                                | 46.05             | 53.95 | 0.85   |
| Health & Welfare  |                                | 25.26             | 74.74 | 0.34   |
| Information & Comm. Technologies                          |                                | 27.25             | 72.75 | 0.37   |
| Natural Sci., Mathematics & Statistics                    |                                | 14.92             | 85.08 | 0.18   |
| Social Sci., Journalism & Information                     |                                | 27.78             | 72.22 | 0.38   |
| Vocational training                                       |                                | 1.82              | 4.73  | 3.30   |
| PhD graduates   |                                | 0.17              | 0.32  | 0.24   |
| Graduates   | %                              | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a.  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           | Value             |       |        |
| Prevalence of gender violence in lifetime                 | % women                        | 53.30             |       |        |
| Births attended by skilled personnel                      | % live births                  | 52.70             |       |        |
| Maternal mortality  | deaths per 100,000 live births | 173.00            |       |        |
| Total fertility rate                                      | births per woman               | 2.01              |       |        |
| Indicator   | 0-1 (Equal rights)             | Value             |       |        |
| Reproductive autonomy                                     |                                | Restricted rights |       |        |

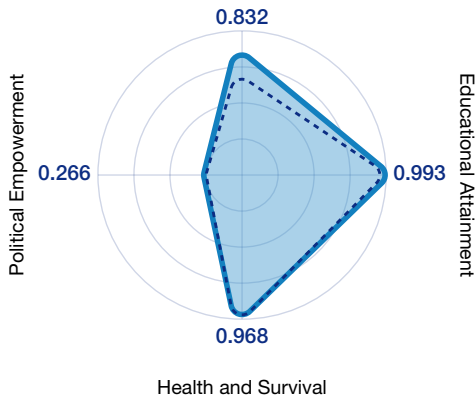
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Barbados score | average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           |                   |       | Value |
| GDP   | US\$ billions                  |                   |       | 4.42  |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 12.66 |
| Population sex ratio                                      | female/male                    |                   |       | 1.07  |
| Population growth rate                                    | %                              |                   |       | 0.12  |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 0.15              | 0.14  | 0.29  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a. |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a. |
| Firms with female majority ownership                      | % firms                        |                   |       | n. a. |
| Firms with female top managers                            | % firms                        |                   |       | n. a. |
| Share of workers in informal sector                       | % workers                      |                   |       | 62.00 |
| Indicator   | 1-7 (best)                     |                   |       | Value |
| Advancement of women to leadership roles                  |                                |                   |       | 5.31  |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.07              | 0.07  | 0.49  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 8.71              | 10.75 | 9.75  |
| Workers employed part-time                                | % of employed people           | 0.12              | 0.10  | 0.11  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Access to financial services                              |                                | Near-equal rights |       | ◆     |
| Inheritance rights for widows and daughters               |                                | Equal rights      |       | ◆     |
| Access to land assets                                     |                                | Equal rights      |       | ◆     |
| Access to non-land assets                                 |                                | Equal rights      |       | ◆     |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Year women received right to vote                         | year                           |                   |       | 1966  |
| Number of female heads of state to date                   | number                         |                   |       | 1.00  |
| Seats held in upper house                                 | % total seats                  |                   |       | 44.40 |
| Indicator   | Yes/No                         |                   |       | Value |
| Election list quotas for women, national                  |                                |                   |       | n. a. |
| Party membership quotas, voluntary                        |                                |                   |       | n. a. |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Access to justice   |                                | Equal rights      |       | ◆     |
| Freedom of movement                                       |                                | Restricted rights |       | ◆     |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a. |
| Unmet family planning                                     | % women 15-49                  |                   |       | n. a. |
| Early marriage  | %                              |                   |       | 0     |
| Mean age of women at birth of first child                 | years                          |                   |       | 29.04 |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Right to divorce  |                                | Equal rights      |       | ◆     |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 84.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | n. a. |
| Births attended by skilled personnel                      | % live births                  |                   |       | 99.10 |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 27.00 |
| Total fertility rate                                      | births per woman               |                   |       | 1.62  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Reproductive autonomy                                     |                                | Near-equal rights |       | ◆     |

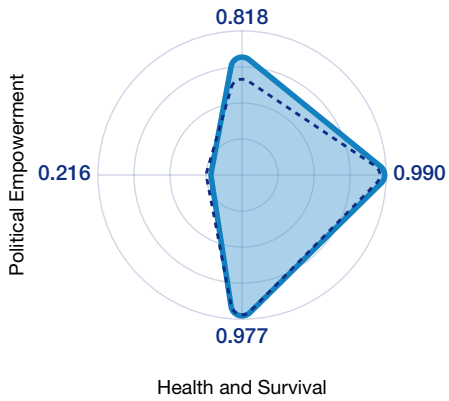
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Belarus score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 4th   | 0.818  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 63rd  | 0.803  |                                | -14.08     | 57.31          | 71.39  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 89th  | 0.609  |                                | -9.47k     | 14.77k         | 24.25k | 0-150k     |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 1.01       | 49.49          | 50.51  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 39.44      | 30.28          | 69.72  | 0-100      |
| <b>Educational Attainment</b>                  | 77th  | 0.990  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 101st | 0.984  |                                | -1.55      | 97.90          | 99.45  | 0-100      |
| Enrolment in secondary education %             | 87th  | 0.986  |                                | -1.46      | 101.69         | 103.15 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 11.15      | 81.18          | 92.33  | 0-200      |
| <b>Health and Survival</b>                     | 44th  | 0.977  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 126th | 0.941  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 69th  | 0.216  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 25th  | 0.667  |                                | -20.00     | 40.00          | 60.00  | 0-100      |
| Women in ministerial positions %               | 138th | 0.037  |                                | -92.86     | 3.57           | 96.43  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 60.26             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 19.19             |       |       |
| Population sex ratio                                      | female/male                    | 1.15              |       |       |
| Population growth rate                                    | %                              | -0.42             |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 5.01              | 4.37  | 9.38  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 19.20             |       |       |
| Firms with female top managers                            | % firms                        | 21.10             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | n. a.             |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 2.43              | 2.54  | 0.49  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 3.64              | 5.55  | 4.61  |
| Workers employed part-time                                | % of employed people           | 0.24              | 0.08  | 0.16  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and daughters               |                                | Equal rights      |       |       |
| Access to land assets                                     |                                | Equal rights      |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1991              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 25.00             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 8.40              |       |       |
| Mean age of women at birth of first child                 | years                          | 28.54             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Equal rights      |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 126.00            | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 55.28             | 44.72 | 1.24  |
| Arts & Humanities   |                                | 76.06             | 23.94 | 3.18  |
| Business, Admin. & Law                                    |                                | 71.05             | 28.95 | 2.45  |
| Education   |                                | 75.84             | 24.16 | 3.14  |
| Engineering, Manuf. & Construction                        |                                | 23.21             | 76.79 | 0.30  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | 23.04             | 76.96 | 0.30  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | 78.94             | 21.06 | 3.75  |
| Vocational training                                       |                                | 7.64              | 12.15 | 9.96  |
| PhD graduates   |                                | 0.26              | 0.35  | 0.30  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 84.34             | 63.01 | 73.36 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 25.00             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.80             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 2.00              |       |       |
| Total fertility rate                                      | births per woman               | 1.38              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

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

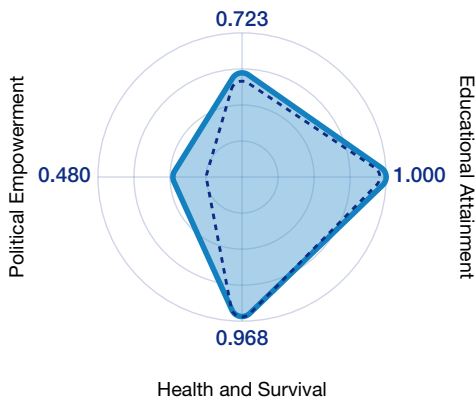
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

■ Belgium score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.793 | 14th | 0.789 | 13th |
| Economic Participation and Opportunity | 0.723 | 52nd | 0.709 | 59th |
| Educational Attainment                 | 1.000 | 1st  | 1.000 | 1st  |
| Health and Survival                    | 0.968 | 91st | 0.968 | 98th |
| Political Empowerment                  | 0.480 | 18th | 0.480 | 16th |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 52nd  | 0.723  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 46th  | 0.847  |                                | -8.97      | 49.84          | 58.81  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 74th  | 0.653  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 51st  | 0.689  |                                | -17.97k    | 39.85k         | 57.82k | 0-150k     |
| Legislators, senior officials and managers %   | 70th  | 0.526  |                                | -31.09     | 34.46          | 65.54  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 4.45       | 47.78          | 52.22  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.83       | 98.70          | 99.53  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 18.84      | 146.90         | 165.74 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 23.60      | 68.64          | 92.23  | 0-200      |
| <b>Health and Survival</b>                     | 91st  | 0.968  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 101st | 1.022  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 18th  | 0.480  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 19th  | 0.724  |                                | -16.00     | 42.00          | 58.00  | 0-100      |
| Women in ministerial positions %               | 1st   | 1.000  |                                | 14.29      | 42.86          | 57.14  | 0-100      |
| Years with female/male head of state (last 50) | 61st  | 0.019  |                                | -48.14     | 0.93           | 49.07  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |              |
|---|--------------------------------|--------|-------|--------------|
| Indicator   | Unit                           |        |       | Value        |
| GDP   | US\$ billions                  |        |       | 521.86       |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 48.72        |
| Population sex ratio                                      | female/male                    |        |       | 1.02         |
| Population growth rate                                    | %                              |        |       | 0.48         |
| Indicator   | Million people                 | Female | Male  | Value        |
| Total population  |                                | 5.82   | 5.72  | 11.54        |
| Work participation and leadership                         |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Gender pay gap (OECD only)                                | %                              |        |       | 3.80         |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 37.90        |
| Firms with female majority ownership                      | % firms                        |        |       | 11.80        |
| Firms with female top managers                            | % firms                        |        |       | 17.90        |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.        |
| Indicator   | 1-7 (best)                     |        |       | Value        |
| Advancement of women to leadership roles                  |                                |        |       | 4.95         |
| Indicator   | 1 Million people               | Female | Male  | Value        |
| Labour-force  |                                | 2.45   | 2.80  | 0.47         |
| Indicator   | Unit                           | Female | Male  | Value        |
| Unemployed adults (15-64)                                 | % of labour force              | 6.30   | 6.06  | 6.17         |
| Workers employed part-time                                | % of employed people           | 0.55   | 0.31  | 0.42         |
| Proportion of time spent on unpaid domestic and care work | %                              | 0.32   | 0.07  | n. a.        |
| Access to finance   |                                |        |       |              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Access to financial services                              |                                |        |       | Equal rights |
| Inheritance rights for widows and daughters               |                                |        |       | Equal rights |
| Access to land assets                                     |                                |        |       | Equal rights |
| Access to non-land assets                                 |                                |        |       | Equal rights |
| Civil and political freedom                               |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Year women received right to vote                         | year                           |        |       | 1949         |
| Number of female heads of state to date                   | number                         |        |       | 1.00         |
| Seats held in upper house                                 | % total seats                  |        |       | 48.30        |
| Indicator   | Yes/No                         |        |       | Value        |
| Election list quotas for women, national                  |                                |        |       | Yes          |
| Party membership quotas, voluntary                        |                                |        |       | No           |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Access to justice   |                                |        |       | Equal rights |
| Freedom of movement                                       |                                |        |       | Equal rights |
| Family and care   |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Public spending on family benefits                        | % GDP                          |        |       | 3.15         |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.        |
| Early marriage  | %                              |        |       | 2.20         |
| Mean age of women at birth of first child                 | years                          |        |       | 31.07        |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Right to divorce  |                                |        |       | Equal rights |
| Indicator   | Days                           | Female | Male  | Value        |
| Length of parental leave                                  |                                | 105.00 | 21.00 | n. a.        |
| Education and skills                                      |                                |        |       |              |
| Graduates   | Attainment %                   | Female | Male  | Value        |
| STEM Graduates  |                                | 25.83  | 74.17 | 0.35         |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 62.13  | 37.87 | 1.64         |
| Arts & Humanities   |                                | 62.55  | 37.45 | 1.67         |
| Business, Admin. & Law                                    |                                | 54.12  | 45.88 | 1.18         |
| Education   |                                | 77.49  | 22.51 | 3.44         |
| Engineering, Manuf. & Construction                        |                                | 23.40  | 76.60 | 0.31         |
| Health & Welfare  |                                | 75.63  | 24.37 | 3.10         |
| Information & Comm. Technologies                          |                                | 9.88   | 90.12 | 0.11         |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.  | n. a. | n. a.        |
| Social Sci., Journalism & Information                     |                                | 70.34  | 29.66 | 2.37         |
| Vocational training                                       |                                | 22.65  | 26.83 | 24.79        |
| PhD graduates   |                                | 0.43   | 0.79  | 0.60         |
| Graduates   | %                              | Female | Male  | Value        |
| Graduates from tertiary education                         |                                | 61.48  | 39.42 | 50.16        |
| Health  |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 24.00        |
| Births attended by skilled personnel                      | % live births                  |        |       | n. a.        |
| Maternal mortality  | deaths per 100,000 live births |        |       | 5.00         |
| Total fertility rate                                      | births per woman               |        |       | 1.57         |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Reproductive autonomy                                     |                                |        |       | Equal rights |

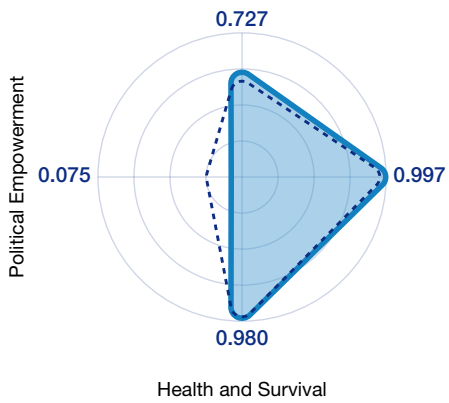
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Belize score    ⋮ average score

Economic Participation and Opportunity



Overview

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

### Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 1.64              |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 6.12              |       |       |
| Population sex ratio                                      | female/male                    | 1.01              |       |       |
| Population growth rate                                    | %                              | 1.84              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 0.20              | 0.20  | 0.40  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.30              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.07              | 0.11  | 0.39  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 11.40             | 5.49  | 7.79  |
| Workers employed part-time                                | % of employed people           | 0.33              | 0.21  | 0.25  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and daughters               |                                | Equal rights      |       |       |
| Access to land assets                                     |                                | Equal rights      |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1981              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 35.70             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Restricted rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 17.50             |       |       |
| Mean age of women at birth of first child                 | years                          | 27.03             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Equal rights      |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 98.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 41.83             | 58.17 | 0.72  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 35.29             | 64.71 | 0.55  |
| Arts & Humanities   |                                | 71.43             | 28.57 | 2.50  |
| Business, Admin. & Law                                    |                                | 68.63             | 31.37 | 2.19  |
| Education   |                                | 83.27             | 16.73 | 4.98  |
| Engineering, Manuf. & Construction                        |                                | 9.09              | 90.91 | 0.10  |
| Health & Welfare  |                                | 69.86             | 30.14 | 2.32  |
| Information & Comm. Technologies                          |                                | 19.44             | 80.56 | 0.24  |
| Natural Sci., Mathematics & Statistics                    |                                | 52.83             | 47.17 | 1.12  |
| Social Sci., Journalism & Information                     |                                | 69.81             | 30.19 | 2.31  |
| Vocational training                                       |                                | 2.95              | 3.01  | 2.98  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 9.56              | 3.98  | 6.77  |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | n. a.             |       |       |
| Births attended by skilled personnel                      | % live births                  | 94.00             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 36.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.27              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

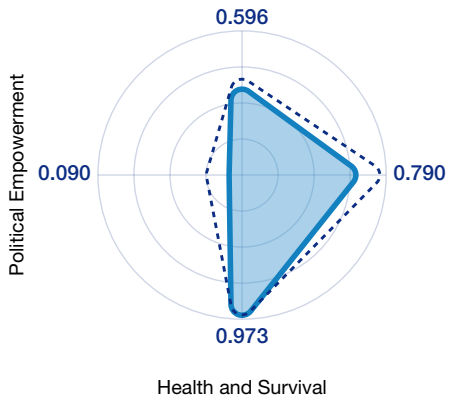
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Benin score    average score

Economic Participation and Opportunity



Overview

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |       | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|-------|------------|
|  |       |        |                                |            | ◆              | ◆     |            |
| <b>Economic Participation and Opportunity</b>  | 114th | 0.596  |                                | -          | Min            | Max   | -          |
| Labour-force participation rate %              | 8th   | 0.955  |                                | -3.27      | 69.33          | 72.60 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 44th  | 0.706  |                                | -          | -              | -     | -          |
| Estimated earned income int'l \$ 1,000         | 88th  | 0.610  |                                | -1.61k     | 2.52k          | 4.13k | 0-150k     |
| Legislators, senior officials and managers %   | 128th | 0.159  |                                | -72.51     | 13.75          | 86.25 | 0-100      |
| Professional and technical workers %           | 137th | 0.235  |                                | -61.97     | 19.02          | 80.98 | 0-100      |
| <b>Educational Attainment</b>                  | 138th | 0.790  |                                | -          | -              | -     | -          |
| Literacy rate %                                | 138th | 0.576  |                                | -          | -              | -     | -          |
| Enrolment in primary education %               | 107th | 0.940  |                                | -5.72      | 90.38          | 96.09 | 0-100      |
| Enrolment in secondary education %             | 129th | 0.809  |                                | -10.00     | 42.44          | 52.44 | 0-200      |
| Enrolment in tertiary education %              | 132nd | 0.514  |                                | -7.09      | 7.51           | 14.60 | 0-200      |
| <b>Health and Survival</b>                     | 65th  | 0.973  |                                | -          | -              | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -     | -          |
| Healthy life expectancy** years                | 71st  | 1.039  |                                | -          | -              | -     | -          |
| <b>Political Empowerment</b>                   | 126th | 0.090  |                                | -          | -              | -     | -          |
| Women in parliament %                          | 136th | 0.080  |                                | -85.20     | 7.40           | 92.60 | 0-100      |
| Women in ministerial positions %               | 76th  | 0.263  |                                | -58.33     | 20.83          | 79.17 | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 15.65             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 3.32              |       |       |
| Population sex ratio                                      | female/male                    | 1.00              |       |       |
| Population growth rate                                    | %                              | 2.69              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 6.07              | 6.05  | 12.12 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 21.30             |       |       |
| Firms with female top managers                            | % firms                        | 25.90             |       |       |
| Share of workers in informal sector                       | % workers                      | 96.90             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.87              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 2.55              | 2.60  | 0.49  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 1.73              | 1.20  | 1.46  |
| Workers employed part-time                                | % of employed people           | 0.32              | 0.20  | 0.26  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Uneven rights     |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1960              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Restricted rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 32.30             |       |       |
| Early marriage  | %                              | 16.60             |       |       |
| Mean age of women at birth of first child                 | years                          | 28.86             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 98.00             | 3.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 54.88             | 45.12 | 1.22  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 60.51             | 39.49 | 1.53  |
| Arts & Humanities   |                                | 56.09             | 43.91 | 1.28  |
| Business, Admin. & Law                                    |                                | 61.35             | 38.65 | 1.59  |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | 54.64             | 45.36 | 1.20  |
| Health & Welfare  |                                | 63.67             | 36.33 | 1.75  |
| Information & Comm. Technologies                          |                                | 55.07             | 44.93 | 1.23  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | 61.49             | 38.51 | 1.60  |
| Vocational training                                       |                                | 0.84              | 1.76  | 1.31  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 68.60             |       |       |
| Births attended by skilled personnel                      | % live births                  | 78.10             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 397.00            |       |       |
| Total fertility rate                                      | births per woman               | 4.77              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Uneven rights     |       |       |

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

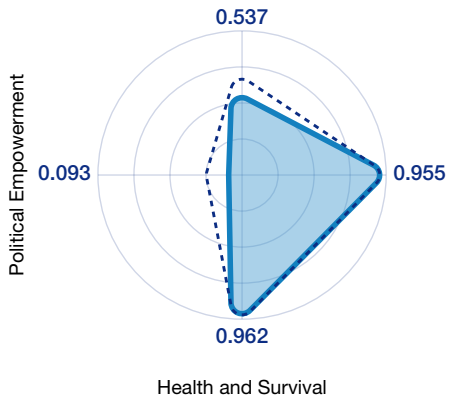
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

■ Bhutan score    ··· average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 126th | 0.537  | 0   1                          | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 77th  | 0.766  |                                | -15.77     | 51.63          | 67.40  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 99th  | 0.567  |                                | -5.74k     | 7.50k          | 13.24k | 0-150k     |
| Legislators, senior officials and managers %   | 119th | 0.227  |                                | -63.06     | 18.48          | 81.54  | 0-100      |
| Professional and technical workers %           | 119th | 0.487  |                                | -34.50     | 32.75          | 67.25  | 0-100      |
| <b>Educational Attainment</b>                  | 111th | 0.955  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 124th | 0.761  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 2.85       | 94.94          | 97.80  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 11.00      | 84.71          | 95.71  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 0.99       | 15.98          | 16.97  | 0-200      |
| <b>Health and Survival</b>                     | 125th | 0.962  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 132nd | 1.004  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 125th | 0.093  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 109th | 0.211  |                                | -65.20     | 17.40          | 82.60  | 0-100      |
| Women in ministerial positions %               | 120th | 0.111  |                                | -80.00     | 10.00          | 90.00  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 2.32              |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 10.55             |       |       |
| Population sex ratio                                      | female/male                    | 0.88              |       |       |
| Population growth rate                                    | %                              | 1.11              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 0.36              | 0.41  | 0.77  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 32.80             |       |       |
| Firms with female top managers                            | % firms                        | 26.30             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.54              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.14              | 0.21  | 0.40  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 5.74              | 3.50  | 4.39  |
| Workers employed part-time                                | % of employed people           | 0.11              | 0.06  | 0.08  |
| Proportion of time spent on unpaid domestic and care work | %                              | 2.57              | 0.97  | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and daughters               |                                | Equal rights      |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 2007              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 12.50             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 16.30             |       |       |
| Mean age of women at birth of first child                 | years                          | 28.75             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Restricted rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 56.00             | 7.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 15.48             | 84.52 | 0.18  |
| Arts & Humanities   |                                | 56.86             | 43.14 | 1.32  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | 24.91             | 75.09 | 0.33  |
| Health & Welfare  |                                | 52.63             | 47.37 | 1.11  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | 0.11              | 0.27  | 0.20  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 26.50             |       |       |
| Births attended by skilled personnel                      | % live births                  | 96.20             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 183.00            |       |       |
| Total fertility rate                                      | births per woman               | 1.95              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Uneven rights     |       |       |

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

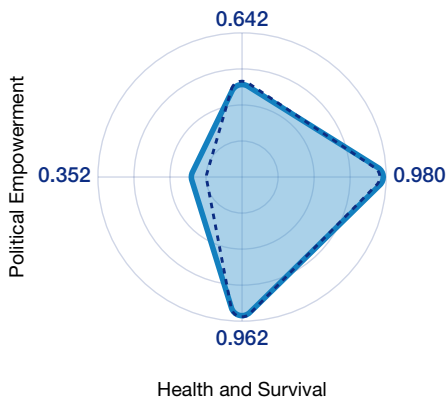
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

Bolivia (Plurinational State of) score average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 97th  | 0.642  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 60th  | 0.815  |                                | -15.48     | 68.28          | 83.77  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 125th | 0.484  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 30th  | 0.733  |                                | -2.42k     | 6.63k          | 9.05k  | 0-150k     |
| Legislators, senior officials and managers %   | 91st  | 0.430  |                                | -39.84     | 30.08          | 69.92  | 0-100      |
| Professional and technical workers %           | 88th  | 0.852  |                                | -7.98      | 46.01          | 53.99  | 0-100      |
| <b>Educational Attainment</b>                  | 91st  | 0.980  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 101st | 0.929  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 72nd  | 0.999  |                                | -0.05      | 94.65          | 94.70  | 0-100      |
| Enrolment in secondary education %             | 90th  | 0.982  |                                | -1.62      | 89.15          | 90.78  | 0-200      |
| Enrolment in tertiary education %              | -     | -      | -                              | -          | -              | -      | -          |
| <b>Health and Survival</b>                     | 128th | 0.962  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 135th | 1.002  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 36th  | 0.352  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 9th   | 0.859  |                                | -7.60      | 46.20          | 53.80  | 0-100      |
| Women in ministerial positions %               | 70th  | 0.286  |                                | -55.56     | 22.22          | 77.78  | 0-100      |
| Years with female/male head of state (last 50) | 55th  | 0.034  |                                | -46.68     | 1.66           | 48.34  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 36.57             |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 7.85              |
| Population sex ratio                                      | female/male                    |        |       | 0.99              |
| Population growth rate                                    | %                              |        |       | 1.38              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 5.82   | 5.86  | 11.67             |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | n. a.             |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | n. a.             |
| Firms with female majority ownership                      | % firms                        |        |       | 41.60             |
| Firms with female top managers                            | % firms                        |        |       | 26.30             |
| Share of workers in informal sector                       | % workers                      |        |       | 84.90             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 3.37              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 2.85   | 3.46  | 0.45              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 7.03   | 4.54  | 5.65              |
| Workers employed part-time                                | % of employed people           | n. a.  | n. a. | n. a.             |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | Equal rights      |
| Inheritance rights for widows and daughters               |                                |        |       | Near-equal rights |
| Access to land assets                                     |                                |        |       | Near-equal rights |
| Access to non-land assets                                 |                                |        |       | Near-equal rights |
| Civil and political freedom                               |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Year women received right to vote                         | year                           |        |       | 1952              |
| Number of female heads of state to date                   | number                         |        |       | 0                 |
| Seats held in upper house                                 | % total seats                  |        |       | 55.60             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | Yes               |
| Party membership quotas, voluntary                        |                                |        |       | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Near-equal rights |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | n. a.             |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 12.00             |
| Mean age of women at birth of first child                 | years                          |        |       | 28.55             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Equal rights      |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 90.00  | 3.00  | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | n. a.  | n. a. | n. a.             |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.  | n. a. | n. a.             |
| Arts & Humanities   |                                | n. a.  | n. a. | n. a.             |
| Business, Admin. & Law                                    |                                | n. a.  | n. a. | n. a.             |
| Education   |                                | n. a.  | n. a. | n. a.             |
| Engineering, Manuf. & Construction                        |                                | n. a.  | n. a. | n. a.             |
| Health & Welfare  |                                | n. a.  | n. a. | n. a.             |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a.             |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.  | n. a. | n. a.             |
| Social Sci., Journalism & Information                     |                                | n. a.  | n. a. | n. a.             |
| Vocational training                                       |                                | 26.83  | 27.60 | 27.22             |
| PhD graduates   |                                | 0.11   | 0.27  | 0.19              |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | n. a.  | n. a. | n. a.             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 64.10             |
| Births attended by skilled personnel                      | % live births                  |        |       | 71.50             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 155.00            |
| Total fertility rate                                      | births per woman               |        |       | 2.69              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Near-equal rights |

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

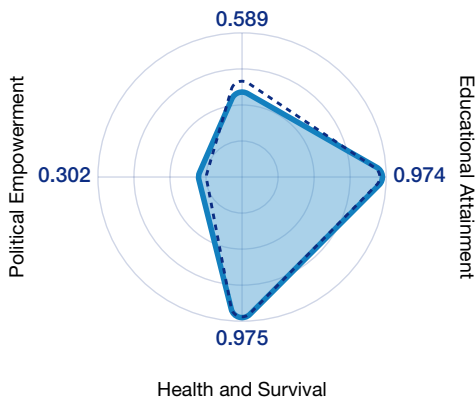
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

■ Bosnia and Herzegovina score    ⋮ average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 116th | 0.589  | 0   1                          | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 113th | 0.616  |                                | -20.09     | 32.26          | 52.35  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 113th | 0.574  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 112th | 0.532  |                                | -8.92k     | 10.14k         | 19.06k | 0-150k     |
| Legislators, senior officials and managers %   | 105th | 0.336  |                                | -49.75     | 25.12          | 74.88  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 6.21       | 46.90          | 53.10  | 0-100      |
| <b>Educational Attainment</b>                  | 100th | 0.974  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 94th  | 0.957  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in secondary education %             | 98th  | 0.974  |                                | -0.01      | 0.49           | 0.51   | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 15.99      | 30.18          | 46.17  | 0-200      |
| <b>Health and Survival</b>                     | 53rd  | 0.975  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 59th  | 1.046  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 44th  | 0.302  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 75th  | 0.355  |                                | -47.60     | 26.20          | 73.80  | 0-100      |
| Women in ministerial positions %               | 80th  | 0.231  |                                | -62.50     | 18.75          | 81.25  | 0-100      |
| Years with female/male head of state (last 50) | 13th  | 0.304  |                                | -26.67     | 11.67          | 38.33  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 19.95             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 14.51             |       |       |
| Population sex ratio                                      | female/male                    | 1.04              |       |       |
| Population growth rate                                    | %                              | -0.61             |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.67              | 1.61  | 3.28  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 13.00             |       |       |
| Firms with female top managers                            | % firms                        | 16.60             |       |       |
| Share of workers in informal sector                       | % workers                      | 14.30             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 3.69              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.46              | 0.71  | 0.39  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 17.50             | 13.29 | 14.96 |
| Workers employed part-time                                | % of employed people           | 0.15              | 0.09  | 0.12  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1992              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 20.00             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 0.70              |       |       |
| Mean age of women at birth of first child                 | years                          | 29.26             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Equal rights      |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 365.00            | 9.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 44.50             | 55.50 | 0.80  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 57.02             | 42.98 | 1.33  |
| Arts & Humanities   |                                | 68.76             | 31.24 | 2.20  |
| Business, Admin. & Law                                    |                                | 57.17             | 42.83 | 1.33  |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | 39.37             | 60.63 | 0.65  |
| Health & Welfare  |                                | 73.35             | 26.65 | 2.75  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | 71.91             | 28.09 | 2.56  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 21.15             | 23.39 | 22.30 |
| PhD graduates   |                                | 0.13              | 0.24  | 0.18  |
| Graduates %   |                                | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 35.11             | 22.44 | 28.56 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 13.10             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.90             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 10.00             |       |       |
| Total fertility rate                                      | births per woman               | 1.25              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

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

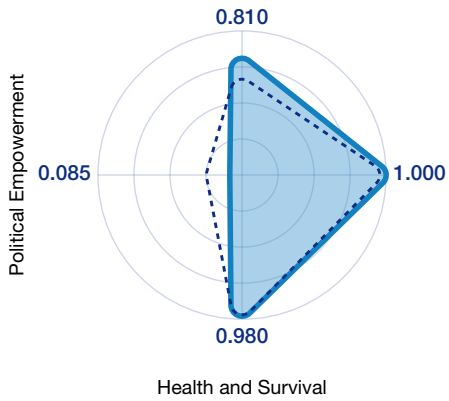
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

■ Botswana score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 7th   | 0.810  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 39th  | 0.864  |                                | -8.87      | 56.28          | 65.15  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 62nd  | 0.676  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 39th  | 0.718  |                                | -4.83k     | 12.30k         | 17.14k | 0-150k     |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 10.44      | 44.78          | 55.22  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 9.22       | 45.39          | 54.61  | 0-100      |
| <b>Educational Attainment</b>                  | 22nd  | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.16       | 88.38          | 89.54  | 0-100      |
| Enrolment in secondary education %             | -     | -      | -                              | -          | -              | -      | -          |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 11.61      | 20.34          | 31.95  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 129th | 0.085  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 130th | 0.125  |                                | -77.80     | 11.10          | 88.90  | 0-100      |
| Women in ministerial positions %               | 92nd  | 0.188  |                                | -68.42     | 15.79          | 84.21  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 15.06             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 14.65             |       |       |
| Population sex ratio                                      | female/male                    | 1.06              |       |       |
| Population growth rate                                    | %                              | 2.06              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.21              | 1.14  | 2.35  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | 72.00             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.69              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.47              | 0.50  | 0.49  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 24.86             | 22.67 | 23.74 |
| Workers employed part-time                                | % of employed people           | 0.19              | 0.12  | 0.15  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |       |
| Access to land assets                                     |                                | Uneven rights     |       |       |
| Access to non-land assets                                 |                                | Uneven rights     |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1966              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | No                |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Restricted rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 7.10              |       |       |
| Mean age of women at birth of first child                 | years                          | 28.06             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Uneven rights     |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 84.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 57.96             | 42.04 | 1.38  |
| Arts & Humanities   |                                | 56.00             | 44.00 | 1.27  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | 70.59             | 29.41 | 2.40  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | 70.04             | 29.96 | 2.34  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | n. a.             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.80             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 144.00            |       |       |
| Total fertility rate                                      | births per woman               | 2.84              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Near-equal rights |       |       |

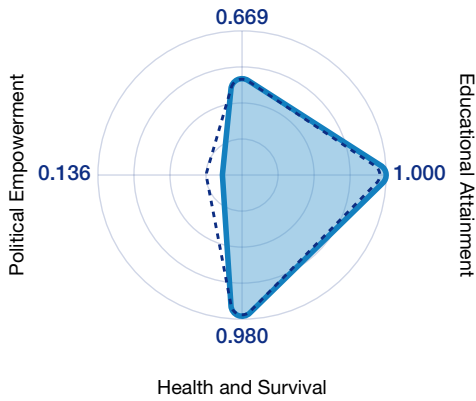
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Brazil score    ⋮ average score

Economic Participation and Opportunity



Overview

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

### Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |        |        |
|---|--------------------------------|-------------------|--------|--------|
| Indicator   | Unit                           | Value             |        |        |
| GDP   | US\$ billions                  | 1,444.73          |        |        |
| GDP per capita  | constant '17, intl. \$ 1000    | 14.06             |        |        |
| Population sex ratio                                      | female/male                    | 1.04              |        |        |
| Population growth rate                                    | %                              | 0.71              |        |        |
| Indicator   | Million people                 | Female            | Male   | Value  |
| Total population  |                                | 108.12            | 104.44 | 212.56 |
| Work participation and leadership                         |                                |                   |        |        |
| Indicator   | Unit                           | Value             |        |        |
| Gender pay gap (OECD only)                                | %                              | n. a.             |        |        |
| Share of women's membership in boards                     | % (OECD countries only)        | 16.90             |        |        |
| Firms with female majority ownership                      | % firms                        | n. a.             |        |        |
| Firms with female top managers                            | % firms                        | n. a.             |        |        |
| Share of workers in informal sector                       | % workers                      | 39.40             |        |        |
| Indicator   | 1-7 (best)                     | Value             |        |        |
| Advancement of women to leadership roles                  |                                | 4.13              |        |        |
| Indicator   | 1 Million people               | Female            | Male   | Value  |
| Labour-force  |                                | 42.97             | 56.46  | 0.43   |
| Indicator   | Unit                           | Female            | Male   | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 16.75             | 11.25  | 13.65  |
| Workers employed part-time                                | % of employed people           | 0.34              | 0.19   | 0.25   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a.  | n. a.  |
| Access to finance   |                                |                   |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Access to financial services                              |                                | Equal rights      |        |        |
| Inheritance rights for widows and daughters               |                                | Equal rights      |        |        |
| Access to land assets                                     |                                | Near-equal rights |        |        |
| Access to non-land assets                                 |                                | Near-equal rights |        |        |
| Civil and political freedom                               |                                |                   |        |        |
| Indicator   | Unit                           | Value             |        |        |
| Year women received right to vote                         | year                           | 1985              |        |        |
| Number of female heads of state to date                   | number                         | 1.00              |        |        |
| Seats held in upper house                                 | % total seats                  | 17.30             |        |        |
| Indicator   | Yes/No                         | Value             |        |        |
| Election list quotas for women, national                  |                                | Yes               |        |        |
| Party membership quotas, voluntary                        |                                | Yes               |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Access to justice   |                                | Equal rights      |        |        |
| Freedom of movement                                       |                                | Equal rights      |        |        |
| Family and care   |                                |                   |        |        |
| Indicator   | Unit                           | Value             |        |        |
| Public spending on family benefits                        | % GDP                          | n. a.             |        |        |
| Unmet family planning                                     | % women 15-49                  | n. a.             |        |        |
| Early marriage  | %                              | 15.40             |        |        |
| Mean age of women at birth of first child                 | years                          | 27.13             |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Right to divorce  |                                | Equal rights      |        |        |
| Indicator   | Days                           | Female            | Male   | Value  |
| Length of parental leave                                  |                                | 120.00            | 7.00   | n. a.  |
| Education and skills                                      |                                |                   |        |        |
| Graduates   | Attainment %                   | Female            | Male   | Value  |
| STEM Graduates  |                                | 36.64             | 63.36  | 0.58   |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 49.48             | 50.52  | 0.98   |
| Arts & Humanities   |                                | 55.15             | 44.85  | 1.23   |
| Business, Admin. & Law                                    |                                | 58.00             | 42.00  | 1.38   |
| Education   |                                | n. a.             | n. a.  | n. a.  |
| Engineering, Manuf. & Construction                        |                                | 36.66             | 63.34  | 0.58   |
| Health & Welfare  |                                | 75.69             | 24.31  | 3.11   |
| Information & Comm. Technologies                          |                                | n. a.             | n. a.  | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a.  | n. a.  |
| Social Sci., Journalism & Information                     |                                | 70.91             | 29.09  | 2.44   |
| Vocational training                                       |                                | 4.52              | 3.49   | 4.00   |
| PhD graduates   |                                | 0.21              | 0.31   | 0.26   |
| Graduates   | %                              | Female            | Male   | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a.  | n. a.  |
| Health  |                                |                   |        |        |
| Indicator   | Unit                           | Value             |        |        |
| Prevalence of gender violence in lifetime                 | % women                        | 33.50             |        |        |
| Births attended by skilled personnel                      | % live births                  | 99.10             |        |        |
| Maternal mortality  | deaths per 100,000 live births | 60.00             |        |        |
| Total fertility rate                                      | births per woman               | 1.72              |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Reproductive autonomy                                     |                                | Uneven rights     |        |        |

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

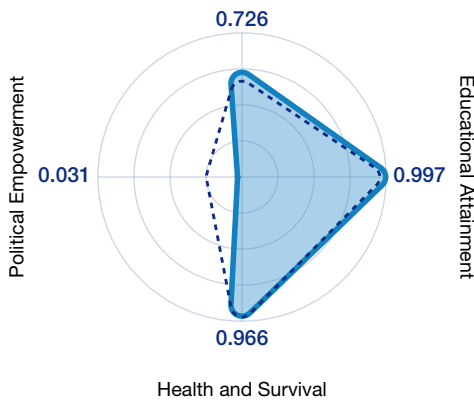
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

■ Brunei Darussalam score    ⋮ average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 49th  | 0.726  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 86th  | 0.747  |                                | -18.27     | 54.07          | 72.34  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 17th  | 0.756  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 66th  | 0.663  |                                | -25.00k    | 49.25k         | 74.25k | 0-150k     |
| Legislators, senior officials and managers %   | 54th  | 0.574  |                                | -27.10     | 36.45          | 63.55  | 0-100      |
| Professional and technical workers %           | 79th  | 0.919  |                                | -4.24      | 47.88          | 52.12  | 0-100      |
| <b>Educational Attainment</b>                  | 48th  | 0.997  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 76th  | 0.982  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.31       | 98.17          | 98.48  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 3.01       | 89.90          | 92.91  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 14.02      | 25.35          | 39.36  | 0-200      |
| <b>Health and Survival</b>                     | 104th | 0.966  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 115th | 1.014  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 144th | 0.031  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 134th | 0.100  |                                | -81.80     | 9.10           | 90.90  | 0-100      |
| Women in ministerial positions %               | 140th | 0.000  |                                | -100.00    | 0              | 100.00 | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 12.01             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 62.20             |       |       |
| Population sex ratio                                      | female/male                    | 0.93              |       |       |
| Population growth rate                                    | %                              | 0.96              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 0.21              | 0.23  | 0.44  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | 30.30             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.91              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.09              | 0.13  | 0.41  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 8.93              | 6.34  | 7.40  |
| Workers employed part-time                                | % of employed people           | 0.18              | 0.12  | 0.15  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and daughters               |                                | Unequal rights    |       |       |
| Access to land assets                                     |                                | Equal rights      |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | n. a.             |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Restricted rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 3.20              |       |       |
| Mean age of women at birth of first child                 | years                          | 30.30             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Unequal rights    |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 91.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 54.34             | 45.66 | 1.19  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | 61.32             | 38.68 | 1.59  |
| Business, Admin. & Law                                    |                                | 68.31             | 31.69 | 2.16  |
| Education   |                                | 72.97             | 27.03 | 2.70  |
| Engineering, Manuf. & Construction                        |                                | 52.26             | 47.74 | 1.09  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | 73.37             | 26.63 | 2.76  |
| Social Sci., Journalism & Information                     |                                | 74.09             | 25.91 | 2.86  |
| Vocational training                                       |                                | 7.61              | 7.62  | 7.61  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 30.07             | 16.52 | 22.95 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | n. a.             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.80             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 31.00             |       |       |
| Total fertility rate                                      | births per woman               | 1.82              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

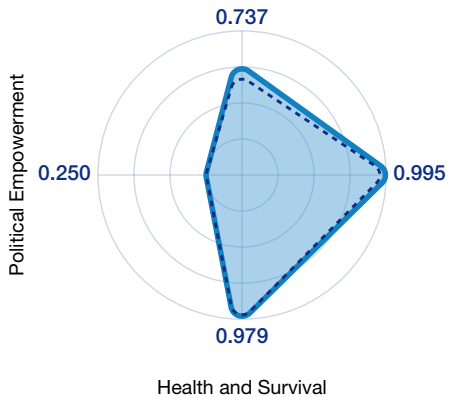
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Bulgaria score    ▤ average score

Economic Participation and Opportunity



Overview

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

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 42nd  | 0.737  | 0   1                          | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 69th  | 0.785  |                                | -13.49     | 49.14          | 62.64  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 55th  | 0.687  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 73rd  | 0.641  |                                | -9.86k     | 17.59k         | 27.46k | 0-150k     |
| Legislators, senior officials and managers %   | 30th  | 0.705  |                                | -17.32     | 41.34          | 58.66  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 16.79      | 41.61          | 58.39  | 0-100      |
| <b>Educational Attainment</b>                  | 58th  | 0.995  |                                | -          | -              | -      | -          |
| Literacy rate %                                | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 66th  | 1.000  |                                | -0.01      | 85.39          | 85.39  | 0-100      |
| Enrolment in secondary education %             | 91st  | 0.982  |                                | -1.71      | 91.51          | 93.22  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 16.62      | 65.34          | 81.96  | 0-200      |
| <b>Health and Survival</b>                     | 30th  | 0.979  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 111th | 0.943  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 56th  | 0.250  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 85th  | 0.290  |                                | -55.00     | 22.50          | 77.50  | 0-100      |
| Women in ministerial positions %               | 29th  | 0.636  |                                | -22.22     | 38.89          | 61.11  | 0-100      |
| Years with female/male head of state (last 50) | 70th  | 0.006  |                                | -49.45     | 0.27           | 49.73  | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 69.89             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 22.38             |       |       |
| Population sex ratio                                      | female/male                    | 1.06              |       |       |
| Population growth rate                                    | %                              | -0.60             |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 3.57              | 3.37  | 6.93  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | 2.56              |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 16.20             |       |       |
| Firms with female top managers                            | % firms                        | 28.80             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.00              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 1.50              | 1.77  | 0.46  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 4.78              | 4.98  | 4.89  |
| Workers employed part-time                                | % of employed people           | 0.16              | 0.12  | 0.14  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Equal rights      |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1945              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 1.50              |       |       |
| Mean age of women at birth of first child                 | years                          | 27.66             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 410.00            | 21.00 | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 46.21             | 53.79 | 0.86  |
| Arts & Humanities   |                                | 67.81             | 32.19 | 2.11  |
| Business, Admin. & Law                                    |                                | 67.67             | 32.33 | 2.09  |
| Education   |                                | 83.08             | 16.92 | 4.91  |
| Engineering, Manuf. & Construction                        |                                | 28.67             | 71.33 | 0.40  |
| Health & Welfare  |                                | 70.34             | 29.66 | 2.37  |
| Information & Comm. Technologies                          |                                | 38.74             | 61.26 | 0.63  |
| Natural Sci., Mathematics & Statistics                    |                                | 68.08             | 31.92 | 2.13  |
| Social Sci., Journalism & Information                     |                                | 66.71             | 33.29 | 2.00  |
| Vocational training                                       |                                | 13.07             | 19.12 | 16.19 |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 59.13             | 40.00 | 49.24 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 23.00             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.80             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 10.00             |       |       |
| Total fertility rate                                      | births per woman               | 1.58              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

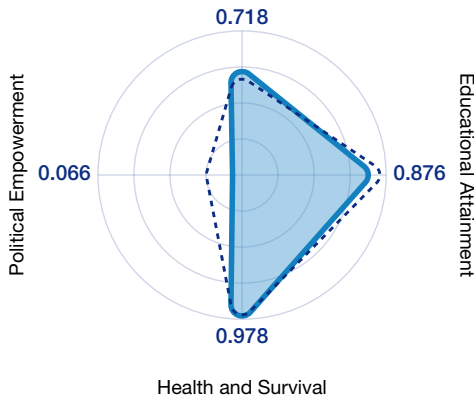
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Burkina Faso score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 17.93             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 2.16              |       |       |
| Population sex ratio                                      | female/male                    | 1.00              |       |       |
| Population growth rate                                    | %                              | 2.82              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 10.46             | 10.44 | 20.90 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | 95.70             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 3.45              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 3.49              | 4.31  | 0.45  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 4.68              | 4.66  | 4.67  |
| Workers employed part-time                                | % of employed people           | n. a.             | n. a. | n. a. |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1960              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 32.40             |       |       |
| Mean age of women at birth of first child                 | years                          | 29.23             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 98.00             | 3.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 20.59             | 79.41 | 0.26  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 33.80             | 66.20 | 0.51  |
| Arts & Humanities   |                                | 17.51             | 82.49 | 0.21  |
| Business, Admin. & Law                                    |                                | 48.66             | 51.34 | 0.95  |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | 21.58             | 78.42 | 0.28  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | 18.74             | 81.26 | 0.23  |
| Social Sci., Journalism & Information                     |                                | 45.35             | 54.65 | 0.83  |
| Vocational training                                       |                                | 0.64              | 1.02  | 0.83  |
| PhD graduates   |                                | 0.01              | 0.12  | 0.06  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 1.54              | 2.44  | 2.00  |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 11.50             |       |       |
| Births attended by skilled personnel                      | % live births                  | 79.80             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 320.00            |       |       |
| Total fertility rate                                      | births per woman               | 5.11              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Uneven rights     |       |       |

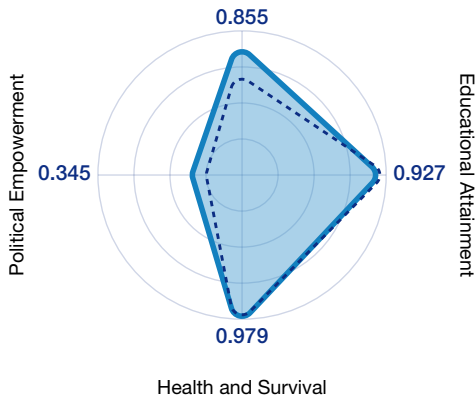
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

  Burundi score     average score

Economic Participation and Opportunity



Overview

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 2nd   | 0.855  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 1st   | 1.000  |                                | 1.61       | 77.38          | 78.99  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 2nd   | 0.841  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 1st   | 1.000  |                                | 206.00     | 627.25         | 833.25 | 0-150k     |
| Legislators, senior officials and managers %   | 81st  | 0.478  |                                | -35.28     | 32.36          | 67.64  | 0-100      |
| Professional and technical workers %           | 89th  | 0.852  |                                | -7.99      | 46.00          | 53.99  | 0-100      |
| <b>Educational Attainment</b>                  | 121st | 0.927  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 120th | 0.802  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 3.35       | 88.23          | 91.57  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 9.24       | 43.01          | 52.25  | 0-200      |
| Enrolment in tertiary education %              | 124th | 0.704  |                                | -1.73      | 4.11           | 5.84   | 0-200      |
| <b>Health and Survival</b>                     | 29th  | 0.979  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 40th  | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 37th  | 0.345  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 33rd  | 0.618  |                                | -23.60     | 38.20          | 61.80  | 0-100      |
| Women in ministerial positions %               | 31st  | 0.600  |                                | -25.00     | 37.50          | 62.50  | 0-100      |
| Years with female/male head of state (last 50) | 65th  | 0.012  |                                | -48.84     | 0.58           | 49.42  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           |                   |       | Value  |
| GDP   | US\$ billions                  |                   |       | 2.84   |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 0.73   |
| Population sex ratio                                      | female/male                    |                   |       | 1.02   |
| Population growth rate                                    | %                              |                   |       | 3.08   |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 5.99              | 5.90  | 11.89  |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |                   |       | 9.30   |
| Firms with female top managers                            | % firms                        |                   |       | 16.30  |
| Share of workers in informal sector                       | % workers                      |                   |       | 98.30  |
| Indicator   | 1-7 (best)                     |                   |       | Value  |
| Advancement of women to leadership roles                  |                                |                   |       | 4.73   |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 2.71              | 2.55  | 0.51   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 1.31              | 2.02  | 1.66   |
| Workers employed part-time                                | % of employed people           | 0.26              | 0.24  | 0.25   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to financial services                              |                                | Near-equal rights |       | ◆      |
| Inheritance rights for widows and daughters               |                                |                   |       | n. a.  |
| Access to land assets                                     |                                | Near-equal rights |       | ◆      |
| Access to non-land assets                                 |                                | Near-equal rights |       | ◆      |
| Civil and political freedom                               |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Year women received right to vote                         | year                           |                   |       | 1962   |
| Number of female heads of state to date                   | number                         |                   |       | 1.00   |
| Seats held in upper house                                 | % total seats                  |                   |       | 41.00  |
| Indicator   | Yes/No                         |                   |       | Value  |
| Election list quotas for women, national                  |                                | Yes               |       |        |
| Party membership quotas, voluntary                        |                                | No                |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to justice   |                                | Near-equal rights |       | ◆      |
| Freedom of movement                                       |                                | Equal rights      |       | ◆      |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |                   |       | 29.70  |
| Early marriage  | %                              |                   |       | 9.90   |
| Mean age of women at birth of first child                 | years                          |                   |       | 31.06  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Right to divorce  |                                | Near-equal rights |       | ◆      |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 84.00             | 4.00  | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 65.07             | 34.93 | 1.86   |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a.  |
| Business, Admin. & Law                                    |                                | 35.92             | 64.08 | 0.56   |
| Education   |                                | n. a.             | n. a. | n. a.  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a.  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a.  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a.  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a.  |
| Vocational training                                       |                                | 2.62              | 2.65  | 2.64   |
| PhD graduates   |                                | n. a.             | n. a. | n. a.  |
| Graduates %   |                                | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a.  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 46.70  |
| Births attended by skilled personnel                      | % live births                  |                   |       | 85.10  |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 548.00 |
| Total fertility rate                                      | births per woman               |                   |       | 5.32   |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Reproductive autonomy                                     |                                | Restricted rights |       | ◆      |

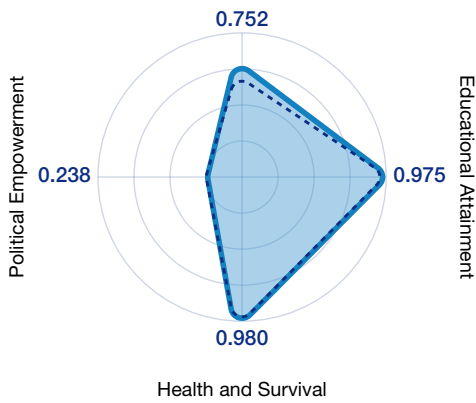
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Cabo Verde score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |       | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|-------|------------|
|  |       |        |                                |            | ◆              | ◆     |            |
| <b>Economic Participation and Opportunity</b>  | 30th  | 0.752  |                                | -          | Min            | Max   | -          |
| Labour-force participation rate %              | 79th  | 0.760  |                                | -14.80     | 46.91          | 61.71 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 70th  | 0.657  |                                | -          | -              | -     | -          |
| Estimated earned income int'l \$ 1,000         | 46th  | 0.708  |                                | -2.07k     | 5.01k          | 7.07k | 0-150k     |
| Legislators, senior officials and managers %   | 20th  | 0.853  |                                | -7.94      | 46.04          | 53.98 | 0-100      |
| Professional and technical workers %           | 77th  | 0.938  |                                | -3.20      | 48.40          | 51.60 | 0-100      |
| <b>Educational Attainment</b>                  | 99th  | 0.975  |                                | -          | -              | -     | -          |
| Literacy rate %                                | 106th | 0.895  |                                | -          | -              | -     | -          |
| Enrolment in primary education %               | 94th  | 0.989  |                                | -0.99      | 91.78          | 92.77 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 7.37       | 85.32          | 92.69 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 9.30       | 19.04          | 28.35 | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -     | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -     | -          |
| <b>Political Empowerment</b>                   | 62nd  | 0.238  |                                | -          | -              | -     | -          |
| Women in parliament %                          | 31st  | 0.637  |                                | -22.20     | 38.90          | 61.10 | 0-100      |
| Women in ministerial positions %               | 101st | 0.167  |                                | -71.43     | 14.29          | 85.71 | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 1.7               |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 6.05              |       |       |
| Population sex ratio                                      | female/male                    | 0.99              |       |       |
| Population growth rate                                    | %                              | 1.09              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 0.28              | 0.28  | 0.56  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | 63.80             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.30              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.10              | 0.13  | 0.43  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 14.71             | 15.38 | 15.09 |
| Workers employed part-time                                | % of employed people           | 0.28              | 0.20  | 0.24  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Equal rights      |       |       |
| Access to land assets                                     |                                | Equal rights      |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1975              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 10.60             |       |       |
| Mean age of women at birth of first child                 | years                          | 27.38             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Restricted rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 60.00             | 2.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 100.00            | 0     | n. a. |
| Arts & Humanities   |                                | 71.43             | 28.57 | 2.50  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | 77.44             | 22.56 | 3.43  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | 66.67             | 33.33 | 2.00  |
| Social Sci., Journalism & Information                     |                                | 68.88             | 31.12 | 2.21  |
| Vocational training                                       |                                | 0.98              | 1.42  | 1.20  |
| PhD graduates   |                                | 0.08              | n. a. | 0.04  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 18.35             | 9.30  | 13.74 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 12.60             |       |       |
| Births attended by skilled personnel                      | % live births                  | 92.40             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 58.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.24              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

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

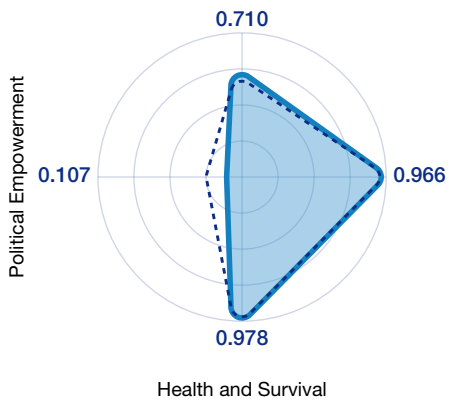
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

■ Cambodia score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 25.81             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 4.19              |       |       |
| Population sex ratio                                      | female/male                    | 1.05              |       |       |
| Population growth rate                                    | %                              | 1.40              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 8.56              | 8.16  | 16.72 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 43.70             |       |       |
| Firms with female top managers                            | % firms                        | 57.30             |       |       |
| Share of workers in informal sector                       | % workers                      | 89.40             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.80              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 4.53              | 4.83  | 0.48  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 0.68              | 0.48  | 0.58  |
| Workers employed part-time                                | % of employed people           | 0.22              | 0.18  | 0.20  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1956              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 16.10             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Near-equal rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 12.50             |       |       |
| Early marriage  | %                              | 16.60             |       |       |
| Mean age of women at birth of first child                 | years                          | 27.04             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 90.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 16.68             | 83.32 | 0.20  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 31.27             | 68.73 | 0.45  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | 49.44             | 50.56 | 0.98  |
| Education   |                                | 43.58             | 56.42 | 0.77  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | 8.44              | 91.56 | 0.09  |
| Natural Sci., Mathematics & Statistics                    |                                | 34.08             | 65.92 | 0.52  |
| Social Sci., Journalism & Information                     |                                | 22.95             | 77.05 | 0.30  |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | 0.20  | 0.09  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 20.90             |       |       |
| Births attended by skilled personnel                      | % live births                  | 89.00             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 160.00            |       |       |
| Total fertility rate                                      | births per woman               | 2.48              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

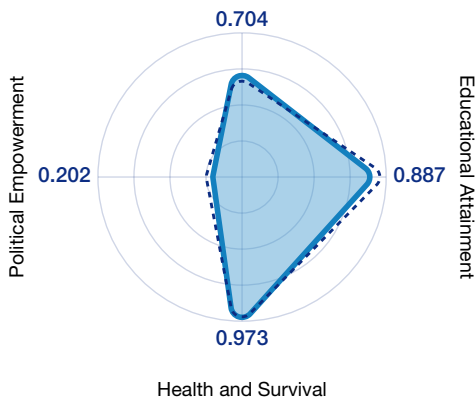
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Cameroon score      average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 66th  | 0.704  |                                | -          | Min - Max      | -          |
| Labour-force participation rate %              | 33rd  | 0.869  |                                | -10.59     | 70.15 - 80.75  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 60th  | 0.679  |                                | -          | -              | -          |
| Estimated earned income int'l \$ 1,000         | 121st | 0.489  |                                | -2.51k     | 2.41k - 4.92k  | 0-150k     |
| Legislators, senior officials and managers %   | 14th  | 0.971  |                                | -1.47      | 49.26 - 50.74  | 0-100      |
| Professional and technical workers %           | 110th | 0.563  |                                | -27.94     | 36.03 - 63.97  | 0-100      |
| <b>Educational Attainment</b>                  | 129th | 0.887  |                                | -          | -              | -          |
| Literacy rate %                                | 114th | 0.866  |                                | -          | -              | -          |
| Enrolment in primary education %               | 110th | 0.909  |                                | -8.72      | 87.28 - 96.00  | 0-100      |
| Enrolment in secondary education %             | 125th | 0.858  |                                | -9.18      | 55.44 - 64.62  | 0-200      |
| Enrolment in tertiary education %              | 109th | 0.886  |                                | -1.72      | 13.40 - 15.12  | 0-200      |
| <b>Health and Survival</b>                     | 60th  | 0.973  |                                | -          | -              | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -          |
| Healthy life expectancy** years                | 67th  | 1.040  |                                | -          | -              | -          |
| <b>Political Empowerment</b>                   | 76th  | 0.202  |                                | -          | -              | -          |
| Women in parliament %                          | 43rd  | 0.513  |                                | -32.20     | 33.90 - 66.10  | 0-100      |
| Women in ministerial positions %               | 99th  | 0.175  |                                | -70.21     | 14.89 - 85.11  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0 - 50.00      | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 40.8              |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 3.67              |       |       |
| Population sex ratio                                      | female/male                    | 1.00              |       |       |
| Population growth rate                                    | %                              | 2.55              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 13.27             | 13.28 | 26.55 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 31.00             |       |       |
| Firms with female top managers                            | % firms                        | 22.90             |       |       |
| Share of workers in informal sector                       | % workers                      | 90.10             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.11              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 5.59              | 6.36  | 0.47  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 4.37              | 3.25  | 3.77  |
| Workers employed part-time                                | % of employed people           | 0.43              | 0.32  | 0.37  |
| Proportion of time spent on unpaid domestic and care work | %                              | 2.85              | 0.86  | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |       |
| Access to land assets                                     |                                | Unequal rights    |       |       |
| Access to non-land assets                                 |                                | Unequal rights    |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1960              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 26.00             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Restricted rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 23.00             |       |       |
| Early marriage  | %                              | 22.30             |       |       |
| Mean age of women at birth of first child                 | years                          | 28.91             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 98.00             | 3.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 32.28             | 67.72 | 0.48  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 29.08             | 70.92 | 0.41  |
| Arts & Humanities   |                                | 63.43             | 36.57 | 1.73  |
| Business, Admin. & Law                                    |                                | 54.37             | 45.63 | 1.19  |
| Education   |                                | 44.16             | 55.84 | 0.79  |
| Engineering, Manuf. & Construction                        |                                | 25.19             | 74.81 | 0.34  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | 36.26             | 63.74 | 0.57  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 5.21              | 9.11  | 7.17  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 51.10             |       |       |
| Births attended by skilled personnel                      | % live births                  | 69.00             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 529.00            |       |       |
| Total fertility rate                                      | births per woman               | 4.51              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Uneven rights     |       |       |

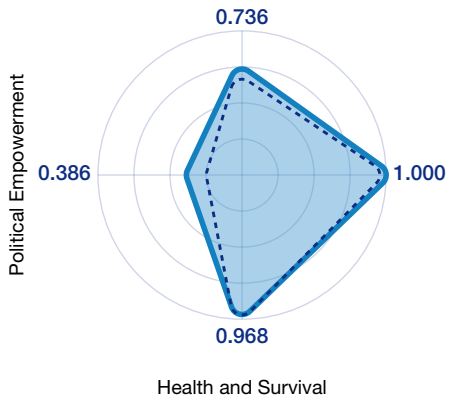
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Canada score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male   | Min<br>Max |
|--|-------|--------|--------------------------------|------------|------------------|------------|
| <b>Economic Participation and Opportunity</b>  | 43rd  | 0.736  |                                | -          | Min - Max        | -          |
| Labour-force participation rate %              | 31st  | 0.872  |                                | -8.94      | 60.80 vs 69.74   | 0-100      |
| Wage equality for similar work 1-7 (best)      | 71st  | 0.657  |                                | -          | -                | -          |
| Estimated earned income int'l \$ 1,000         | 47th  | 0.702  |                                | -16.14k    | 38.05k vs 54.19k | 0-150k     |
| Legislators, senior officials and managers %   | 62nd  | 0.551  |                                | -28.96     | 35.52 vs 64.48   | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 15.17      | 42.41 vs 57.59   | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -          | -                | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -                | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -                | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.95       | 113.87 vs 114.82 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 21.10      | 65.41 vs 86.51   | 0-200      |
| <b>Health and Survival</b>                     | 94th  | 0.968  |                                | -          | -                | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -                | -          |
| Healthy life expectancy** years                | 103rd | 1.021  |                                | -          | -                | -          |
| <b>Political Empowerment</b>                   | 31st  | 0.386  |                                | -          | -                | -          |
| Women in parliament %                          | 50th  | 0.439  |                                | -39.00     | 30.50 vs 69.50   | 0-100      |
| Women in ministerial positions %               | 1st   | 1.000  |                                | 2.86       | 48.57 vs 51.43   | 0-100      |
| Years with female/male head of state (last 50) | 68th  | 0.007  |                                | -49.28     | 0.36 vs 49.64    | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |               |
|---|--------------------------------|--------|-------|---------------|
| Indicator   | Unit                           |        |       | Value         |
| GDP   | US\$ billions                  |        |       | 1,645.42      |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 46.10         |
| Population sex ratio                                      | female/male                    |        |       | 1.01          |
| Population growth rate                                    | %                              |        |       | 1.15          |
| Indicator   | Million people                 | Female | Male  | Value         |
| Total population  |                                | 19.16  | 18.88 | 38.04         |
| Work participation and leadership                         |                                |        |       |               |
| Indicator   | Unit                           |        |       | Value         |
| Gender pay gap (OECD only)                                | %                              |        |       | 16.11         |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 32.90         |
| Firms with female majority ownership                      | % firms                        |        |       | n. a.         |
| Firms with female top managers                            | % firms                        |        |       | n. a.         |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.         |
| Indicator   | 1-7 (best)                     |        |       | Value         |
| Advancement of women to leadership roles                  |                                |        |       | 4.84          |
| Indicator   | 1 Million people               | Female | Male  | Value         |
| Labour-force  |                                | 9.88   | 11.04 | 0.47          |
| Indicator   | Unit                           | Female | Male  | Value         |
| Unemployed adults (15-64)                                 | % of labour force              | 5.76   | 6.49  | 6.15          |
| Workers employed part-time                                | % of employed people           | 0.48   | 0.32  | 0.39          |
| Proportion of time spent on unpaid domestic and care work | %                              | 2.08   | 1.25  | n. a.         |
| Access to finance   |                                |        |       |               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Access to financial services                              |                                |        |       | Equal rights  |
| Inheritance rights for widows and daughters               |                                |        |       | Equal rights  |
| Access to land assets                                     |                                |        |       | Uneven rights |
| Access to non-land assets                                 |                                |        |       | Equal rights  |
| Civil and political freedom                               |                                |        |       |               |
| Indicator   | Unit                           |        |       | Value         |
| Year women received right to vote                         | year                           |        |       | 1920          |
| Number of female heads of state to date                   | number                         |        |       | 1.00          |
| Seats held in upper house                                 | % total seats                  |        |       | 48.90         |
| Indicator   | Yes/No                         |        |       | Value         |
| Election list quotas for women, national                  |                                |        |       | No            |
| Party membership quotas, voluntary                        |                                |        |       | Yes           |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Access to justice   |                                |        |       | Equal rights  |
| Freedom of movement                                       |                                |        |       | Equal rights  |
| Family and care   |                                |        |       |               |
| Indicator   | Unit                           |        |       | Value         |
| Public spending on family benefits                        | % GDP                          |        |       | 1.73          |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.         |
| Early marriage  | %                              |        |       | 1.70          |
| Mean age of women at birth of first child                 | years                          |        |       | 30.77         |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Right to divorce  |                                |        |       | Equal rights  |
| Indicator   | Days                           | Female | Male  | Value         |
| Length of parental leave                                  |                                | 105.00 | 0     | n. a.         |
| Education and skills                                      |                                |        |       |               |
| Graduates   | Attainment %                   | Female | Male  | Value         |
| STEM Graduates  |                                | 31.43  | 68.57 | 0.46          |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 54.19  | 45.81 | 1.18          |
| Arts & Humanities   |                                | 62.93  | 37.07 | 1.70          |
| Business, Admin. & Law                                    |                                | n. a.  | n. a. | n. a.         |
| Education   |                                | n. a.  | n. a. | n. a.         |
| Engineering, Manuf. & Construction                        |                                | n. a.  | n. a. | n. a.         |
| Health & Welfare  |                                | n. a.  | n. a. | n. a.         |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a.         |
| Natural Sci., Mathematics & Statistics                    |                                | 53.76  | 46.24 | 1.16          |
| Social Sci., Journalism & Information                     |                                | 70.24  | 29.76 | 2.36          |
| Vocational training                                       |                                | 7.24   | 7.75  | 7.50          |
| PhD graduates   |                                | 0.69   | 1.22  | 0.95          |
| Graduates   | %                              | Female | Male  | Value         |
| Graduates from tertiary education                         |                                | 50.46  | 32.86 | 41.45         |
| Health  |                                |        |       |               |
| Indicator   | Unit                           |        |       | Value         |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 1.90          |
| Births attended by skilled personnel                      | % live births                  |        |       | 98.00         |
| Maternal mortality  | deaths per 100,000 live births |        |       | 10.00         |
| Total fertility rate                                      | births per woman               |        |       | 1.47          |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Reproductive autonomy                                     |                                |        |       | Equal rights  |

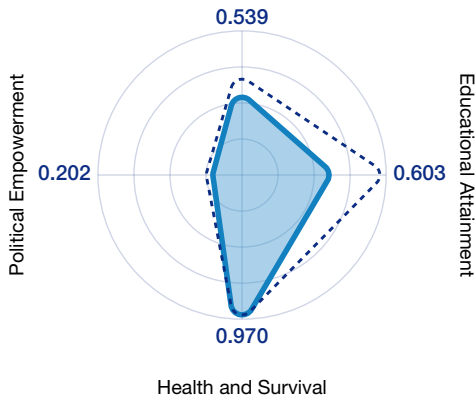
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Chad score    average score

Economic Participation and Opportunity



Overview

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |       | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|-------|------------|
|  |       |        |                                |            | ◆              | ◆     |            |
| <b>Economic Participation and Opportunity</b>  | 124th | 0.539  |                                | -          | Min            | Max   | -          |
| Labour-force participation rate %              | 103rd | 0.671  |                                | -23.01     | 46.91          | 69.93 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 111th | 0.575  |                                | -          | -              | -     | -          |
| Estimated earned income int'l \$ 1,000         | 108th | 0.546  |                                | -892.13    | 1.07k          | 1.97k | 0-150k     |
| Legislators, senior officials and managers %   | -     | -      | -                              | -          | -              | -     | -          |
| Professional and technical workers %           | 138th | 0.217  |                                | -64.30     | 17.85          | 82.15 | 0-100      |
| <b>Educational Attainment</b>                  | 145th | 0.603  |                                | -          | -              | -     | -          |
| Literacy rate %                                | 142nd | 0.445  |                                | -          | -              | -     | -          |
| Enrolment in primary education %               | 114th | 0.786  |                                | -17.73     | 64.96          | 82.69 | 0-100      |
| Enrolment in secondary education %             | 137th | 0.533  |                                | -12.53     | 14.28          | 26.81 | 0-200      |
| Enrolment in tertiary education %              | 137th | 0.290  |                                | -3.57      | 1.46           | 5.03  | 0-200      |
| <b>Health and Survival</b>                     | 79th  | 0.970  |                                | -          | -              | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -     | -          |
| Healthy life expectancy** years                | 86th  | 1.029  |                                | -          | -              | -     | -          |
| <b>Political Empowerment</b>                   | 74th  | 0.202  |                                | -          | -              | -     | -          |
| Women in parliament %                          | 47th  | 0.453  |                                | -37.60     | 31.20          | 68.80 | 0-100      |
| Women in ministerial positions %               | 78th  | 0.250  |                                | -60.00     | 20.00          | 80.00 | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00 | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 10.83             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 1.52              |       |       |
| Population sex ratio                                      | female/male                    | 1.00              |       |       |
| Population growth rate                                    | %                              | 2.96              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 8.23              | 8.20  | 16.43 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 9.00              |       |       |
| Firms with female top managers                            | % firms                        | 12.00             |       |       |
| Share of workers in informal sector                       | % workers                      | 96.90             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 3.31              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 2.15              | 3.16  | 0.40  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 1.32              | 2.08  | 1.77  |
| Workers employed part-time                                | % of employed people           | n. a.             | n. a. | n. a. |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Unequal rights    |       |       |
| Inheritance rights for widows and daughters               |                                | Uneven rights     |       |       |
| Access to land assets                                     |                                | Uneven rights     |       |       |
| Access to non-land assets                                 |                                | Uneven rights     |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1960              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 22.90             |       |       |
| Early marriage  | %                              | 40.50             |       |       |
| Mean age of women at birth of first child                 | years                          | 28.76             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Uneven rights     |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 98.00             | 1.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 28.60             |       |       |
| Births attended by skilled personnel                      | % live births                  | 24.30             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 1.14              |       |       |
| Total fertility rate                                      | births per woman               | 5.65              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Near-equal rights |       |       |

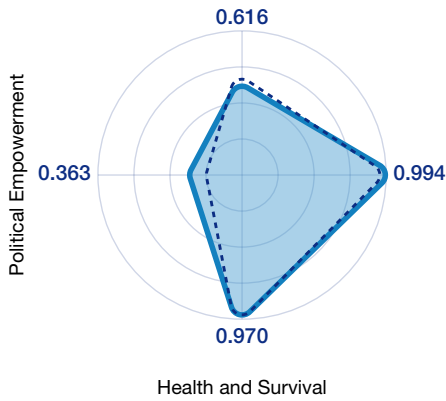
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Chile score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 252.94            |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 23.32             |
| Population sex ratio                                      | female/male                    |        |       | 1.03              |
| Population growth rate                                    | %                              |        |       | 0.86              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 9.69   | 9.43  | 19.12             |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | 8.60              |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 15.20             |
| Firms with female majority ownership                      | % firms                        |        |       | n. a.             |
| Firms with female top managers                            | % firms                        |        |       | n. a.             |
| Share of workers in informal sector                       | % workers                      |        |       | 27.10             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 4.29              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 3.51   | 4.99  | 0.41              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 8.64   | 7.95  | 8.24              |
| Workers employed part-time                                | % of employed people           | 0.38   | 0.23  | 0.29              |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | Equal rights      |
| Inheritance rights for widows and daughters               |                                |        |       | Equal rights      |
| Access to land assets                                     |                                |        |       | Restricted rights |
| Access to non-land assets                                 |                                |        |       | Unequal rights    |
| Civil and political freedom                               |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Year women received right to vote                         | year                           |        |       | 1970              |
| Number of female heads of state to date                   | number                         |        |       | 1.00              |
| Seats held in upper house                                 | % total seats                  |        |       | 24.00             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | Yes               |
| Party membership quotas, voluntary                        |                                |        |       | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | 1.72              |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 5.90              |
| Mean age of women at birth of first child                 | years                          |        |       | 28.82             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Near-equal rights |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 126.00 | 7.00  | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | 18.83  | 81.17 | 0.23              |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.  | n. a. | n. a.             |
| Arts & Humanities   |                                | 56.49  | 43.51 | 1.30              |
| Business, Admin. & Law                                    |                                | 56.33  | 43.67 | 1.29              |
| Education   |                                | n. a.  | n. a. | n. a.             |
| Engineering, Manuf. & Construction                        |                                | 17.74  | 82.26 | 0.22              |
| Health & Welfare  |                                | 78.01  | 21.99 | 3.55              |
| Information & Comm. Technologies                          |                                | 12.74  | 87.26 | 0.15              |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.  | n. a. | n. a.             |
| Social Sci., Journalism & Information                     |                                | 66.69  | 33.31 | 2.00              |
| Vocational training                                       |                                | 14.33  | 13.68 | 14.00             |
| PhD graduates   |                                | n. a.  | n. a. | n. a.             |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 13.85  | 15.07 | 14.47             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 6.70              |
| Births attended by skilled personnel                      | % live births                  |        |       | 99.80             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 13.00             |
| Total fertility rate                                      | births per woman               |        |       | 1.63              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Uneven rights     |

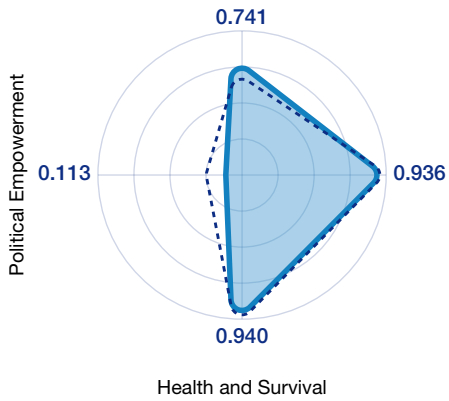
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

China score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|                         | 2022  | 2021  |
|-------------------------|-------|-------|
|                         | Score | Rank  |
| Global Gender Gap Index | 0.682 | 102nd |

Economic Participation and Opportunity

|  |       |      |
|--|-------|------|
| Economic Participation and Opportunity | 0.741 | 37th |
|--|-------|------|

Educational Attainment

|                        |       |       |
|------------------------|-------|-------|
| Educational Attainment | 0.936 | 120th |
|------------------------|-------|-------|

Health and Survival

|                     |       |       |
|---------------------|-------|-------|
| Health and Survival | 0.940 | 145th |
|---------------------|-------|-------|

Political Empowerment

|                       |       |       |
|-----------------------|-------|-------|
| Political Empowerment | 0.113 | 120th |
|-----------------------|-------|-------|

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with Global average | Gap F-M | Female vs Male  | Min Max |
|--|-------|--------|-----------------------------|---------|-----------------|---------|
| <b>Economic Participation and Opportunity</b>  | 37th  | 0.741  |                             | -       | Min - Max       | -       |
| Labour-force participation rate %              | 54th  | 0.829  |                             | -12.68  | 61.61 - 74.29   | 0-100   |
| Wage equality for similar work 1-7 (best)      | 14th  | 0.762  |                             | -       | -               | -       |
| Estimated earned income int'l \$ 1,000         | 77th  | 0.633  |                             | -7.29k  | 12.58k - 19.87k | 0-150k  |
| Legislators, senior officials and managers %   | -     | -      | -                           | -       | -               | -       |
| Professional and technical workers %           | -     | -      | -                           | -       | -               | -       |
| <b>Educational Attainment</b>                  | 120th | 0.936  |                             | -       | -               | -       |
| Literacy rate %                                | 89th  | 0.966  |                             | -       | -               | -       |
| Enrolment in primary education %               | -     | -      | -                           | -       | -               | -       |
| Enrolment in secondary education %             | 123rd | 0.877  |                             | -0.07   | 0.47 - 0.53     | 0-200   |
| Enrolment in tertiary education %              | 1st   | 1.000  |                             | 10.35   | 53.57 - 63.93   | 0-200   |
| <b>Health and Survival</b>                     | 145th | 0.940  |                             | -       | -               | -       |
| Sex ratio at birth** %                         | 145th | 0.894  |                             | -       | -               | -       |
| Healthy life expectancy** years                | 65th  | 1.042  |                             | -       | -               | -       |
| <b>Political Empowerment</b>                   | 120th | 0.113  |                             | -       | -               | -       |
| Women in parliament %                          | 80th  | 0.332  |                             | -50.20  | 24.90 - 75.10   | 0-100   |
| Women in ministerial positions %               | 139th | 0.033  |                             | -93.55  | 3.23 - 96.77    | 0-100   |
| Years with female/male head of state (last 50) | 71st  | 0.004  |                             | -49.64  | 0.18 - 49.82    | 0-50    |

## Complementary Targets and Contextual Indicators

2022

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

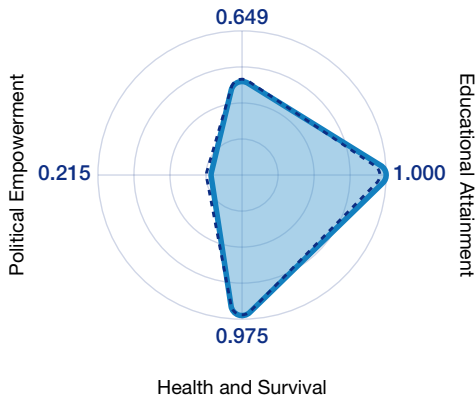
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Colombia score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male  | Min<br>Max |
|--|-------|--------|--------------------------------|------------|-----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 93rd  | 0.649  |                                | -          | Min - Max       | -          |
| Labour-force participation rate %              | 104th | 0.669  |                                | -25.82     | 52.18 - 78.00   | 0-100      |
| Wage equality for similar work 1-7 (best)      | 96th  | 0.609  |                                | -          | -               | -          |
| Estimated earned income int'l \$ 1,000         | 52nd  | 0.686  |                                | -5.02k     | 10.98k - 16.01k | 0-150k     |
| Legislators, senior officials and managers %   | -     | -      | -                              | -          | -               | -          |
| Professional and technical workers %           | -     | -      | -                              | -          | -               | -          |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -          | -               | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -               | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.22       | 98.47 - 99.68   | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 4.99       | 98.37 - 103.35  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 8.53       | 50.05 - 58.59   | 0-200      |
| <b>Health and Survival</b>                     | 56th  | 0.975  |                                | -          | -               | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -               | -          |
| Healthy life expectancy** years                | 62nd  | 1.045  |                                | -          | -               | -          |
| <b>Political Empowerment</b>                   | 70th  | 0.215  |                                | -          | -               | -          |
| Women in parliament %                          | 104th | 0.229  |                                | -62.80     | 18.60 - 81.40   | 0-100      |
| Women in ministerial positions %               | 32nd  | 0.583  |                                | -26.32     | 36.84 - 63.16   | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0 - 50.00       | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |               |
|---|--------------------------------|--------|-------|---------------|
| Indicator   | Unit                           |        |       | Value         |
| GDP   | US\$ billions                  |        |       | 271.44        |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 13.45         |
| Population sex ratio                                      | female/male                    |        |       | 1.04          |
| Population growth rate                                    | %                              |        |       | 1.07          |
| Indicator   | Million people                 | Female | Male  | Value         |
| Total population  |                                | 25.90  | 24.98 | 50.88         |
| Work participation and leadership                         |                                |        |       |               |
| Indicator   | Unit                           |        |       | Value         |
| Gender pay gap (OECD only)                                | %                              |        |       | 4.00          |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 12.90         |
| Firms with female majority ownership                      | % firms                        |        |       | 17.30         |
| Firms with female top managers                            | % firms                        |        |       | 18.90         |
| Share of workers in informal sector                       | % workers                      |        |       | 63.20         |
| Indicator   | 1-7 (best)                     |        |       | Value         |
| Advancement of women to leadership roles                  |                                |        |       | 4.41          |
| Indicator   | 1 Million people               | Female | Male  | Value         |
| Labour-force  |                                | 10.76  | 15.16 | 0.42          |
| Indicator   | Unit                           | Female | Male  | Value         |
| Unemployed adults (15-64)                                 | % of labour force              | 16.70  | 10.51 | 13.10         |
| Workers employed part-time                                | % of employed people           | 0.33   | 0.18  | 0.24          |
| Proportion of time spent on unpaid domestic and care work | %                              | 1.10   | 0.91  | n. a.         |
| Access to finance   |                                |        |       |               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Access to financial services                              |                                |        |       | Equal rights  |
| Inheritance rights for widows and daughters               |                                |        |       | Equal rights  |
| Access to land assets                                     |                                |        |       | Equal rights  |
| Access to non-land assets                                 |                                |        |       | Equal rights  |
| Civil and political freedom                               |                                |        |       |               |
| Indicator   | Unit                           |        |       | Value         |
| Year women received right to vote                         | year                           |        |       | 1957          |
| Number of female heads of state to date                   | number                         |        |       | 0             |
| Seats held in upper house                                 | % total seats                  |        |       | 22.90         |
| Indicator   | Yes/No                         |        |       | Value         |
| Election list quotas for women, national                  |                                |        |       | Yes           |
| Party membership quotas, voluntary                        |                                |        |       | No            |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Access to justice   |                                |        |       | Equal rights  |
| Freedom of movement                                       |                                |        |       | Equal rights  |
| Family and care   |                                |        |       |               |
| Indicator   | Unit                           |        |       | Value         |
| Public spending on family benefits                        | % GDP                          |        |       | 1.67          |
| Unmet family planning                                     | % women 15-49                  |        |       | 7.00          |
| Early marriage  | %                              |        |       | 14.50         |
| Mean age of women at birth of first child                 | years                          |        |       | 26.95         |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Right to divorce  |                                |        |       | Equal rights  |
| Indicator   | Days                           | Female | Male  | Value         |
| Length of parental leave                                  |                                | 84.00  | 14.00 | n. a.         |
| Education and skills                                      |                                |        |       |               |
| Graduates   | Attainment %                   | Female | Male  | Value         |
| STEM Graduates  |                                | 33.41  | 66.59 | 0.50          |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 44.68  | 55.32 | 0.81          |
| Arts & Humanities   |                                | 50.62  | 49.38 | 1.02          |
| Business, Admin. & Law                                    |                                | 62.69  | 37.31 | 1.68          |
| Education   |                                | 68.62  | 31.38 | 2.19          |
| Engineering, Manuf. & Construction                        |                                | n. a.  | n. a. | n. a.         |
| Health & Welfare  |                                | 72.06  | 27.94 | 2.58          |
| Information & Comm. Technologies                          |                                | 23.31  | 76.69 | 0.30          |
| Natural Sci., Mathematics & Statistics                    |                                | 54.17  | 45.83 | 1.18          |
| Social Sci., Journalism & Information                     |                                | 70.63  | 29.37 | 2.41          |
| Vocational training                                       |                                | n. a.  | n. a. | n. a.         |
| PhD graduates   |                                | n. a.  | n. a. | n. a.         |
| Graduates   | %                              | Female | Male  | Value         |
| Graduates from tertiary education                         |                                | 32.05  | 21.22 | 26.55         |
| Health  |                                |        |       |               |
| Indicator   | Unit                           |        |       | Value         |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 37.40         |
| Births attended by skilled personnel                      | % live births                  |        |       | 99.10         |
| Maternal mortality  | deaths per 100,000 live births |        |       | 83.00         |
| Total fertility rate                                      | births per woman               |        |       | 1.79          |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Reproductive autonomy                                     |                                |        |       | Uneven rights |

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

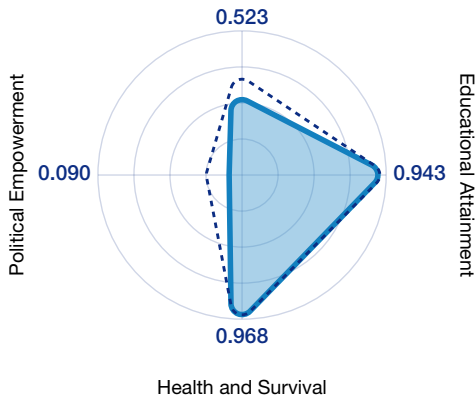
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

Comoros score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 129th | 0.523  | 0   1                          | -          | Min   Max      | -          |
| Labour-force participation rate %              | 120th | 0.589  |                                | -22.41     | 32.12   54.53  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -          | -              | -          |
| Estimated earned income int'l \$ 1,000         | 97th  | 0.570  |                                | -1.63k     | 2.16k   3.80k  | 0-150k     |
| Legislators, senior officials and managers %   | 103rd | 0.343  |                                | -48.89     | 25.55   74.45  | 0-100      |
| Professional and technical workers %           | 111th | 0.550  |                                | -29.07     | 35.46   64.53  | 0-100      |
| <b>Educational Attainment</b>                  | 116th | 0.943  |                                | -          | -              | -          |
| Literacy rate %                                | 119th | 0.819  |                                | -          | -              | -          |
| Enrolment in primary education %               | 71st  | 1.000  |                                | -0.04      | 81.83   81.86  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 3.83       | 57.59   61.41  | 0-200      |
| Enrolment in tertiary education %              | 114th | 0.812  |                                | -1.86      | 8.05   9.91    | 0-200      |
| <b>Health and Survival</b>                     | 87th  | 0.968  |                                | -          | -              | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -          |
| Healthy life expectancy** years                | 95th  | 1.023  |                                | -          | -              | -          |
| <b>Political Empowerment</b>                   | 127th | 0.090  |                                | -          | -              | -          |
| Women in parliament %                          | 112th | 0.200  |                                | -66.60     | 16.70   83.30  | 0-100      |
| Women in ministerial positions %               | 120th | 0.111  |                                | -80.00     | 10.00   90.00  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0   50.00      | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           |                   |       | Value  |
| GDP   | US\$ billions                  |                   |       | 1.24   |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 2.99   |
| Population sex ratio                                      | female/male                    |                   |       | 0.98   |
| Population growth rate                                    | %                              |                   |       | 2.17   |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 0.43              | 0.44  | 0.87   |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |                   |       | n. a.  |
| Firms with female top managers                            | % firms                        |                   |       | n. a.  |
| Share of workers in informal sector                       | % workers                      |                   |       | 94.70  |
| Indicator   | 1-7 (best)                     |                   |       | Value  |
| Advancement of women to leadership roles                  |                                |                   |       | n. a.  |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 0.09              | 0.15  | 0.37   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 11.71             | 7.62  | 9.14   |
| Workers employed part-time                                | % of employed people           | 0.27              | 0.19  | 0.22   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to financial services                              |                                | Near-equal rights |       | ◆      |
| Inheritance rights for widows and daughters               |                                | Unequal rights    |       | ◇      |
| Access to land assets                                     |                                | Uneven rights     |       | ◆      |
| Access to non-land assets                                 |                                | Uneven rights     |       | ◆      |
| Civil and political freedom                               |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Year women received right to vote                         | year                           |                   |       | 1975   |
| Number of female heads of state to date                   | number                         |                   |       | 0      |
| Seats held in upper house                                 | % total seats                  |                   |       | n. a.  |
| Indicator   | Yes/No                         |                   |       | Value  |
| Election list quotas for women, national                  |                                |                   |       | n. a.  |
| Party membership quotas, voluntary                        |                                |                   |       | n. a.  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to justice   |                                | Near-equal rights |       | ◆      |
| Freedom of movement                                       |                                | Equal rights      |       | ◆      |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |                   |       | 32.30  |
| Early marriage  | %                              |                   |       | 19.60  |
| Mean age of women at birth of first child                 | years                          |                   |       | 30.05  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Right to divorce  |                                | Restricted rights |       | ◇      |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 98.00             | 0     | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a.  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a.  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a.  |
| Education   |                                | 45.00             | 55.00 | 0.82   |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a.  |
| Health & Welfare  |                                | 44.44             | 55.56 | 0.80   |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a.  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a.  |
| Vocational training                                       |                                | n. a.             | n. a. | n. a.  |
| PhD graduates   |                                | n. a.             | n. a. | n. a.  |
| Graduates   | %                              | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a.  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 6.40   |
| Births attended by skilled personnel                      | % live births                  |                   |       | 82.20  |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 273.00 |
| Total fertility rate                                      | births per woman               |                   |       | 4.14   |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Reproductive autonomy                                     |                                | Restricted rights |       | ◇      |

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

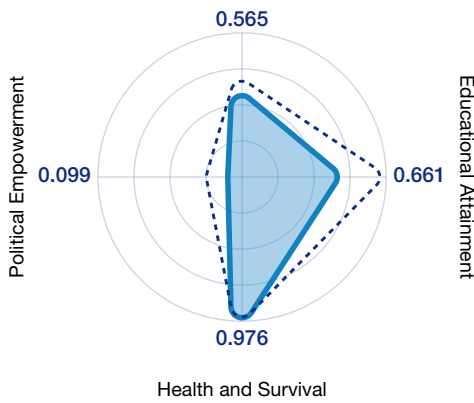
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

Congo, Democratic Rep. score      average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

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

Economic Participation and Opportunity

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

Educational Attainment

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

Health and Survival

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

Political Empowerment

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with Global average | Gap F-M | Female vs Male  | Min Max |
|--|-------|--------|-----------------------------|---------|-----------------|---------|
| <b>Economic Participation and Opportunity</b>  | 120th | 0.565  |                             | -       | Min - Max       | -       |
| Labour-force participation rate %              | 22nd  | 0.886  |                             | -7.86   | 61.21 vs 69.07  | 0-100   |
| Wage equality for similar work 1-7 (best)      | 118th | 0.553  |                             | -       | -               | -       |
| Estimated earned income int'l \$ 1,000         | 76th  | 0.634  |                             | -485.31 | 840.13 vs 1.33k | 0-150k  |
| Legislators, senior officials and managers %   | 115th | 0.253  |                             | -59.64  | 20.18 vs 79.82  | 0-100   |
| Professional and technical workers %           | 129th | 0.322  |                             | -51.25  | 24.38 vs 75.62  | 0-100   |
| <b>Educational Attainment</b>                  | 144th | 0.661  |                             | -       | -               | -       |
| Literacy rate %                                | 126th | 0.751  |                             | -       | -               | -       |
| Enrolment in primary education %               | -     | -      |                             | -       | -               | -       |
| Enrolment in secondary education %             | 135th | 0.640  |                             | -20.28  | 35.98 vs 56.26  | 0-200   |
| Enrolment in tertiary education %              | 130th | 0.559  |                             | -3.74   | 4.73 vs 8.47    | 0-200   |
| <b>Health and Survival</b>                     | 49th  | 0.976  |                             | -       | -               | -       |
| Sex ratio at birth** %                         | 1st   | 0.944  |                             | -       | -               | -       |
| Healthy life expectancy** years                | 55th  | 1.050  |                             | -       | -               | -       |
| <b>Political Empowerment</b>                   | 124th | 0.099  |                             | -       | -               | -       |
| Women in parliament %                          | 125th | 0.147  |                             | -74.40  | 12.80 vs 87.20  | 0-100   |
| Women in ministerial positions %               | 85th  | 0.216  |                             | -64.44  | 17.78 vs 82.22  | 0-100   |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                             | -50.00  | 0 vs 50.00      | 0-50    |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 48.72             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 1.08              |       |       |
| Population sex ratio                                      | female/male                    | 1.00              |       |       |
| Population growth rate                                    | %                              | 3.14              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 44.85             | 44.71 | 89.56 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 8.00              |       |       |
| Firms with female top managers                            | % firms                        | 10.80             |       |       |
| Share of workers in informal sector                       | % workers                      | 97.30             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 3.57              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 15.53             | 17.18 | 0.47  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 4.65              | 5.99  | 5.35  |
| Workers employed part-time                                | % of employed people           | 0.46              | 0.39  | 0.43  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |       |
| Access to land assets                                     |                                | Uneven rights     |       |       |
| Access to non-land assets                                 |                                | Uneven rights     |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1967              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 23.90             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 27.70             |       |       |
| Early marriage  | %                              | 23.90             |       |       |
| Mean age of women at birth of first child                 | years                          | 29.36             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Restricted rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 98.00             | 2.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 25.10             | 74.90 | 0.34  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 25.85             | 74.15 | 0.35  |
| Arts & Humanities   |                                | 53.45             | 46.55 | 1.15  |
| Business, Admin. & Law                                    |                                | 38.34             | 61.66 | 0.62  |
| Education   |                                | 24.54             | 75.46 | 0.33  |
| Engineering, Manuf. & Construction                        |                                | 9.80              | 90.20 | 0.11  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | 36.65             | 63.35 | 0.58  |
| Natural Sci., Mathematics & Statistics                    |                                | 32.61             | 67.39 | 0.48  |
| Social Sci., Journalism & Information                     |                                | 35.35             | 64.65 | 0.55  |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | 0.01              | 0.04  | 0.02  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 3.90              | 6.40  | 5.15  |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 50.70             |       |       |
| Births attended by skilled personnel                      | % live births                  | 80.10             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 473.00            |       |       |
| Total fertility rate                                      | births per woman               | 5.82              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

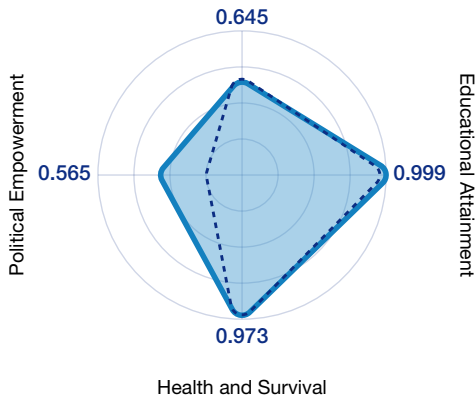
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Costa Rica score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male  | Min<br>Max |
|--|-------|--------|--------------------------------|------------|-----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 94th  | 0.645  |                                | -          | Min - Max       | -          |
| Labour-force participation rate %              | 106th | 0.668  |                                | -23.61     | 47.53 - 71.14   | 0-100      |
| Wage equality for similar work 1-7 (best)      | 85th  | 0.622  |                                | -          | -               | -          |
| Estimated earned income int'l \$ 1,000         | 68th  | 0.657  |                                | -8.24k     | 15.79k - 24.03k | 0-150k     |
| Legislators, senior officials and managers %   | -     | -      | -                              | -          | -               | -          |
| Professional and technical workers %           | -     | -      | -                              | -          | -               | -          |
| <b>Educational Attainment</b>                  | 31st  | 0.999  |                                | -          | -               | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -               | -          |
| Enrolment in primary education %               | 74th  | 0.999  |                                | -0.13      | 96.69 - 96.81   | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 11.76      | 136.27 - 148.03 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 11.64      | 51.98 - 63.62   | 0-200      |
| <b>Health and Survival</b>                     | 64th  | 0.973  |                                | -          | -               | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -               | -          |
| Healthy life expectancy** years                | 70th  | 1.039  |                                | -          | -               | -          |
| <b>Political Empowerment</b>                   | 6th   | 0.565  |                                | -          | -               | -          |
| Women in parliament %                          | 7th   | 0.901  |                                | -5.20      | 47.40 - 52.60   | 0-100      |
| Women in ministerial positions %               | 1st   | 1.000  |                                | 4.00       | 48.00 - 52.00   | 0-100      |
| Years with female/male head of state (last 50) | 36th  | 0.087  |                                | -41.99     | 4.00 - 46.00    | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 61.85             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 19.90             |       |       |
| Population sex ratio                                      | female/male                    | 1.00              |       |       |
| Population growth rate                                    | %                              | 0.92              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 2.55              | 2.55  | 5.09  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | 0                 |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | 40.80             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.81              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.98              | 1.44  | 0.40  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 22.83             | 13.12 | 17.06 |
| Workers employed part-time                                | % of employed people           | 0.36              | 0.20  | 0.26  |
| Proportion of time spent on unpaid domestic and care work | %                              | 3.94              | 1.48  | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Restricted rights |       |       |
| Inheritance rights for widows and daughters               |                                | Uneven rights     |       |       |
| Access to land assets                                     |                                | Equal rights      |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1949              |       |       |
| Number of female heads of state to date                   | number                         | 1.00              |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 8.40              |       |       |
| Mean age of women at birth of first child                 | years                          | 27.23             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Uneven rights     |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 120.00            | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 32.20             | 67.80 | 0.47  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 42.69             | 57.31 | 0.74  |
| Arts & Humanities   |                                | 59.34             | 40.66 | 1.46  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | 71.87             | 28.13 | 2.56  |
| Engineering, Manuf. & Construction                        |                                | 35.37             | 64.63 | 0.55  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | 20.29             | 79.71 | 0.25  |
| Natural Sci., Mathematics & Statistics                    |                                | 51.72             | 48.28 | 1.07  |
| Social Sci., Journalism & Information                     |                                | 69.02             | 30.98 | 2.23  |
| Vocational training                                       |                                | 9.72              | 8.92  | 9.31  |
| PhD graduates   |                                | 0.13              | 0.33  | 0.22  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 36.00             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.00             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 27.00             |       |       |
| Total fertility rate                                      | births per woman               | 1.74              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

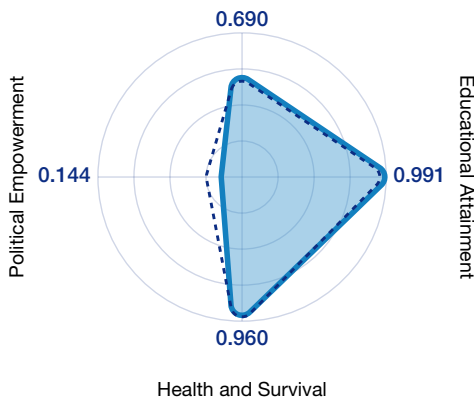
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Cyprus score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index



Economic Participation and Opportunity



Educational Attainment



Health and Survival



Political Empowerment



2022

▼ 2021

Score

Rank

Score

Rank

## Global Gender Gap Index Indicators

2022

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



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 24.61             |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 38.82             |
| Population sex ratio                                      | female/male                    |        |       | 1.00              |
| Population growth rate                                    | %                              |        |       | 0.73              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 0.60   | 0.60  | 1.21              |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | 15.87             |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | n. a.             |
| Firms with female majority ownership                      | % firms                        |        |       | 7.70              |
| Firms with female top managers                            | % firms                        |        |       | 8.20              |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 4.53              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 0.29   | 0.35  | 0.45              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 7.68   | 4.56  | 5.98              |
| Workers employed part-time                                | % of employed people           | 0.40   | 0.33  | 0.36              |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | Equal rights      |
| Inheritance rights for widows and daughters               |                                |        |       | Equal rights      |
| Access to land assets                                     |                                |        |       | Equal rights      |
| Access to non-land assets                                 |                                |        |       | Equal rights      |
| Civil and political freedom                               |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Year women received right to vote                         | year                           |        |       | 1960              |
| Number of female heads of state to date                   | number                         |        |       | 0                 |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | No                |
| Party membership quotas, voluntary                        |                                |        |       | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Restricted rights |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | n. a.             |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 3.20              |
| Mean age of women at birth of first child                 | years                          |        |       | 29.77             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Uneven rights     |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 126.00 | 14.00 | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | n. a.  | n. a. | n. a.             |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 34.48  | 65.52 | 0.53              |
| Arts & Humanities   |                                | n. a.  | n. a. | n. a.             |
| Business, Admin. & Law                                    |                                | 55.47  | 44.53 | 1.25              |
| Education   |                                | 86.89  | 13.11 | 6.63              |
| Engineering, Manuf. & Construction                        |                                | 32.85  | 67.15 | 0.49              |
| Health & Welfare  |                                | 76.42  | 23.58 | 3.24              |
| Information & Comm. Technologies                          |                                | 28.46  | 71.54 | 0.40              |
| Natural Sci., Mathematics & Statistics                    |                                | 69.49  | 30.51 | 2.28              |
| Social Sci., Journalism & Information                     |                                | 74.43  | 25.57 | 2.91              |
| Vocational training                                       |                                | 3.96   | 10.22 | 7.00              |
| PhD graduates   |                                | 0.85   | 1.26  | 1.05              |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 29.57  | 24.87 | 27.38             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 15.00             |
| Births attended by skilled personnel                      | % live births                  |        |       | 98.30             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 6.00              |
| Total fertility rate                                      | births per woman               |        |       | 1.32              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Near-equal rights |

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

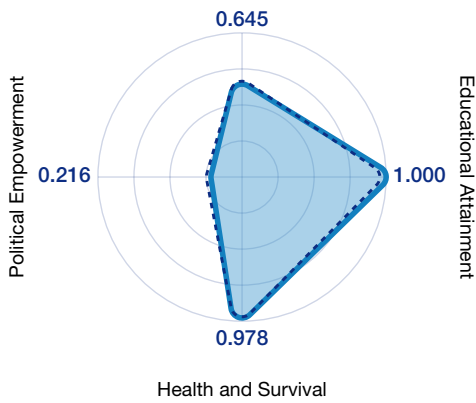
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

■ Czech Republic score    ··· average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 95th  | 0.645  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 80th  | 0.759  |                                | -16.40     | 51.67          | 68.06  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 103rd | 0.590  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 72nd  | 0.644  |                                | -16.73k    | 30.27k         | 47.00k | 0-150k     |
| Legislators, senior officials and managers %   | 96th  | 0.385  |                                | -44.44     | 27.78          | 72.22  | 0-100      |
| Professional and technical workers %           | 80th  | 0.917  |                                | -4.33      | 47.83          | 52.17  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.72       | 98.79          | 99.51  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.99       | 100.82         | 101.81 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 21.47      | 55.11          | 76.57  | 0-200      |
| <b>Health and Survival</b>                     | 41st  | 0.978  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 48th  | 1.054  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 67th  | 0.216  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 78th  | 0.342  |                                | -49.00     | 25.50          | 74.50  | 0-100      |
| Women in ministerial positions %               | 48th  | 0.444  |                                | -38.46     | 30.77          | 69.23  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 245.34            |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 38.51             |       |       |
| Population sex ratio                                      | female/male                    | 1.03              |       |       |
| Population growth rate                                    | %                              | 0.24              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 5.43              | 5.27  | 10.70 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | 12.37             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | 23.00             |       |       |
| Firms with female majority ownership                      | % firms                        | 16.00             |       |       |
| Firms with female top managers                            | % firms                        | 16.10             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.23              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 2.39              | 3.00  | 0.44  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 2.92              | 1.79  | 2.29  |
| Workers employed part-time                                | % of employed people           | 0.41              | 0.29  | 0.34  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Equal rights      |       |       |
| Access to land assets                                     |                                | Equal rights      |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1920              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 14.80             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | 2.92              |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 0.20              |       |       |
| Mean age of women at birth of first child                 | years                          | 30.00             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 196.00            | 7.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 35.57             | 64.43 | 0.55  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 63.18             | 36.82 | 1.72  |
| Arts & Humanities   |                                | 68.76             | 31.24 | 2.20  |
| Business, Admin. & Law                                    |                                | 64.67             | 35.33 | 1.83  |
| Education   |                                | 83.23             | 16.77 | 4.96  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | 15.57             | 84.43 | 0.18  |
| Natural Sci., Mathematics & Statistics                    |                                | 59.87             | 40.13 | 1.49  |
| Social Sci., Journalism & Information                     |                                | 68.64             | 31.36 | 2.19  |
| Vocational training                                       |                                | 24.63             | 29.16 | 26.95 |
| PhD graduates   |                                | 0.45              | 0.92  | 0.68  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 55.42             | 31.19 | 43.02 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 21.00             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.80             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 3.00              |       |       |
| Total fertility rate                                      | births per woman               | 1.71              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

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

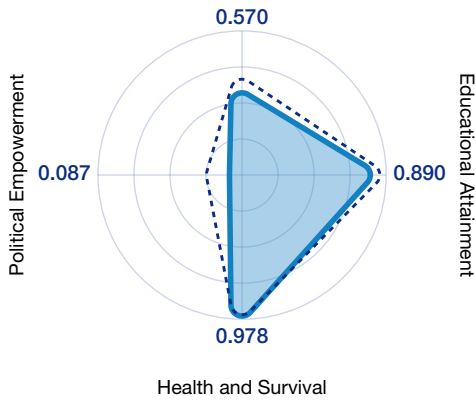
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

■ Côte d'Ivoire score    ⋮ average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

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

## Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           |                   |       | Value  |
| GDP   | US\$ billions                  |                   |       | 61.35  |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 5.18   |
| Population sex ratio                                      | female/male                    |                   |       | 0.98   |
| Population growth rate                                    | %                              |                   |       | 2.54   |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 13.08             | 13.30 | 26.38  |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |                   |       | 13.00  |
| Firms with female top managers                            | % firms                        |                   |       | 14.30  |
| Share of workers in informal sector                       | % workers                      |                   |       | 91.70  |
| Indicator   | 1-7 (best)                     |                   |       | Value  |
| Advancement of women to leadership roles                  |                                |                   |       | 4.20   |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 3.61              | 5.20  | 0.41   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 4.08              | 2.96  | 3.42   |
| Workers employed part-time                                | % of employed people           | 0.38              | 0.24  | 0.30   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to financial services                              |                                | Near-equal rights |       |        |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |        |
| Access to land assets                                     |                                | Unequal rights    |       |        |
| Access to non-land assets                                 |                                | Unequal rights    |       |        |
| Civil and political freedom                               |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Year women received right to vote                         | year                           |                   |       | 1960   |
| Number of female heads of state to date                   | number                         |                   |       | 0      |
| Seats held in upper house                                 | % total seats                  |                   |       | 19.20  |
| Indicator   | Yes/No                         |                   |       | Value  |
| Election list quotas for women, national                  |                                |                   |       | No     |
| Party membership quotas, voluntary                        |                                |                   |       | Yes    |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to justice   |                                | Near-equal rights |       |        |
| Freedom of movement                                       |                                | Equal rights      |       |        |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |                   |       | 27.10  |
| Early marriage  | %                              |                   |       | 22.60  |
| Mean age of women at birth of first child                 | years                          |                   |       | 29.08  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Right to divorce  |                                | Equal rights      |       |        |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 98.00             | 2.00  | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a.  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a.  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a.  |
| Education   |                                | n. a.             | n. a. | n. a.  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a.  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a.  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a.  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a.  |
| Vocational training                                       |                                | 1.81              | 2.10  | 1.95   |
| PhD graduates   |                                | n. a.             | n. a. | n. a.  |
| Graduates %   |                                | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a.  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 25.90  |
| Births attended by skilled personnel                      | % live births                  |                   |       | 73.60  |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 617.00 |
| Total fertility rate                                      | births per woman               |                   |       | 4.59   |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Reproductive autonomy                                     |                                | Restricted rights |       |        |

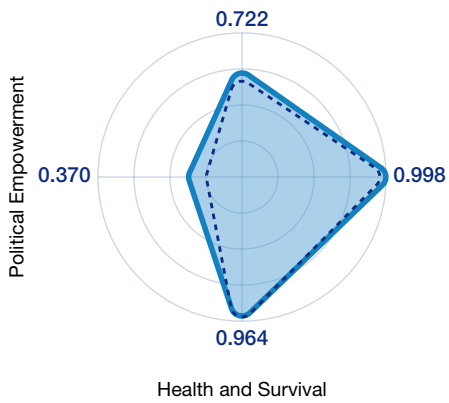
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Denmark score    ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

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

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 54th  | 0.722  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 35th  | 0.866  |                                | -8.93      | 57.72          | 66.65  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 59th  | 0.679  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 35th  | 0.723  |                                | -17.96k    | 46.89k         | 64.85k | 0-150k     |
| Legislators, senior officials and managers %   | 95th  | 0.386  |                                | -44.28     | 27.86          | 72.14  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 1.31       | 49.34          | 50.66  | 0-100      |
| <b>Educational Attainment</b>                  | 40th  | 0.998  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.49       | 99.08          | 99.57  | 0-100      |
| Enrolment in secondary education %             | 85th  | 0.991  |                                | -1.11      | 129.32         | 130.43 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 26.60      | 68.91          | 95.51  | 0-200      |
| <b>Health and Survival</b>                     | 114th | 0.964  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 121st | 1.010  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 32nd  | 0.370  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 29th  | 0.658  |                                | -20.60     | 39.70          | 60.30  | 0-100      |
| Women in ministerial positions %               | 42nd  | 0.462  |                                | -36.84     | 31.58          | 68.42  | 0-100      |
| Years with female/male head of state (last 50) | 27th  | 0.118  |                                | -39.41     | 5.29           | 44.71  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |              |
|---|--------------------------------|--------|-------|--------------|
| Indicator   | Unit                           |        |       | Value        |
| GDP   | US\$ billions                  |        |       | 356.08       |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 55.82        |
| Population sex ratio                                      | female/male                    |        |       | 1.01         |
| Population growth rate                                    | %                              |        |       | 0.29         |
| Indicator   | Million people                 | Female | Male  | Value        |
| Total population  |                                | 2.93   | 2.90  | 5.83         |
| Work participation and leadership                         |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Gender pay gap (OECD only)                                | %                              |        |       | 5.06         |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 34.90        |
| Firms with female majority ownership                      | % firms                        |        |       | 9.20         |
| Firms with female top managers                            | % firms                        |        |       | 8.30         |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.        |
| Indicator   | 1-7 (best)                     |        |       | Value        |
| Advancement of women to leadership roles                  |                                |        |       | 5.78         |
| Indicator   | 1 Million people               | Female | Male  | Value        |
| Labour-force  |                                | 1.42   | 1.60  | 0.47         |
| Indicator   | Unit                           | Female | Male  | Value        |
| Unemployed adults (15-64)                                 | % of labour force              | 4.32   | 4.22  | 4.26         |
| Workers employed part-time                                | % of employed people           | 0.54   | 0.35  | 0.44         |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.        |
| Access to finance   |                                |        |       |              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Access to financial services                              |                                |        |       | Equal rights |
| 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         |
| Number of female heads of state to date                   | number                         |        |       | 2.00         |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.        |
| Indicator   | Yes/No                         |        |       | Value        |
| Election list quotas for women, national                  |                                |        |       | n. a.        |
| Party membership quotas, voluntary                        |                                |        |       | n. a.        |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Access to justice   |                                |        |       | Equal rights |
| Freedom of movement                                       |                                |        |       | Equal rights |
| Family and care   |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Public spending on family benefits                        | % GDP                          |        |       | 3.40         |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.        |
| Early marriage  | %                              |        |       | 0.10         |
| Mean age of women at birth of first child                 | years                          |        |       | 30.98        |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Right to divorce  |                                |        |       | Equal rights |
| Indicator   | Days                           | Female | Male  | Value        |
| Length of parental leave                                  |                                | 126.00 | 14.00 | n. a.        |
| Education and skills                                      |                                |        |       |              |
| Graduates   | Attainment %                   | Female | Male  | Value        |
| STEM Graduates  |                                | n. a.  | n. a. | n. a.        |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 64.31  | 35.69 | 1.80         |
| Arts & Humanities   |                                | 65.21  | 34.79 | 1.87         |
| Business, Admin. & Law                                    |                                | n. a.  | n. a. | n. a.        |
| Education   |                                | 70.49  | 29.51 | 2.39         |
| Engineering, Manuf. & Construction                        |                                | 29.04  | 70.96 | 0.41         |
| Health & Welfare  |                                | 75.58  | 24.42 | 3.10         |
| Information & Comm. Technologies                          |                                | 24.00  | 76.00 | 0.32         |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.  | n. a. | n. a.        |
| Social Sci., Journalism & Information                     |                                | 60.53  | 39.47 | 1.53         |
| Vocational training                                       |                                | 8.83   | 14.89 | 11.94        |
| PhD graduates   |                                | 0.94   | 1.32  | 1.13         |
| Graduates   | %                              | Female | Male  | Value        |
| Graduates from tertiary education                         |                                | 69.69  | 45.55 | 57.31        |
| Health  |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 32.00        |
| Births attended by skilled personnel                      | % live births                  |        |       | 95.30        |
| Maternal mortality  | deaths per 100,000 live births |        |       | 4.00         |
| Total fertility rate                                      | births per woman               |        |       | 1.70         |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Reproductive autonomy                                     |                                |        |       | Equal rights |

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

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

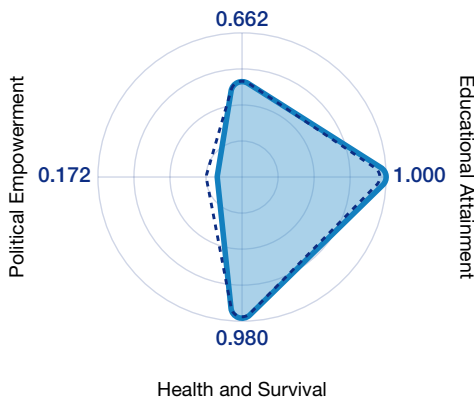


Global Gender Gap Index 2022 Edition

Overview

■ Dominican Republic score    ⋮ average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |       |
|--|-------|------|-------|-------|
|  | Score | Rank | Score | Rank  |
| Global Gender Gap Index                | 0.703 | 84th | 0.699 | 89th  |
| Economic Participation and Opportunity | 0.662 | 87th | 0.646 | 101st |
| Educational Attainment                 | 1.000 | 23rd | 1.000 | 32nd  |
| Health and Survival                    | 0.980 | 1st  | 0.980 | 1st   |
| Political Empowerment                  | 0.172 | 86th | 0.172 | 88th  |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 87th  | 0.662  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 109th | 0.660  |                                | -25.59     | 49.58          | 75.16  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 104th | 0.588  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 87th  | 0.611  |                                | -8.21k     | 12.90k         | 21.11k | 0-150k     |
| Legislators, senior officials and managers %   | 45th  | 0.618  |                                | -23.61     | 38.20          | 61.81  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 17.26      | 41.37          | 58.63  | 0-100      |
| <b>Educational Attainment</b>                  | 23rd  | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 48th  | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.04       | 95.38          | 96.42  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 6.54       | 76.54          | 83.08  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 34.03      | 42.98          | 77.01  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 86th  | 0.172  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 61st  | 0.387  |                                | -44.20     | 27.90          | 72.10  | 0-100      |
| Women in ministerial positions %               | 86th  | 0.211  |                                | -65.22     | 17.39          | 82.61  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 78.84             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 17.00             |       |       |
| Population sex ratio                                      | female/male                    | 1.00              |       |       |
| Population growth rate                                    | %                              | 1.01              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 5.43              | 5.42  | 10.85 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 13.40             |       |       |
| Firms with female top managers                            | % firms                        | 21.20             |       |       |
| Share of workers in informal sector                       | % workers                      | 54.50             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.71              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 2.00              | 2.97  | 0.40  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 11.30             | 4.98  | 7.54  |
| Workers employed part-time                                | % of employed people           | 0.48              | 0.32  | 0.38  |
| Proportion of time spent on unpaid domestic and care work | %                              | 8.73              | 1.65  | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | 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                           | 1942              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 12.50             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 10.80             |       |       |
| Early marriage  | %                              | 27.40             |       |       |
| Mean age of women at birth of first child                 | years                          | 25.81             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 98.00             | 2.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | 73.75             | 26.25 | 2.81  |
| Business, Admin. & Law                                    |                                | 60.69             | 39.31 | 1.54  |
| Education   |                                | 79.13             | 20.87 | 3.79  |
| Engineering, Manuf. & Construction                        |                                | 38.40             | 61.60 | 0.62  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | 39.41             | 60.59 | 0.65  |
| Natural Sci., Mathematics & Statistics                    |                                | 54.07             | 45.93 | 1.18  |
| Social Sci., Journalism & Information                     |                                | 56.97             | 43.03 | 1.32  |
| Vocational training                                       |                                | 6.15              | 4.28  | 5.21  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 41.71             | 21.05 | 31.36 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 20.40             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.80             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 95.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.32              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

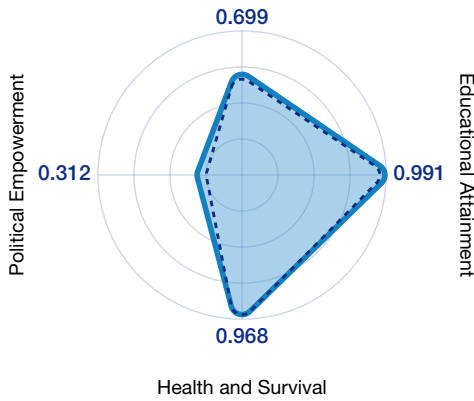
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Ecuador score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.743 | 41st | 0.739 | 42nd |
| Economic Participation and Opportunity | 0.699 | 71st | 0.675 | 81st |
| Educational Attainment                 | 0.991 | 71st | 0.997 | 58th |
| Health and Survival                    | 0.968 | 88th | 0.968 | 92nd |
| Political Empowerment                  | 0.312 | 41st | 0.318 | 40th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 71st  | 0.699  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 97th  | 0.697  |                                | -23.18     | 53.34          | 76.52  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 106th | 0.583  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 23rd  | 0.766  |                                | -2.74k     | 8.96k          | 11.70k | 0-150k     |
| Legislators, senior officials and managers %   | 49th  | 0.596  |                                | -25.34     | 37.33          | 62.67  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 6.41       | 46.80          | 53.20  | 0-100      |
| <b>Educational Attainment</b>                  | 71st  | 0.991  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 82nd  | 0.976  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.46       | 99.35          | 101.82 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 7.34       | 44.34          | 51.68  | 0-200      |
| <b>Health and Survival</b>                     | 88th  | 0.968  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 96th  | 1.023  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 41st  | 0.312  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 32nd  | 0.631  |                                | -22.60     | 38.70          | 61.30  | 0-100      |
| Women in ministerial positions %               | 39th  | 0.471  |                                | -36.00     | 32.00          | 68.00  | 0-100      |
| Years with female/male head of state (last 50) | 75th  | 0.000  |                                | -49.99     | 0.01           | 49.99  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 98.81             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 10.33             |       |       |
| Population sex ratio                                      | female/male                    | 1.00              |       |       |
| Population growth rate                                    | %                              | 1.54              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 8.82              | 8.82  | 17.64 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 17.70             |       |       |
| Firms with female top managers                            | % firms                        | 22.90             |       |       |
| Share of workers in informal sector                       | % workers                      | 68.60             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.23              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 3.50              | 4.94  | 0.41  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 7.43              | 5.21  | 6.13  |
| Workers employed part-time                                | % of employed people           | 0.52              | 0.35  | 0.42  |
| Proportion of time spent on unpaid domestic and care work | %                              | 3.81              | 0.93  | 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                                 |                                | Restricted rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1978              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 21.90             |       |       |
| Mean age of women at birth of first child                 | years                          | 27.37             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 84.00             | 14.00 | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 29.23             | 70.77 | 0.41  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | 48.78             | 51.22 | 0.95  |
| Business, Admin. & Law                                    |                                | 59.75             | 40.25 | 1.48  |
| Education   |                                | 72.91             | 27.09 | 2.69  |
| Engineering, Manuf. & Construction                        |                                | 20.66             | 79.34 | 0.26  |
| Health & Welfare  |                                | 71.30             | 28.70 | 2.48  |
| Information & Comm. Technologies                          |                                | 36.82             | 63.18 | 0.58  |
| Natural Sci., Mathematics & Statistics                    |                                | 47.86             | 52.14 | 0.92  |
| Social Sci., Journalism & Information                     |                                | 64.50             | 35.50 | 1.82  |
| Vocational training                                       |                                | 6.56              | 8.22  | 7.40  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 41.87             | 29.99 | 35.84 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 37.50             |       |       |
| Births attended by skilled personnel                      | % live births                  | 96.00             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 59.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.40              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Uneven rights     |       |       |

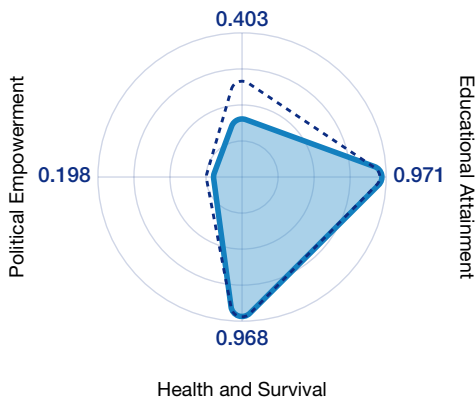
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

\*\*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.

Global Gender Gap Index 2022 Edition

■ Egypt score    ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.635 | 129th | 0.639 | 129th |
| Economic Participation and Opportunity | 0.403 | 142nd | 0.421 | 146th |
| Educational Attainment                 | 0.971 | 103rd | 0.973 | 105th |
| Health and Survival                    | 0.968 | 93rd  | 0.968 | 102nd |
| Political Empowerment                  | 0.198 | 78th  | 0.196 | 78th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 142nd | 0.403  |                                | -          | Min - Max      | -          |
| Labour-force participation rate %              | 143rd | 0.229  |                                | -51.70     | 15.39 - 67.09  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 8th   | 0.787  |                                | -          | -              | -          |
| Estimated earned income int'l \$ 1,000         | 142nd | 0.192  |                                | -16.10k    | 3.82k - 19.92k | 0-150k     |
| Legislators, senior officials and managers %   | 136th | 0.073  |                                | -86.35     | 6.82 - 93.18   | 0-100      |
| Professional and technical workers %           | 116th | 0.497  |                                | -33.61     | 33.19 - 66.81  | 0-100      |
| <b>Educational Attainment</b>                  | 103rd | 0.971  |                                | -          | -              | -          |
| Literacy rate %                                | 117th | 0.856  |                                | -          | -              | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.43       | 98.90 - 99.33  | 0-100      |
| Enrolment in secondary education %             | 86th  | 0.990  |                                | -0.86      | 89.04 - 89.90  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 1.77       | 38.04 - 39.81  | 0-200      |
| <b>Health and Survival</b>                     | 93rd  | 0.968  |                                | -          | -              | -          |
| Sex ratio at birth** %                         | 111th | 0.943  |                                | -          | -              | -          |
| Healthy life expectancy** years                | 99th  | 1.022  |                                | -          | -              | -          |
| <b>Political Empowerment</b>                   | 78th  | 0.198  |                                | -          | -              | -          |
| Women in parliament %                          | 63rd  | 0.383  |                                | -44.60     | 27.70 - 72.30  | 0-100      |
| Women in ministerial positions %               | 66th  | 0.320  |                                | -51.52     | 24.24 - 75.76  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0 - 50.00      | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           | Value             |       |        |
| GDP   | US\$ billions                  | 365.25            |       |        |
| GDP per capita  | constant '17, intl. \$ 1000    | 11.95             |       |        |
| Population sex ratio                                      | female/male                    | 0.98              |       |        |
| Population growth rate                                    | %                              | 1.92              |       |        |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 50.63             | 51.70 | 102.33 |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           | Value             |       |        |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |        |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |        |
| Firms with female majority ownership                      | % firms                        | 2.30              |       |        |
| Firms with female top managers                            | % firms                        | 6.30              |       |        |
| Share of workers in informal sector                       | % workers                      | 66.70             |       |        |
| Indicator   | 1-7 (best)                     | Value             |       |        |
| Advancement of women to leadership roles                  |                                | 5.61              |       |        |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 5.30              | 23.16 | 0.19   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 23.51             | 5.64  | 8.96   |
| Workers employed part-time                                | % of employed people           | 0.11              | 0.06  | 0.07   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             | Value             |       |        |
| Access to financial services                              |                                | Near-equal rights |       |        |
| Inheritance rights for widows and daughters               |                                | Unequal rights    |       |        |
| Access to land assets                                     |                                | Restricted rights |       |        |
| Access to non-land assets                                 |                                | Restricted rights |       |        |
| Civil and political freedom                               |                                |                   |       |        |
| Indicator   | Unit                           | Value             |       |        |
| Year women received right to vote                         | year                           | 1956              |       |        |
| Number of female heads of state to date                   | number                         | 0                 |       |        |
| Seats held in upper house                                 | % total seats                  | 13.30             |       |        |
| Indicator   | Yes/No                         | Value             |       |        |
| Election list quotas for women, national                  |                                | No                |       |        |
| Party membership quotas, voluntary                        |                                | No                |       |        |
| Indicator   | 0-1 (Equal rights)             | Value             |       |        |
| Access to justice   |                                | Restricted rights |       |        |
| Freedom of movement                                       |                                | Restricted rights |       |        |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           | Value             |       |        |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |        |
| Unmet family planning                                     | % women 15-49                  | 12.60             |       |        |
| Early marriage  | %                              | 14.80             |       |        |
| Mean age of women at birth of first child                 | years                          | 27.60             |       |        |
| Indicator   | 0-1 (Equal rights)             | Value             |       |        |
| Right to divorce  |                                | Unequal rights    |       |        |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 90.00             | 0     | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | 36.90             | 63.10 | 0.58   |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 49.37             | 50.63 | 0.98   |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a.  |
| Business, Admin. & Law                                    |                                | 35.85             | 64.15 | 0.56   |
| Education   |                                | 69.15             | 30.85 | 2.24   |
| Engineering, Manuf. & Construction                        |                                | 20.93             | 79.07 | 0.26   |
| Health & Welfare  |                                | 55.95             | 44.05 | 1.27   |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | 64.16             | 35.84 | 1.79   |
| Social Sci., Journalism & Information                     |                                | 41.34             | 58.66 | 0.70   |
| Vocational training                                       |                                | 9.96              | 13.19 | 11.62  |
| PhD graduates   |                                | 0.24              | 0.36  | 0.31   |
| Graduates   | %                              | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | 18.64             | 16.88 | 17.75  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           | Value             |       |        |
| Prevalence of gender violence in lifetime                 | % women                        | n. a.             |       |        |
| Births attended by skilled personnel                      | % live births                  | 91.50             |       |        |
| Maternal mortality  | deaths per 100,000 live births | 37.00             |       |        |
| Total fertility rate                                      | births per woman               | 3.28              |       |        |
| Indicator   | 0-1 (Equal rights)             | Value             |       |        |
| Reproductive autonomy                                     |                                | Restricted rights |       |        |

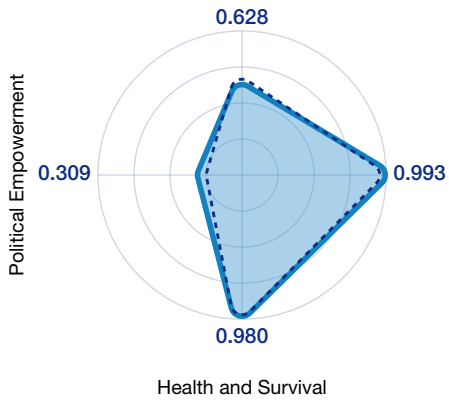
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ El Salvador score    ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.727 | 59th  | 0.738 | 43rd  |
| Economic Participation and Opportunity | 0.628 | 103rd | 0.634 | 106th |
| Educational Attainment                 | 0.993 | 64th  | 0.992 | 77th  |
| Health and Survival                    | 0.980 | 1st   | 0.980 | 1st   |
| Political Empowerment                  | 0.309 | 43rd  | 0.347 | 35th  |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 103rd | 0.628  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 116th | 0.601  |                                | -28.99     | 43.58          | 72.57  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 126th | 0.477  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 90th  | 0.608  |                                | -3.95k     | 6.13k          | 10.08k | 0-150k     |
| Legislators, senior officials and managers %   | 18th  | 0.876  |                                | -6.61      | 46.70          | 53.30  | 0-100      |
| Professional and technical workers %           | 94th  | 0.788  |                                | -11.85     | 44.07          | 55.93  | 0-100      |
| <b>Educational Attainment</b>                  | 64th  | 0.993  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 90th  | 0.965  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.09       | 83.68          | 84.77  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.59       | 68.37          | 68.97  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 3.98       | 27.91          | 31.89  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 43rd  | 0.309  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 65th  | 0.377  |                                | -45.20     | 27.40          | 72.60  | 0-100      |
| Women in ministerial positions %               | 16th  | 0.778  |                                | -12.50     | 43.75          | 56.25  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 24.64             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 7.98              |       |       |
| Population sex ratio                                      | female/male                    | 1.14              |       |       |
| Population growth rate                                    | %                              | 0.50              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 3.45              | 3.04  | 6.49  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 24.20             |       |       |
| Firms with female top managers                            | % firms                        | 28.00             |       |       |
| Share of workers in informal sector                       | % workers                      | 68.50             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 3.65              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 1.15              | 1.58  | 0.42  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 6.18              | 5.49  | 5.78  |
| Workers employed part-time                                | % of employed people           | 0.25              | 0.17  | 0.20  |
| Proportion of time spent on unpaid domestic and care work | %                              | 5.47              | 2.72  | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and 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                           | 1950              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 21.00             |       |       |
| Mean age of women at birth of first child                 | years                          | 26.77             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Equal rights      |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 112.00            | 3.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 23.14             | 76.86 | 0.30  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | 56.68             | 43.32 | 1.31  |
| Business, Admin. & Law                                    |                                | 58.82             | 41.18 | 1.43  |
| Education   |                                | 70.93             | 29.07 | 2.44  |
| Engineering, Manuf. & Construction                        |                                | 18.66             | 81.34 | 0.23  |
| Health & Welfare  |                                | 74.40             | 25.60 | 2.91  |
| Information & Comm. Technologies                          |                                | 26.16             | 73.84 | 0.35  |
| Natural Sci., Mathematics & Statistics                    |                                | 50.24             | 49.76 | 1.01  |
| Social Sci., Journalism & Information                     |                                | 69.13             | 30.87 | 2.24  |
| Vocational training                                       |                                | 6.55              | 6.95  | 6.75  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 14.81             | 12.06 | 13.48 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 26.30             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.90             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 46.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.02              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Unequal rights    |       |       |

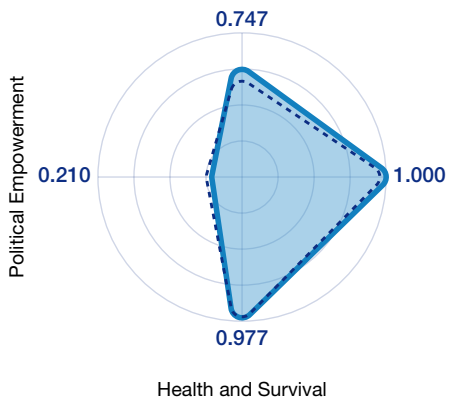
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Estonia score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.733 | 52nd | 0.733 | 46th |
| Economic Participation and Opportunity | 0.747 | 34th | 0.754 | 31st |
| Educational Attainment                 | 1.000 | 1st  | 1.000 | 1st  |
| Health and Survival                    | 0.977 | 47th | 0.975 | 59th |
| Political Empowerment                  | 0.210 | 73rd | 0.201 | 75th |

### Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |              |       |       |
|---|--------------------------------|--------------|-------|-------|
| Indicator   | Unit                           | Value        |       |       |
| GDP   | US\$ billions                  | 30.65        |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 35.22        |       |       |
| Population sex ratio                                      | female/male                    | 1.11         |       |       |
| Population growth rate                                    | %                              | 0.20         |       |       |
| Indicator   | Million people                 | Female       | Male  | Value |
| Total population  |                                | 0.70         | 0.63  | 1.33  |
| Work participation and leadership                         |                                |              |       |       |
| Indicator   | Unit                           | Value        |       |       |
| Gender pay gap (OECD only)                                | %                              | 17.32        |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | 9.10         |       |       |
| Firms with female majority ownership                      | % firms                        | 16.20        |       |       |
| Firms with female top managers                            | % firms                        | 22.50        |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.        |       |       |
| Indicator   | 1-7 (best)                     | Value        |       |       |
| Advancement of women to leadership roles                  |                                | 5.76         |       |       |
| Indicator   | 1 Million people               | Female       | Male  | Value |
| Labour-force  |                                | 0.34         | 0.36  | 0.48  |
| Indicator   | Unit                           | Female       | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 4.95         | 5.45  | 5.21  |
| Workers employed part-time                                | % of employed people           | 0.38         | 0.28  | 0.33  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.        | n. a. | n. a. |
| Access to finance   |                                |              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value        |       |       |
| Access to financial services                              |                                | 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                         | 2.00         |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.        |       |       |
| Indicator   | Yes/No                         | Value        |       |       |
| Election list quotas for women, national                  |                                | n. a.        |       |       |
| Party membership quotas, voluntary                        |                                | n. a.        |       |       |
| Indicator   | 0-1 (Equal rights)             | Value        |       |       |
| Access to justice   |                                | Equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights |       |       |
| Family and care   |                                |              |       |       |
| Indicator   | Unit                           | Value        |       |       |
| Public spending on family benefits                        | % GDP                          | 3.00         |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.        |       |       |
| Early marriage  | %                              | 0.50         |       |       |
| Mean age of women at birth of first child                 | years                          | 30.48        |       |       |
| Indicator   | 0-1 (Equal rights)             | Value        |       |       |
| Right to divorce  |                                | Equal rights |       |       |
| Indicator   | Days                           | Female       | Male  | Value |
| Length of parental leave                                  |                                | 140.00       | 0     | n. a. |
| Education and skills                                      |                                |              |       |       |
| Graduates   | Attainment %                   | Female       | Male  | Value |
| STEM Graduates  |                                | 38.38        | 61.62 | 0.62  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 57.89        | 42.11 | 1.37  |
| Arts & Humanities   |                                | 70.45        | 29.55 | 2.38  |
| Business, Admin. & Law                                    |                                | 68.65        | 31.35 | 2.19  |
| Education   |                                | n. a.        | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.        | n. a. | n. a. |
| Health & Welfare  |                                | n. a.        | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | 28.89        | 71.11 | 0.41  |
| Natural Sci., Mathematics & Statistics                    |                                | 63.86        | 36.14 | 1.77  |
| Social Sci., Journalism & Information                     |                                | 74.38        | 25.62 | 2.90  |
| Vocational training                                       |                                | 8.54         | 13.41 | 11.04 |
| PhD graduates   |                                | 0.85         | 1.03  | 0.93  |
| Graduates   | %                              | Female       | Male  | Value |
| Graduates from tertiary education                         |                                | 60.08        | 31.39 | 45.25 |
| Health  |                                |              |       |       |
| Indicator   | Unit                           | Value        |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 20.00        |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.10        |       |       |
| Maternal mortality  | deaths per 100,000 live births | 9.00         |       |       |
| Total fertility rate                                      | births per woman               | 1.66         |       |       |
| Indicator   | 0-1 (Equal rights)             | Value        |       |       |
| Reproductive autonomy                                     |                                | Equal rights |       |       |

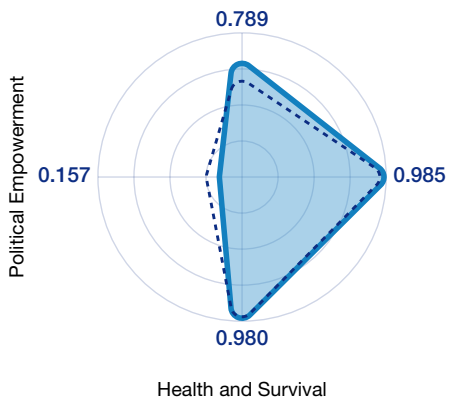
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Eswatini score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |       |
|--|-------|------|-------|-------|
|  | Score | Rank | Score | Rank  |
| Global Gender Gap Index                | 0.728 | 58th | 0.729 | 52nd  |
| Economic Participation and Opportunity | 0.789 | 19th | 0.797 | 17th  |
| Educational Attainment                 | 0.985 | 86th | 0.992 | 79th  |
| Health and Survival                    | 0.980 | 1st  | 0.980 | 1st   |
| Political Empowerment                  | 0.157 | 94th | 0.147 | 102nd |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 19th  | 0.789  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 44th  | 0.851  |                                | -7.98      | 45.62          | 53.61  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 58th  | 0.681  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 19th  | 0.781  |                                | -2.07k     | 7.38k          | 9.46k  | 0-150k     |
| Legislators, senior officials and managers %   | 25th  | 0.767  |                                | -13.16     | 43.42          | 56.58  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 1.66       | 49.17          | 50.83  | 0-100      |
| <b>Educational Attainment</b>                  | 86th  | 0.985  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 100th | 0.984  |                                | -1.33      | 84.10          | 85.43  | 0-100      |
| Enrolment in secondary education %             | 80th  | 0.995  |                                | -0.44      | 82.19          | 82.63  | 0-200      |
| Enrolment in tertiary education %              | 105th | 0.944  |                                | -0.39      | 6.56           | 6.95   | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 94th  | 0.157  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 129th | 0.139  |                                | -75.60     | 12.20          | 87.80  | 0-100      |
| Women in ministerial positions %               | 42nd  | 0.462  |                                | -36.84     | 31.58          | 68.42  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |        |       |
|---|--------------------------------|-------------------|--------|-------|
| Indicator   | Unit                           | Value             |        |       |
| GDP   | US\$ billions                  | 3.97              |        |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 8.40              |        |       |
| Population sex ratio                                      | female/male                    | 1.03              |        |       |
| Population growth rate                                    | %                              | 1.04              |        |       |
| Indicator   | Million people                 | Female            | Male   | Value |
| Total population  |                                | 0.59              | 0.57   | 1.16  |
| Work participation and leadership                         |                                |                   |        |       |
| Indicator   | Unit                           | Value             |        |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |        |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |        |       |
| Firms with female majority ownership                      | % firms                        | 16.90             |        |       |
| Firms with female top managers                            | % firms                        | 27.40             |        |       |
| Share of workers in informal sector                       | % workers                      | 58.80             |        |       |
| Indicator   | 1-7 (best)                     | Value             |        |       |
| Advancement of women to leadership roles                  |                                | 4.08              |        |       |
| Indicator   | 1 Million people               | Female            | Male   | Value |
| Labour-force  |                                | 0.17              | 0.19   | 0.47  |
| Indicator   | Unit                           | Female            | Male   | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 27.43             | 23.23  | 25.23 |
| Workers employed part-time                                | % of employed people           | 0.22              | 0.15   | 0.18  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a.  | n. a. |
| Access to finance   |                                |                   |        |       |
| Indicator   | 0-1 (Equal rights)             | Value             |        |       |
| Access to financial services                              |                                | Near-equal rights |        |       |
| Inheritance rights for widows and daughters               |                                | Restricted rights |        |       |
| Access to land assets                                     |                                | Unequal rights    |        |       |
| Access to non-land assets                                 |                                | Restricted rights |        |       |
| Civil and political freedom                               |                                |                   |        |       |
| Indicator   | Unit                           | Value             |        |       |
| Year women received right to vote                         | year                           | n. a.             |        |       |
| Number of female heads of state to date                   | number                         | 0                 |        |       |
| Seats held in upper house                                 | % total seats                  | 40.00             |        |       |
| Indicator   | Yes/No                         | Value             |        |       |
| Election list quotas for women, national                  |                                | n. a.             |        |       |
| Party membership quotas, voluntary                        |                                | n. a.             |        |       |
| Indicator   | 0-1 (Equal rights)             | Value             |        |       |
| Access to justice   |                                | Restricted rights |        |       |
| Freedom of movement                                       |                                | Near-equal rights |        |       |
| Family and care   |                                |                   |        |       |
| Indicator   | Unit                           | Value             |        |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |        |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |        |       |
| Early marriage  | %                              | 4.00              |        |       |
| Mean age of women at birth of first child                 | years                          | 27.70             |        |       |
| Indicator   | 0-1 (Equal rights)             | Value             |        |       |
| Right to divorce  |                                | Restricted rights |        |       |
| Indicator   | Days                           | Female            | Male   | Value |
| Length of parental leave                                  |                                | 14.00             | 0      | n. a. |
| Education and skills                                      |                                |                   |        |       |
| Graduates   | Attainment %                   | Female            | Male   | Value |
| STEM Graduates  |                                | n. a.             | n. a.  | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a.  | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a.  | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a.  | n. a. |
| Education   |                                | 0                 | 100.00 | 0     |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a.  | n. a. |
| Health & Welfare  |                                | n. a.             | n. a.  | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a.  | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a.  | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a.  | n. a. |
| Vocational training                                       |                                | n. a.             | n. a.  | n. a. |
| PhD graduates   |                                | n. a.             | n. a.  | n. a. |
| Graduates   | %                              | Female            | Male   | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a.  | n. a. |
| Health  |                                |                   |        |       |
| Indicator   | Unit                           | Value             |        |       |
| Prevalence of gender violence in lifetime                 | % women                        | n. a.             |        |       |
| Births attended by skilled personnel                      | % live births                  | 88.30             |        |       |
| Maternal mortality  | deaths per 100,000 live births | 437.00            |        |       |
| Total fertility rate                                      | births per woman               | 2.96              |        |       |
| Indicator   | 0-1 (Equal rights)             | Value             |        |       |
| Reproductive autonomy                                     |                                | Restricted rights |        |       |

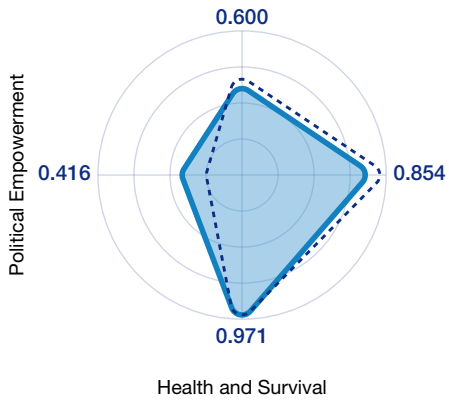
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Ethiopia score    ▨ average score

Economic Participation and Opportunity



Overview

| Index and Subindex                     | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.710 | 74th  | 0.691 | 97th  |
| Economic Participation and Opportunity | 0.600 | 112th | 0.560 | 128th |
| Educational Attainment                 | 0.854 | 133rd | 0.850 | 141st |
| Health and Survival                    | 0.971 | 74th  | 0.971 | 77th  |
| Political Empowerment                  | 0.416 | 26th  | 0.382 | 28th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 112th | 0.600  | 0   1                          | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 43rd  | 0.854  |                                | -12.35     | 72.33          | 84.68  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 93rd  | 0.595  |                                | -1.17k     | 1.71k          | 2.88k  | 0-150k     |
| Legislators, senior officials and managers %   | 99th  | 0.361  |                                | -46.97     | 26.52          | 73.48  | 0-100      |
| Professional and technical workers %           | 120th | 0.484  |                                | -34.78     | 32.61          | 67.39  | 0-100      |
| <b>Educational Attainment</b>                  | 133rd | 0.854  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 127th | 0.750  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 109th | 0.912  |                                | -8.02      | 83.15          | 91.17  | 0-100      |
| Enrolment in secondary education %             | 106th | 0.962  |                                | -1.36      | 34.25          | 35.61  | 0-200      |
| Enrolment in tertiary education %              | 127th | 0.596  |                                | -5.27      | 7.76           | 13.03  | 0-200      |
| <b>Health and Survival</b>                     | 74th  | 0.971  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 81st  | 1.031  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 26th  | 0.416  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 21st  | 0.709  |                                | -17.00     | 41.50          | 58.50  | 0-100      |
| Women in ministerial positions %               | 23rd  | 0.667  |                                | -20.00     | 40.00          | 60.00  | 0-100      |
| Years with female/male head of state (last 50) | 40th  | 0.070  |                                | -43.46     | 3.27           | 46.73  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           | Value             |       |        |
| GDP   | US\$ billions                  | 107.65            |       |        |
| GDP per capita  | constant '17, intl. \$ 1000    | 2.30              |       |        |
| Population sex ratio                                      | female/male                    | 1.00              |       |        |
| Population growth rate                                    | %                              | 2.54              |       |        |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 57.45             | 57.52 | 114.96 |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           | Value             |       |        |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |        |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |        |
| Firms with female majority ownership                      | % firms                        | 16.50             |       |        |
| Firms with female top managers                            | % firms                        | 4.50              |       |        |
| Share of workers in informal sector                       | % workers                      | 93.20             |       |        |
| Indicator   | 1-7 (best)                     | Value             |       |        |
| Advancement of women to leadership roles                  |                                | 3.27              |       |        |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 25.96             | 29.94 | 0.46   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 5.13              | 3.04  | 4.02   |
| Workers employed part-time                                | % of employed people           | 0.66              | 0.43  | 0.54   |
| 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               |                                | 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                         | 1.00              |       |        |
| Seats held in upper house                                 | % total seats                  | 30.60             |       |        |
| Indicator   | Yes/No                         | Value             |       |        |
| Election list quotas for women, national                  |                                | No                |       |        |
| Party membership quotas, voluntary                        |                                | No                |       |        |
| Indicator   | 0-1 (Equal rights)             | Value             |       |        |
| Access to justice   |                                | Near-equal rights |       |        |
| Freedom of movement                                       |                                | Equal rights      |       |        |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           | Value             |       |        |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |        |
| Unmet family planning                                     | % women 15-49                  | 22.30             |       |        |
| Early marriage  | %                              | 22.50             |       |        |
| Mean age of women at birth of first child                 | years                          | 29.73             |       |        |
| Indicator   | 0-1 (Equal rights)             | Value             |       |        |
| Right to divorce  |                                | Near-equal rights |       |        |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 120.00            | 3.00  | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a.  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a.  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a.  |
| Education   |                                | n. a.             | n. a. | n. a.  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a.  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a.  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a.  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a.  |
| Vocational training                                       |                                | 1.78              | 1.59  | 1.69   |
| PhD graduates   |                                | n. a.             | n. a. | n. a.  |
| Graduates   | %                              | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a.  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           | Value             |       |        |
| Prevalence of gender violence in lifetime                 | % women                        | 28.00             |       |        |
| Births attended by skilled personnel                      | % live births                  | 27.70             |       |        |
| Maternal mortality  | deaths per 100,000 live births | 401.00            |       |        |
| Total fertility rate                                      | births per woman               | 4.15              |       |        |
| Indicator   | 0-1 (Equal rights)             | Value             |       |        |
| Reproductive autonomy                                     |                                | Near-equal rights |       |        |

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

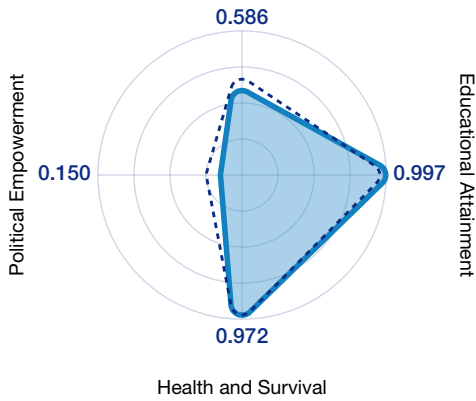
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

■ Fiji score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.676 | 107th | 0.674 | 113th |
| Economic Participation and Opportunity | 0.586 | 118th | 0.568 | 127th |
| Educational Attainment                 | 0.997 | 44th  | 0.997 | 53rd  |
| Health and Survival                    | 0.972 | 69th  | 0.972 | 72nd  |
| Political Empowerment                  | 0.150 | 97th  | 0.160 | 95th  |

### Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                             |                   |       | Family and care                           |                                |              |      |
|---|-----------------------------|-------------------|-------|---|--------------------------------|--------------|------|
| Indicator   | Unit                        |                   |       | Indicator                                 | Unit                           |              |      |
| Value   |                             |                   |       | Value                                     |                                |              |      |
| GDP   | US\$ billions               |                   |       | Public spending on family benefits        | % GDP                          | n. a.        |      |
| GDP per capita  | constant '17, intl. \$ 1000 |                   |       | Unmet family planning                     | % women 15-49                  | n. a.        |      |
| Population sex ratio                                      | female/male                 |                   |       | Early marriage                            | %                              | 8.50         |      |
| Population growth rate                                    | %                           |                   |       | Mean age of women at birth of first child | years                          | 28.12        |      |
| Indicator   | Million people              | Female            | Male  | Indicator                                 | 0-1 (Equal rights)             | Value        |      |
| Total population  |                             | 0.44              | 0.45  | Right to divorce                          |                                | Equal rights |      |
| Work participation and leadership                         |                             |                   |       | Education and skills                      |                                |              |      |
| Indicator   | Unit                        |                   |       | Indicator                                 | Days                           | Female       | Male |
| Value   |                             |                   |       | Value                                     |                                |              |      |
| Gender pay gap (OECD only)                                | %                           | n. a.             |       | Length of parental leave                  |                                | 98.00        | 1.00 |
| Share of women's membership in boards                     | % (OECD countries only)     | n. a.             |       | STEM Graduates                            |                                |              |      |
| Firms with female majority ownership                      | % firms                     | n. a.             |       | n. a. n. a. n. a.                         |                                |              |      |
| Firms with female top managers                            | % firms                     | n. a.             |       | Agri., Forestry, Fisheries & Veterinary   |                                |              |      |
| Share of workers in informal sector                       | % workers                   | 43.60             |       | n. a. n. a. n. a.                         |                                |              |      |
| Indicator   | 1-7 (best)                  | Value             |       | Arts & Humanities                         |                                |              |      |
| Advancement of women to leadership roles                  |                             | n. a.             |       | n. a. n. a. n. a.                         |                                |              |      |
| Indicator   | 1 Million people            | Female            | Male  | Business, Admin. & Law                    |                                |              |      |
| Labour-force  |                             | 0.12              | 0.24  | n. a. n. a. n. a.                         |                                |              |      |
| Indicator   | Unit                        | Female            | Male  | Education                                 |                                |              |      |
| Unemployed adults (15-64)                                 | % of labour force           | 6.25              | 4.21  | n. a. n. a. n. a.                         |                                |              |      |
| Workers employed part-time                                | % of employed people        | n. a.             | n. a. | Engineering, Manuf. & Construction        |                                |              |      |
| Proportion of time spent on unpaid domestic and care work | %                           | 5.42              | 1.90  | n. a. n. a. n. a.                         |                                |              |      |
| Access to finance   |                             |                   |       | Health & Welfare                          |                                |              |      |
| Indicator   | 0-1 (Equal rights)          | Value             |       | Information & Comm. Technologies          |                                |              |      |
| Access to financial services                              |                             | Near-equal rights |       | n. a. n. a. n. a.                         |                                |              |      |
| Inheritance rights for widows and daughters               |                             | Near-equal rights |       | Natural Sci., Mathematics & Statistics    |                                |              |      |
| Access to land assets                                     |                             | Near-equal rights |       | n. a. n. a. n. a.                         |                                |              |      |
| Access to non-land assets                                 |                             | Equal rights      |       | Social Sci., Journalism & Information     |                                |              |      |
| Civil and political freedom                               |                             |                   |       | Vocational training                       |                                |              |      |
| Indicator   | Unit                        | Value             |       | PhD graduates                             |                                |              |      |
| Year women received right to vote                         | year                        | 1970              |       | 0.05 0.10 0.07                            |                                |              |      |
| Number of female heads of state to date                   | number                      | 0                 |       | Graduates %                               |                                |              |      |
| Seats held in upper house                                 | % total seats               | n. a.             |       | Female Male Value                         |                                |              |      |
| Indicator   | Yes/No                      | Value             |       | Graduates from tertiary education         |                                |              |      |
| Election list quotas for women, national                  |                             | n. a.             |       | n. a. n. a. n. a.                         |                                |              |      |
| Party membership quotas, voluntary                        |                             | n. a.             |       | Health                                    |                                |              |      |
| Indicator   | 0-1 (Equal rights)          | Value             |       | Indicator                                 | Unit                           | Value        |      |
| Access to justice   |                             | Near-equal rights |       | Prevalence of gender violence in lifetime | % women                        | 64.10        |      |
| Freedom of movement                                       |                             | Restricted rights |       | Births attended by skilled personnel      | % live births                  | 99.80        |      |
| Reproductive autonomy                                     |                             |                   |       | Maternal mortality                        | deaths per 100,000 live births | 34.00        |      |
| Near-equal rights   |                             |                   |       | Total fertility rate                      | births per woman               | 2.75         |      |

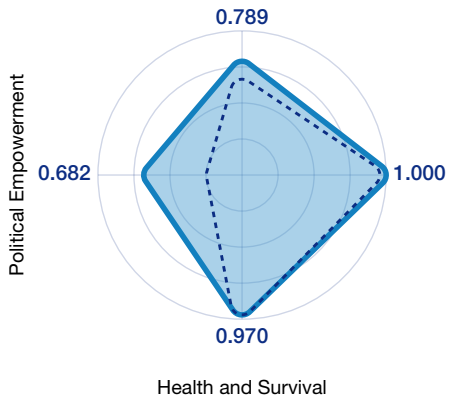
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Finland score      average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.860 | 2nd  | 0.861 | 2nd  |
| Economic Participation and Opportunity | 0.789 | 18th | 0.806 | 13th |
| Educational Attainment                 | 1.000 | 1st  | 1.000 | 1st  |
| Health and Survival                    | 0.970 | 78th | 0.970 | 79th |
| Political Empowerment                  | 0.682 | 2nd  | 0.669 | 2nd  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male   | Min<br>Max |
|--|------|--------|--------------------------------|------------|------------------|------------|
| <b>Economic Participation and Opportunity</b>  | 18th | 0.789  |                                | -          | Min - Max        | -          |
| Labour-force participation rate %              | 24th | 0.882  |                                | -7.57      | 56.46 vs 64.03   | 0-100      |
| Wage equality for similar work 1-7 (best)      | 10th | 0.785  |                                | -          | -                | -          |
| Estimated earned income int'l \$ 1,000         | 34th | 0.724  |                                | -15.10k    | 39.70k vs 54.81k | 0-150k     |
| Legislators, senior officials and managers %   | 47th | 0.599  |                                | -25.06     | 37.47 vs 62.53   | 0-100      |
| Professional and technical workers %           | 1st  | 1.000  |                                | 3.14       | 48.43 vs 51.57   | 0-100      |
| <b>Educational Attainment</b>                  | 1st  | 1.000  |                                | -          | -                | -          |
| Literacy rate %                                | 1st  | 1.000  |                                | -          | -                | -          |
| Enrolment in primary education %               | 1st  | 1.000  |                                | 0.63       | 97.82 vs 98.45   | 0-100      |
| Enrolment in secondary education %             | 1st  | 1.000  |                                | 13.28      | 138.84 vs 152.12 | 0-200      |
| Enrolment in tertiary education %              | 1st  | 1.000  |                                | 16.68      | 84.82 vs 101.50  | 0-200      |
| <b>Health and Survival</b>                     | 78th | 0.970  |                                | -          | -                | -          |
| Sex ratio at birth** %                         | 1st  | 0.944  |                                | -          | -                | -          |
| Healthy life expectancy** years                | 85th | 1.030  |                                | -          | -                | -          |
| <b>Political Empowerment</b>                   | 2nd  | 0.682  |                                | -          | -                | -          |
| Women in parliament %                          | 11th | 0.835  |                                | -9.00      | 45.50 vs 54.50   | 0-100      |
| Women in ministerial positions %               | 1st  | 1.000  |                                | 0          | 50.00 vs 50.00   | 0-100      |
| Years with female/male head of state (last 50) | 10th | 0.398  |                                | -21.53     | 14.23 vs 35.77   | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 269.59            |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 47.14             |       |       |
| Population sex ratio                                      | female/male                    | 1.03              |       |       |
| Population growth rate                                    | %                              | 0.14              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 2.80              | 2.73  | 5.53  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | 17.16             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | 35.20             |       |       |
| Firms with female majority ownership                      | % firms                        | 9.50              |       |       |
| Firms with female top managers                            | % firms                        | 12.90             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 6.13              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 1.35              | 1.47  | 0.48  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 6.21              | 7.26  | 6.76  |
| Workers employed part-time                                | % of employed people           | 0.50              | 0.38  | 0.44  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| 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                           | 1917              |       |       |
| Number of female heads of state to date                   | number                         | 4.00              |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | 2.87              |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 0.30              |       |       |
| Mean age of women at birth of first child                 | years                          | 30.59             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Equal rights      |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 147.00            | 76.00 | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 27.40             | 72.60 | 0.38  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 61.11             | 38.89 | 1.57  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | 22.16             | 77.84 | 0.28  |
| Health & Welfare  |                                | 84.98             | 15.02 | 5.66  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | 53.83             | 46.17 | 1.17  |
| Social Sci., Journalism & Information                     |                                | 71.31             | 28.69 | 2.48  |
| Vocational training                                       |                                | 16.69             | 21.54 | 19.18 |
| PhD graduates   |                                | 1.07              | 1.39  | 1.23  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 73.41             | 48.26 | 60.52 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 30.00             |       |       |
| 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               | 1.35              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Near-equal rights |       |       |

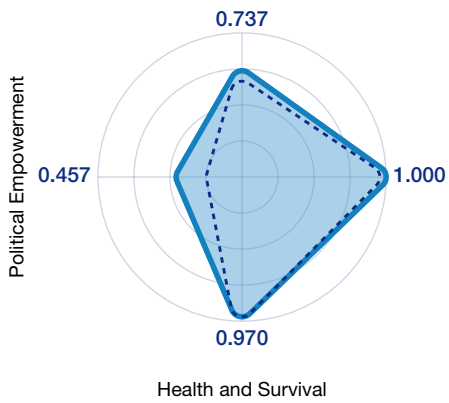
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ France score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.791 | 15th | 0.784 | 16th |
| Economic Participation and Opportunity | 0.737 | 40th | 0.710 | 58th |
| Educational Attainment                 | 1.000 | 1st  | 1.000 | 1st  |
| Health and Survival                    | 0.970 | 81st | 0.970 | 86th |
| Political Empowerment                  | 0.457 | 20th | 0.457 | 20th |

### Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 2,630.32          |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 42.31             |       |       |
| Population sex ratio                                      | female/male                    | 1.07              |       |       |
| Population growth rate                                    | %                              | 0.20              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 34.77             | 32.61 | 67.38 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | 11.82             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | 45.30             |       |       |
| Firms with female majority ownership                      | % firms                        | 15.50             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.74              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 15.05             | 15.84 | 0.49  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 7.55              | 7.53  | 7.54  |
| Workers employed part-time                                | % of employed people           | 0.52              | 0.36  | 0.44  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |       |
| Access to land assets                                     |                                | Equal rights      |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1944              |       |       |
| Number of female heads of state to date                   | number                         | 1.00              |       |       |
| Seats held in upper house                                 | % total seats                  | 35.10             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | 3.60              |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 2.80              |       |       |
| Mean age of women at birth of first child                 | years                          | 31.20             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Equal rights      |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 112.00            | 25.00 | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 31.81             | 68.19 | 0.47  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 43.19             | 56.81 | 0.76  |
| Arts & Humanities   |                                | 69.23             | 30.77 | 2.25  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | 26.11             | 73.89 | 0.35  |
| Health & Welfare  |                                | 73.99             | 26.01 | 2.84  |
| Information & Comm. Technologies                          |                                | 16.46             | 83.54 | 0.20  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 16.93             | 21.86 | 19.45 |
| PhD graduates   |                                | 0.65              | 1.07  | 0.85  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 54.71             | 40.47 | 47.45 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 26.00             |       |       |
| Births attended by skilled personnel                      | % live births                  | 98.10             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 8.00              |       |       |
| Total fertility rate                                      | births per woman               | 1.87              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

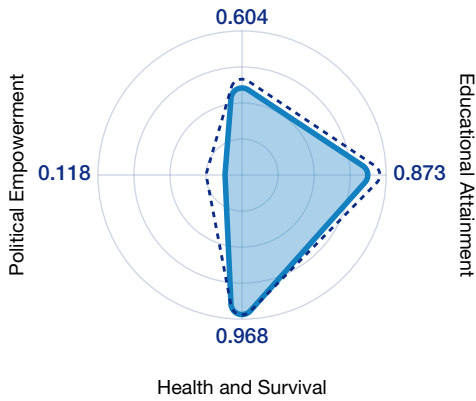
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Gambia, The score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.641 | 121st | 0.644 | 127th |
| Economic Participation and Opportunity | 0.604 | 109th | 0.607 | 116th |
| Educational Attainment                 | 0.873 | 132nd | 0.891 | 135th |
| Health and Survival                    | 0.968 | 86th  | 0.968 | 93rd  |
| Political Empowerment                  | 0.118 | 115th | 0.112 | 125th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |       | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|-------|------------|
|  |       |        |                                |            | ◆              | ◆     |            |
| <b>Economic Participation and Opportunity</b>  | 109th | 0.604  |                                | -          | Min            | Max   | -          |
| Labour-force participation rate %              | 89th  | 0.738  |                                | -17.34     | 48.92          | 66.26 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 19th  | 0.751  |                                | -          | -              | -     | -          |
| Estimated earned income int'l \$ 1,000         | 49th  | 0.693  |                                | -783.62    | 1.77k          | 2.55k | 0-150k     |
| Legislators, senior officials and managers %   | 117th | 0.243  |                                | -60.85     | 19.57          | 80.43 | 0-100      |
| Professional and technical workers %           | 132nd | 0.289  |                                | -55.11     | 22.44          | 77.56 | 0-100      |
| <b>Educational Attainment</b>                  | 132nd | 0.873  |                                | -          | -              | -     | -          |
| Literacy rate %                                | 132nd | 0.673  |                                | -          | -              | -     | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 10.79      | 81.81          | 92.60 | 0-100      |
| Enrolment in secondary education %             | -     | -      |                                | -          | -              | -     | -          |
| Enrolment in tertiary education %              | 125th | 0.699  |                                | -0.96      | 2.24           | 3.21  | 0-200      |
| <b>Health and Survival</b>                     | 86th  | 0.968  |                                | -          | -              | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -     | -          |
| Healthy life expectancy** years                | 94th  | 1.023  |                                | -          | -              | -     | -          |
| <b>Political Empowerment</b>                   | 115th | 0.118  |                                | -          | -              | -     | -          |
| Women in parliament %                          | 132nd | 0.115  |                                | -79.40     | 10.30          | 89.70 | 0-100      |
| Women in ministerial positions %               | 63rd  | 0.333  |                                | -50.00     | 25.00          | 75.00 | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00 | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 1.87              |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 2.16              |       |       |
| Population sex ratio                                      | female/male                    | 1.02              |       |       |
| Population growth rate                                    | %                              | 2.90              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.22              | 1.20  | 2.42  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 12.30             |       |       |
| Firms with female top managers                            | % firms                        | 9.60              |       |       |
| Share of workers in informal sector                       | % workers                      | 79.50             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.00              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.35              | 0.45  | 0.44  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 14.49             | 8.20  | 10.96 |
| Workers employed part-time                                | % of employed people           | 0.12              | 0.08  | 0.10  |
| 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                                     |                                | Uneven rights     |       |       |
| Access to non-land assets                                 |                                | Uneven rights     |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1965              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Restricted rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 24.20             |       |       |
| Early marriage  | %                              | 25.50             |       |       |
| Mean age of women at birth of first child                 | years                          | 30.40             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Unequal rights    |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 180.00            | 14.00 | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 45.66             | 54.34 | 0.84  |
| 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   |                                | 8.06              | 91.94 | 0.09  |
| Engineering, Manuf. & Construction                        |                                | 9.23              | 90.77 | 0.10  |
| Health & Welfare  |                                | 61.54             | 38.46 | 1.60  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | 41.38             | 58.62 | 0.71  |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 20.10             |       |       |
| Births attended by skilled personnel                      | % live births                  | 82.70             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 597.00            |       |       |
| Total fertility rate                                      | births per woman               | 5.15              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

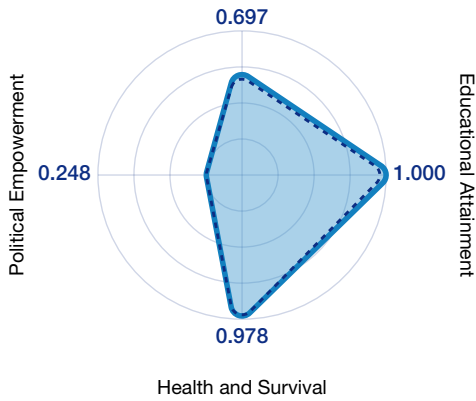
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Georgia score    average score

Economic Participation and Opportunity



Overview

| Index and Subindex                     | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.731 | 55th | 0.732 | 49th |
| Economic Participation and Opportunity | 0.697 | 72nd | 0.705 | 64th |
| Educational Attainment                 | 1.000 | 29th | 1.000 | 30th |
| Health and Survival                    | 0.978 | 37th | 0.977 | 50th |
| Political Empowerment                  | 0.248 | 57th | 0.245 | 60th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 72nd  | 0.697  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 84th  | 0.750  |                                | -17.04     | 51.00          | 68.03  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 22nd  | 0.747  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 119th | 0.500  |                                | -9.47k     | 9.46k          | 18.92k | 0-150k     |
| Legislators, senior officials and managers %   | 56th  | 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      |
| <b>Educational Attainment</b>                  | 29th  | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 59th  | 0.998  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.05       | 98.88          | 99.93  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.01       | 102.07         | 103.09 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 9.96       | 62.01          | 71.97  | 0-200      |
| <b>Health and Survival</b>                     | 37th  | 0.978  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 122nd | 0.942  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 57th  | 0.248  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 101st | 0.236  |                                | -61.80     | 19.10          | 80.90  | 0-100      |
| Women in ministerial positions %               | 33rd  | 0.571  |                                | -27.27     | 36.36          | 63.64  | 0-100      |
| Years with female/male head of state (last 50) | 39th  | 0.076  |                                | -42.93     | 3.53           | 46.47  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 15.85             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 14.00             |       |       |
| Population sex ratio                                      | female/male                    | 1.10              |       |       |
| Population growth rate                                    | %                              | 0.07              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.95              | 1.77  | 3.72  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 11.50             |       |       |
| Firms with female top managers                            | % firms                        | 16.50             |       |       |
| Share of workers in informal sector                       | % workers                      | 55.60             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.08              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.86              | 1.01  | 0.46  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 10.65             | 12.78 | 11.79 |
| Workers employed part-time                                | % of employed people           | 0.18              | 0.16  | 0.17  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1991              |       |       |
| Number of female heads of state to date                   | number                         | 1.00              |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | No                |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 14.40             |       |       |
| Mean age of women at birth of first child                 | years                          | 27.00             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 126.00            | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 38.68             | 61.32 | 0.63  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | 58.53             | 41.47 | 1.41  |
| Education   |                                | 95.79             | 4.21  | 22.74 |
| Engineering, Manuf. & Construction                        |                                | 15.73             | 84.27 | 0.19  |
| Health & Welfare  |                                | 70.99             | 29.01 | 2.45  |
| Information & Comm. Technologies                          |                                | 20.58             | 79.42 | 0.26  |
| Natural Sci., Mathematics & Statistics                    |                                | 68.13             | 31.87 | 2.14  |
| Social Sci., Journalism & Information                     |                                | 64.61             | 35.39 | 1.83  |
| Vocational training                                       |                                | 3.01              | 2.72  | 2.86  |
| PhD graduates   |                                | 0.46              | 0.58  | 0.51  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 43.70             | 31.37 | 37.16 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 6.10              |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.40             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 25.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.06              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

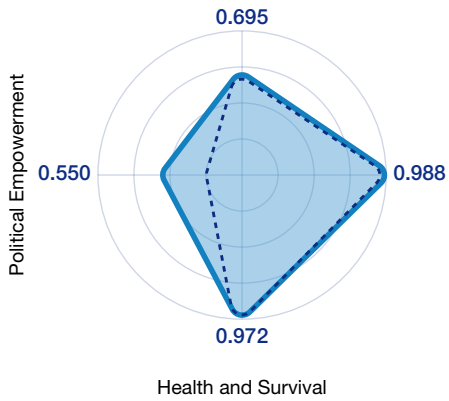
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Germany score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.801 | 10th | 0.796 | 11th |
| Economic Participation and Opportunity | 0.695 | 75th | 0.706 | 62nd |
| Educational Attainment                 | 0.988 | 81st | 0.997 | 55th |
| Health and Survival                    | 0.972 | 70th | 0.972 | 75th |
| Political Empowerment                  | 0.550 | 8th  | 0.509 | 10th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male   | Min<br>Max |
|--|-------|--------|--------------------------------|------------|------------------|------------|
| <b>Economic Participation and Opportunity</b>  | 75th  | 0.695  |                                | -          | Min - Max        | -          |
| Labour-force participation rate %              | 42nd  | 0.861  |                                | -9.20      | 56.84 vs 66.04   | 0-100      |
| Wage equality for similar work 1-7 (best)      | 105th | 0.586  |                                | -          | -                | -          |
| Estimated earned income int'l \$ 1,000         | 29th  | 0.734  |                                | -15.77k    | 43.62k vs 59.39k | 0-150k     |
| Legislators, senior officials and managers %   | 94th  | 0.391  |                                | -43.81     | 28.10 vs 71.90   | 0-100      |
| Professional and technical workers %           | 67th  | 0.999  |                                | -0.03      | 49.98 vs 50.02   | 0-100      |
| <b>Educational Attainment</b>                  | 81st  | 0.988  |                                | -          | -                | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -                | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.32       | 98.37 vs 99.70   | 0-100      |
| Enrolment in secondary education %             | 112th | 0.947  |                                | -5.29      | 94.79 vs 100.09  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 1.58       | 72.76 vs 74.34   | 0-200      |
| <b>Health and Survival</b>                     | 70th  | 0.972  |                                | -          | -                | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -                | -          |
| Healthy life expectancy** years                | 77th  | 1.035  |                                | -          | -                | -          |
| <b>Political Empowerment</b>                   | 8th   | 0.550  |                                | -          | -                | -          |
| Women in parliament %                          | 41st  | 0.536  |                                | -30.20     | 34.90 vs 65.10   | 0-100      |
| Women in ministerial positions %               | 23rd  | 0.667  |                                | -20.00     | 40.00 vs 60.00   | 0-100      |
| Years with female/male head of state (last 50) | 5th   | 0.495  |                                | -16.90     | 16.55 vs 33.45   | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |              |
|---|--------------------------------|--------|-------|--------------|
| Indicator   | Unit                           |        |       | Value        |
| GDP   | US\$ billions                  |        |       | 3,846.41     |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 51.37        |
| Population sex ratio                                      | female/male                    |        |       | 1.02         |
| Population growth rate                                    | %                              |        |       | 0.08         |
| Indicator   | Million people                 | Female | Male  | Value        |
| Total population  |                                | 42.05  | 41.11 | 83.16        |
| Work participation and leadership                         |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Gender pay gap (OECD only)                                | %                              |        |       | 13.89        |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 36.00        |
| Firms with female majority ownership                      | % firms                        |        |       | n. a.        |
| Firms with female top managers                            | % firms                        |        |       | n. a.        |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.        |
| Indicator   | 1-7 (best)                     |        |       | Value        |
| Advancement of women to leadership roles                  |                                |        |       | 4.82         |
| Indicator   | 1 Million people               | Female | Male  | Value        |
| Labour-force  |                                | 20.86  | 23.40 | 0.47         |
| Indicator   | Unit                           | Female | Male  | Value        |
| Unemployed adults (15-64)                                 | % of labour force              | 2.81   | 3.46  | 3.16         |
| Workers employed part-time                                | % of employed people           | 0.60   | 0.29  | 0.43         |
| Proportion of time spent on unpaid domestic and care work | %                              | 1.70   | 0.79  | n. a.        |
| Access to finance   |                                |        |       |              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Access to financial services                              |                                |        |       | Equal rights |
| Inheritance rights for widows and 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                         |        |       | 1.00         |
| Seats held in upper house                                 | % total seats                  |        |       | 33.80        |
| Indicator   | Yes/No                         |        |       | Value        |
| Election list quotas for women, national                  |                                |        |       | No           |
| Party membership quotas, voluntary                        |                                |        |       | Yes          |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Access to justice   |                                |        |       | Equal rights |
| Freedom of movement                                       |                                |        |       | Equal rights |
| Family and care   |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Public spending on family benefits                        | % GDP                          |        |       | 3.17         |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.        |
| Early marriage  | %                              |        |       | 0.40         |
| Mean age of women at birth of first child                 | years                          |        |       | 31.16        |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Right to divorce  |                                |        |       | Equal rights |
| Indicator   | Days                           | Female | Male  | Value        |
| Length of parental leave                                  |                                | 98.00  | 0     | n. a.        |
| Education and skills                                      |                                |        |       |              |
| Graduates   | Attainment %                   | Female | Male  | Value        |
| STEM Graduates  |                                | 27.56  | 72.44 | 0.38         |
| 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         |
| Vocational training                                       |                                | 17.79  | 22.78 | 20.39        |
| PhD graduates   |                                | 0.87   | 1.65  | 1.25         |
| Graduates   | %                              | Female | Male  | Value        |
| Graduates from tertiary education                         |                                | 50.55  | 46.27 | 48.31        |
| Health  |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 22.00        |
| Births attended by skilled personnel                      | % live births                  |        |       | 98.80        |
| Maternal mortality  | deaths per 100,000 live births |        |       | 7.00         |
| Total fertility rate                                      | births per woman               |        |       | 1.54         |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Reproductive autonomy                                     |                                |        |       | Equal rights |

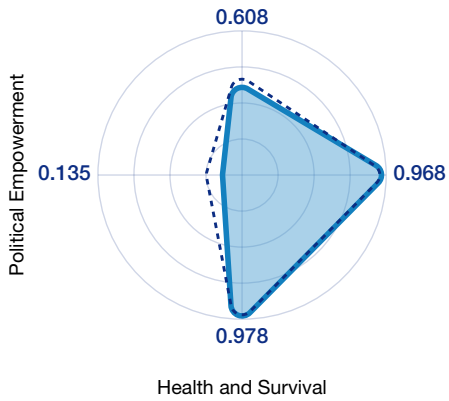
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Ghana score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.672 | 108th | 0.666 | 117th |
| Economic Participation and Opportunity | 0.608 | 108th | 0.598 | 119th |
| Educational Attainment                 | 0.968 | 104th | 0.951 | 120th |
| Health and Survival                    | 0.978 | 40th  | 0.978 | 40th  |
| Political Empowerment                  | 0.135 | 105th | 0.135 | 110th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 108th | 0.608  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 18th  | 0.893  |                                | -7.71      | 64.53          | 72.23  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 48th  | 0.703  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 136th | 0.294  |                                | -5.89k     | 2.46k          | 8.35k  | 0-150k     |
| Legislators, senior officials and managers %   | 74th  | 0.509  |                                | -32.55     | 33.73          | 66.27  | 0-100      |
| Professional and technical workers %           | 107th | 0.592  |                                | -25.64     | 37.18          | 62.82  | 0-100      |
| <b>Educational Attainment</b>                  | 104th | 0.968  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 110th | 0.892  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.79       | 93.14          | 94.93  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.33       | 77.51          | 77.84  | 0-200      |
| Enrolment in tertiary education %              | 108th | 0.903  |                                | -1.90      | 17.72          | 19.62  | 0-200      |
| <b>Health and Survival</b>                     | 40th  | 0.978  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 47th  | 1.054  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 105th | 0.135  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 120th | 0.171  |                                | -70.80     | 14.60          | 85.40  | 0-100      |
| Women in ministerial positions %               | 63rd  | 0.333  |                                | -50.00     | 25.00          | 75.00  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 68.53             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 5.45              |       |       |
| Population sex ratio                                      | female/male                    | 0.97              |       |       |
| Population growth rate                                    | %                              | 2.13              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 15.32             | 15.75 | 31.07 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 14.70             |       |       |
| Firms with female top managers                            | % firms                        | 14.90             |       |       |
| Share of workers in informal sector                       | % workers                      | 78.10             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.67              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 6.40              | 7.30  | 0.47  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 4.76              | 4.31  | 4.52  |
| Workers employed part-time                                | % of employed people           | 0.36              | 0.30  | 0.33  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and daughters               |                                | Restricted rights |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Uneven rights     |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1957              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 29.90             |       |       |
| Early marriage  | %                              | 8.00              |       |       |
| Mean age of women at birth of first child                 | years                          | 29.79             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Restricted rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 84.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 19.76             | 80.24 | 0.25  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 26.78             | 73.22 | 0.37  |
| Arts & Humanities   |                                | 46.23             | 53.77 | 0.86  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | 42.11             | 57.89 | 0.73  |
| Engineering, Manuf. & Construction                        |                                | 16.41             | 83.59 | 0.20  |
| Health & Welfare  |                                | 60.85             | 39.15 | 1.55  |
| Information & Comm. Technologies                          |                                | 19.87             | 80.13 | 0.25  |
| Natural Sci., Mathematics & Statistics                    |                                | 26.76             | 73.24 | 0.37  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 0.76              | 2.10  | 1.45  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 7.55              | 11.01 | 9.32  |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 24.40             |       |       |
| Births attended by skilled personnel                      | % live births                  | 78.10             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 308.00            |       |       |
| Total fertility rate                                      | births per woman               | 3.82              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Near-equal rights |       |       |

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

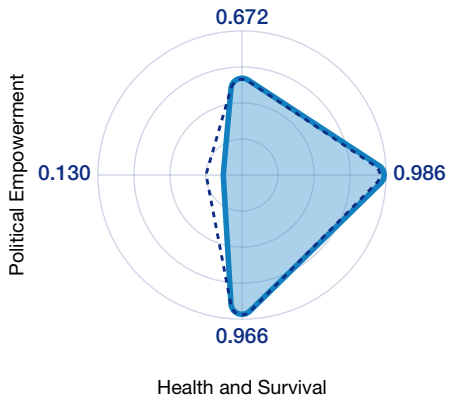
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

■ Greece score    ··· average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.689 | 100th | 0.689 | 98th  |
| Economic Participation and Opportunity | 0.672 | 83rd  | 0.672 | 83rd  |
| Educational Attainment                 | 0.986 | 84th  | 0.994 | 67th  |
| Health and Survival                    | 0.966 | 98th  | 0.966 | 107th |
| Political Empowerment                  | 0.130 | 108th | 0.123 | 115th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 83rd  | 0.672  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 87th  | 0.745  |                                | -14.81     | 43.30          | 58.11  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 80th  | 0.634  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 69th  | 0.650  |                                | -11.54k    | 21.41k         | 32.95k | 0-150k     |
| Legislators, senior officials and managers %   | 92nd  | 0.417  |                                | -41.19     | 29.41          | 70.59  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 3.65       | 48.17          | 51.83  | 0-100      |
| <b>Educational Attainment</b>                  | 84th  | 0.986  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 71st  | 0.989  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.53       | 98.85          | 99.38  | 0-100      |
| Enrolment in secondary education %             | 111th | 0.949  |                                | -5.60      | 105.21         | 110.81 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 2.97       | 147.08         | 150.05 | 0-200      |
| <b>Health and Survival</b>                     | 98th  | 0.966  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 131st | 0.939  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 87th  | 1.029  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 108th | 0.130  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 91st  | 0.266  |                                | -58.00     | 21.00          | 79.00  | 0-100      |
| Women in ministerial positions %               | 115th | 0.118  |                                | -78.95     | 10.53          | 89.47  | 0-100      |
| Years with female/male head of state (last 50) | 53rd  | 0.042  |                                | -45.93     | 2.04           | 47.96  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |               |       |       |
|---|--------------------------------|---------------|-------|-------|
| Indicator   | Unit                           | Value         |       |       |
| GDP   | US\$ billions                  | 188.84        |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 27.03         |       |       |
| Population sex ratio                                      | female/male                    | 1.04          |       |       |
| Population growth rate                                    | %                              | -0.20         |       |       |
| Indicator   | Million people                 | Female        | Male  | Value |
| Total population  |                                | 5.45          | 5.25  | 10.70 |
| Work participation and leadership                         |                                |               |       |       |
| Indicator   | Unit                           | Value         |       |       |
| Gender pay gap (OECD only)                                | %                              | 8.91          |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | 19.60         |       |       |
| Firms with female majority ownership                      | % firms                        | 16.50         |       |       |
| Firms with female top managers                            | % firms                        | 17.20         |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.         |       |       |
| Indicator   | 1-7 (best)                     | Value         |       |       |
| Advancement of women to leadership roles                  |                                | 4.33          |       |       |
| Indicator   | 1 Million people               | Female        | Male  | Value |
| Labour-force  |                                | 1.99          | 2.54  | 0.44  |
| Indicator   | Unit                           | Female        | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 19.08         | 11.36 | 14.76 |
| Workers employed part-time                                | % of employed people           | 0.41          | 0.27  | 0.33  |
| Proportion of time spent on unpaid domestic and care work | %                              | 1.74          | 1.11  | n. a. |
| Access to finance   |                                |               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value         |       |       |
| Access to financial services                              |                                | Equal rights  |       |       |
| Inheritance rights for widows and 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                           | 1956          |       |       |
| Number of female heads of state to date                   | number                         | 1.00          |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.         |       |       |
| Indicator   | Yes/No                         | Value         |       |       |
| Election list quotas for women, national                  |                                | Yes           |       |       |
| Party membership quotas, voluntary                        |                                | Yes           |       |       |
| Indicator   | 0-1 (Equal rights)             | Value         |       |       |
| Access to justice   |                                | Equal rights  |       |       |
| Freedom of movement                                       |                                | Equal rights  |       |       |
| Family and care   |                                |               |       |       |
| Indicator   | Unit                           | Value         |       |       |
| Public spending on family benefits                        | % GDP                          | 1.62          |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.         |       |       |
| Early marriage  | %                              | 1.90          |       |       |
| Mean age of women at birth of first child                 | years                          | 31.33         |       |       |
| Indicator   | 0-1 (Equal rights)             | Value         |       |       |
| Right to divorce  |                                | Uneven rights |       |       |
| Indicator   | Days                           | Female        | Male  | Value |
| Length of parental leave                                  |                                | 119.00        | 14.00 | n. a. |
| Education and skills                                      |                                |               |       |       |
| Graduates   | Attainment %                   | Female        | Male  | Value |
| STEM Graduates  |                                | 40.09         | 59.91 | 0.67  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 47.79         | 52.21 | 0.92  |
| Arts & Humanities   |                                | 73.94         | 26.06 | 2.84  |
| Business, Admin. & Law                                    |                                | 58.56         | 41.44 | 1.41  |
| Education   |                                | 85.19         | 14.81 | 5.75  |
| Engineering, Manuf. & Construction                        |                                | n. a.         | n. a. | n. a. |
| Health & Welfare  |                                | 70.59         | 29.41 | 2.40  |
| Information & Comm. Technologies                          |                                | 35.69         | 64.31 | 0.55  |
| Natural Sci., Mathematics & Statistics                    |                                | 52.37         | 47.63 | 1.10  |
| Social Sci., Journalism & Information                     |                                | 63.75         | 36.25 | 1.76  |
| Vocational training                                       |                                | 10.98         | 15.57 | 13.34 |
| PhD graduates   |                                | 0.45          | 1.00  | 0.72  |
| Graduates   | %                              | Female        | Male  | Value |
| Graduates from tertiary education                         |                                | 53.73         | 34.78 | 44.03 |
| Health  |                                |               |       |       |
| Indicator   | Unit                           | Value         |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 19.00         |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.90         |       |       |
| Maternal mortality  | deaths per 100,000 live births | 3.00          |       |       |
| Total fertility rate                                      | births per woman               | 1.35          |       |       |
| Indicator   | 0-1 (Equal rights)             | Value         |       |       |
| Reproductive autonomy                                     |                                | Equal rights  |       |       |

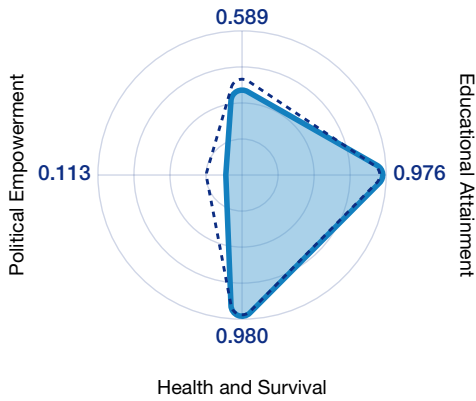
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

\*\*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.

Global Gender Gap Index 2022 Edition

Guatemala score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.664 | 113th | 0.655 | 122nd |
| Economic Participation and Opportunity | 0.589 | 117th | 0.560 | 129th |
| Educational Attainment                 | 0.976 | 98th  | 0.969 | 109th |
| Health and Survival                    | 0.980 | 1st   | 0.979 | 32nd  |
| Political Empowerment                  | 0.113 | 119th | 0.112 | 122nd |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 117th | 0.589  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 131st | 0.465  |                                | -42.90     | 37.36          | 80.27  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 99th  | 0.597  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 123rd | 0.486  |                                | -5.84k     | 5.52k          | 11.36k | 0-150k     |
| Legislators, senior officials and managers %   | 53rd  | 0.581  |                                | -26.49     | 36.75          | 63.25  | 0-100      |
| Professional and technical workers %           | 73rd  | 0.971  |                                | -1.48      | 49.26          | 50.74  | 0-100      |
| <b>Educational Attainment</b>                  | 98th  | 0.976  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 105th | 0.899  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.04       | 88.93          | 89.98  | 0-100      |
| Enrolment in secondary education %             | 94th  | 0.980  |                                | -1.03      | 49.91          | 50.94  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 3.28       | 20.52          | 23.81  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 119th | 0.113  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 100th | 0.241  |                                | -61.20     | 19.40          | 80.60  | 0-100      |
| Women in ministerial positions %               | 107th | 0.154  |                                | -73.33     | 13.33          | 86.67  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 77.6              |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 8.39              |       |       |
| Population sex ratio                                      | female/male                    | 1.03              |       |       |
| Population growth rate                                    | %                              | 1.52              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 8.55              | 8.31  | 16.86 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 18.40             |       |       |
| Firms with female top managers                            | % firms                        | 18.50             |       |       |
| Share of workers in informal sector                       | % workers                      | 79.00             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.23              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 2.36              | 4.76  | 0.33  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 4.55              | 2.95  | 3.49  |
| Workers employed part-time                                | % of employed people           | 0.43              | 0.23  | 0.29  |
| Proportion of time spent on unpaid domestic and care work | %                              | 4.43              | 0.95  | 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                           | 1966              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | No                |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 21.60             |       |       |
| Mean age of women at birth of first child                 | years                          | 28.55             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Equal rights      |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 84.00             | 2.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 30.86             | 69.14 | 0.45  |
| Arts & Humanities   |                                | 55.97             | 44.03 | 1.27  |
| Business, Admin. & Law                                    |                                | 54.93             | 45.07 | 1.22  |
| Education   |                                | 71.41             | 28.59 | 2.50  |
| Engineering, Manuf. & Construction                        |                                | 34.98             | 65.02 | 0.54  |
| Health & Welfare  |                                | 70.51             | 29.49 | 2.39  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | 45.21             | 54.79 | 0.83  |
| Social Sci., Journalism & Information                     |                                | 64.34             | 35.66 | 1.80  |
| Vocational training                                       |                                | 9.32              | 8.65  | 8.98  |
| PhD graduates   |                                | n. a.             | 0.02  | 0.01  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 5.12              | 3.92  | 4.52  |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 18.00             |       |       |
| Births attended by skilled personnel                      | % live births                  | 69.80             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 95.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.82              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

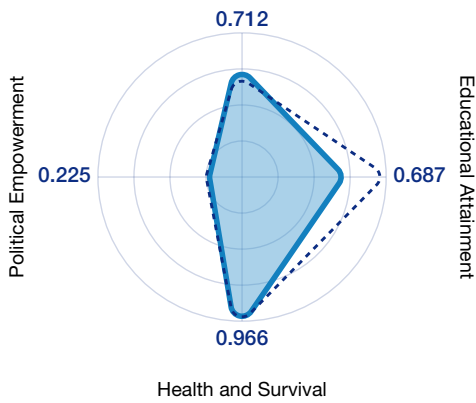
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Guinea score      average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|                         | 2022  | 2021  |
|-------------------------|-------|-------|
|                         | Score | Rank  |
| Global Gender Gap Index | 0.647 | 118th |

Economic Participation and Opportunity

|  |       |      |
|--|-------|------|
| Economic Participation and Opportunity | 0.712 | 60th |
|--|-------|------|

Educational Attainment

|                        |       |       |
|------------------------|-------|-------|
| Educational Attainment | 0.687 | 143rd |
|------------------------|-------|-------|

Health and Survival

|                     |       |       |
|---------------------|-------|-------|
| Health and Survival | 0.966 | 101st |
|---------------------|-------|-------|

Political Empowerment

|                       |       |      |
|-----------------------|-------|------|
| Political Empowerment | 0.225 | 65th |
|-----------------------|-------|------|

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with Global average | Gap F-M | Female vs Male | Min Max |
|--|-------|--------|-----------------------------|---------|----------------|---------|
| <b>Economic Participation and Opportunity</b>  | 60th  | 0.712  |                             | -       | Min - Max      | -       |
| Labour-force participation rate %              | 4th   | 0.998  |                             | -0.13   | 62.06 ◆ 62.19  | 0-100   |
| Wage equality for similar work 1-7 (best)      | 31st  | 0.736  |                             | -       | -              | -       |
| Estimated earned income int'l \$ 1,000         | 4th   | 0.855  |                             | -417.24 | 2.47k ◆ 2.89k  | 0-150k  |
| Legislators, senior officials and managers %   | 110th | 0.305  |                             | -53.24  | 23.38 ◆ 76.62  | 0-100   |
| Professional and technical workers %           | 125th | 0.414  |                             | -41.42  | 29.29 ◆ 70.71  | 0-100   |
| <b>Educational Attainment</b>                  | 143rd | 0.687  |                             | -       | -              | -       |
| Literacy rate %                                | 141st | 0.509  |                             | -       | -              | -       |
| Enrolment in primary education %               | 113th | 0.852  |                             | -13.66  | 78.66 ◆ 92.32  | 0-100   |
| Enrolment in secondary education %             | 133rd | 0.654  |                             | -16.45  | 31.04 ◆ 47.49  | 0-200   |
| Enrolment in tertiary education %              | 135th | 0.402  |                             | -5.97   | 4.01 ◆ 9.98    | 0-200   |
| <b>Health and Survival</b>                     | 101st | 0.966  |                             | -       | -              | -       |
| Sex ratio at birth** %                         | 1st   | 0.944  |                             | -       | -              | -       |
| Healthy life expectancy** years                | 111th | 1.016  |                             | -       | -              | -       |
| <b>Political Empowerment</b>                   | 65th  | 0.225  |                             | -       | -              | -       |
| Women in parliament %                          | 53rd  | 0.420  |                             | -40.80  | 29.60 ◆ 70.40  | 0-100   |
| Women in ministerial positions %               | 58th  | 0.385  |                             | -44.44  | 27.78 ◆ 72.22  | 0-100   |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                             | -50.00  | 0 ◆ 50.00      | 0-50    |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 15.68             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 2.67              |       |       |
| Population sex ratio                                      | female/male                    | 1.07              |       |       |
| Population growth rate                                    | %                              | 2.79              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 6.78              | 6.35  | 13.13 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 5.30              |       |       |
| Firms with female top managers                            | % firms                        | 5.80              |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.48              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 2.54              | 2.26  | 0.53  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 6.33              | 6.04  | 6.19  |
| 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                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Restricted rights |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1958              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 22.10             |       |       |
| Early marriage  | %                              | 34.30             |       |       |
| Mean age of women at birth of first child                 | years                          | 29.09             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Unequal rights    |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 98.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 1.21              | 0.92  | 1.06  |
| PhD graduates   |                                | 0.03              | 0.16  | 0.09  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 3.19              | 8.08  | 5.64  |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 80.00             |       |       |
| Births attended by skilled personnel                      | % live births                  | 55.30             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 576.00            |       |       |
| Total fertility rate                                      | births per woman               | 4.62              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Uneven rights     |       |       |

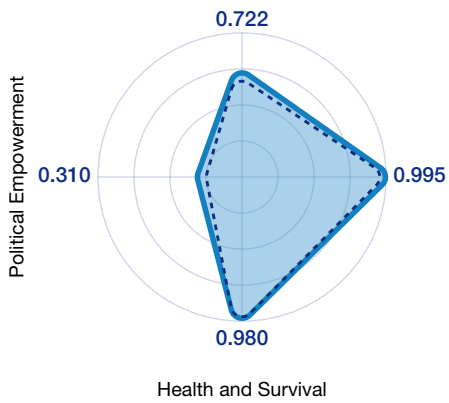
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

\*\*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.

Global Gender Gap Index 2022 Edition

Guyana score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |       |
|--|-------|------|-------|-------|
|  | Score | Rank | Score | Rank  |
| Global Gender Gap Index                | 0.752 | 35th | 0.728 | 53rd  |
| Economic Participation and Opportunity | 0.722 | 53rd | 0.638 | 105th |
| Educational Attainment                 | 0.995 | 57th | 0.984 | 91st  |
| Health and Survival                    | 0.980 | 1st  | 0.980 | 1st   |
| Political Empowerment                  | 0.310 | 42nd | 0.310 | 44th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male  | Min<br>Max |
|--|-------|--------|--------------------------------|------------|-----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 53rd  | 0.722  |                                | -          | Min - Max       | -          |
| Labour-force participation rate %              | 112th | 0.629  |                                | -23.79     | 40.30 - 64.10   | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -          | -               | -          |
| Estimated earned income int'l \$ 1,000         | 106th | 0.549  |                                | -10.85k    | 13.20k - 24.05k | 0-150k     |
| Legislators, senior officials and managers %   | 17th  | 0.879  |                                | -6.42      | 46.79 - 53.21   | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 15.26      | 42.37 - 57.63   | 0-100      |
| <b>Educational Attainment</b>                  | 57th  | 0.995  |                                | -          | -               | -          |
| Literacy rate %                                | 73rd  | 0.985  |                                | -          | -               | -          |
| Enrolment in primary education %               | -     | -      | -                              | -          | -               | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.92       | 96.29 - 99.21   | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 7.60       | 7.79 - 15.39    | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -               | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -               | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -               | -          |
| <b>Political Empowerment</b>                   | 42nd  | 0.310  |                                | -          | -               | -          |
| Women in parliament %                          | 37th  | 0.555  |                                | -28.60     | 35.70 - 64.30   | 0-100      |
| Women in ministerial positions %               | 40th  | 0.467  |                                | -36.36     | 31.82 - 68.18   | 0-100      |
| Years with female/male head of state (last 50) | 50th  | 0.051  |                                | -45.13     | 2.43 - 47.57    | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 5.47              |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 18.68             |       |       |
| Population sex ratio                                      | female/male                    | 0.99              |       |       |
| Population growth rate                                    | %                              | 0.48              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 0.39              | 0.40  | 0.79  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | 56.50             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.24              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.12              | 0.18  | 0.39  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 18.14             | 12.89 | 14.93 |
| 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               |                                | 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                           | 1966              |       |       |
| Number of female heads of state to date                   | number                         | 1.00              |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Restricted rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 0.70              |       |       |
| Mean age of women at birth of first child                 | years                          | 26.73             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Equal rights      |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 91.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 38.24             | 61.76 | 0.62  |
| Arts & Humanities   |                                | 89.66             | 10.34 | 8.67  |
| Business, Admin. & Law                                    |                                | 68.73             | 31.27 | 2.20  |
| Education   |                                | 88.57             | 11.43 | 7.75  |
| Engineering, Manuf. & Construction                        |                                | 22.37             | 77.63 | 0.29  |
| Health & Welfare  |                                | 84.46             | 15.54 | 5.44  |
| Information & Comm. Technologies                          |                                | 26.58             | 73.42 | 0.36  |
| Natural Sci., Mathematics & Statistics                    |                                | 53.33             | 46.67 | 1.14  |
| Social Sci., Journalism & Information                     |                                | 81.76             | 18.24 | 4.48  |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | n. a.             |       |       |
| Births attended by skilled personnel                      | % live births                  | 95.80             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 169.00            |       |       |
| Total fertility rate                                      | births per woman               | 2.44              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

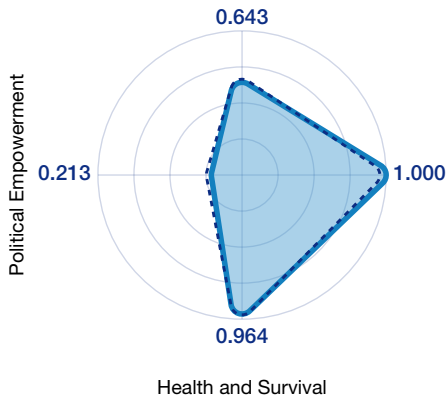
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Honduras score    ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index



Economic Participation and Opportunity



Educational Attainment



Health and Survival



Political Empowerment



|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |

|  |       |       |       |       |
|--|-------|-------|-------|-------|
| Global Gender Gap Index                | 0.705 | 82nd  | 0.716 | 67th  |
| Economic Participation and Opportunity | 0.643 | 96th  | 0.721 | 52nd  |
| Educational Attainment                 | 1.000 | 1st   | 1.000 | 1st   |
| Health and Survival                    | 0.964 | 112th | 0.964 | 122nd |
| Political Empowerment                  | 0.213 | 71st  | 0.179 | 85th  |

## Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 23.66             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 5.14              |       |       |
| Population sex ratio                                      | female/male                    | 1.00              |       |       |
| Population growth rate                                    | %                              | 1.61              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 4.96              | 4.95  | 9.90  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 26.50             |       |       |
| Firms with female top managers                            | % firms                        | 28.00             |       |       |
| Share of workers in informal sector                       | % workers                      | 82.60             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.23              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 1.50              | 2.75  | 0.35  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 11.76             | 6.46  | 8.35  |
| Workers employed part-time                                | % of employed people           | 0.40              | 0.24  | 0.31  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and 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                           | 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   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 10.70             |       |       |
| Early marriage  | %                              | 27.30             |       |       |
| Mean age of women at birth of first child                 | years                          | 27.67             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Equal rights      |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 84.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 37.79             | 62.21 | 0.61  |
| 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. |
| Vocational training                                       |                                | 9.02              | 7.62  | 8.31  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 13.51             | 8.11  | 10.77 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 21.60             |       |       |
| Births attended by skilled personnel                      | % live births                  | 74.00             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 65.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.43              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Unequal rights    |       |       |

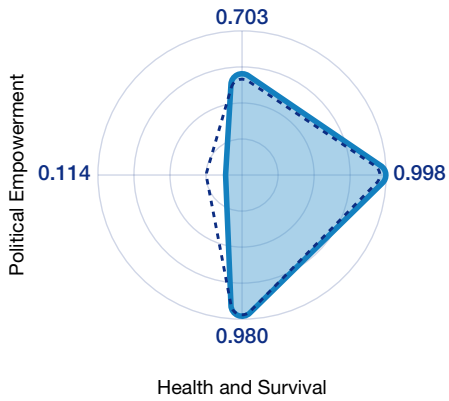
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Hungary score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index



Economic Participation and Opportunity



Educational Attainment



Health and Survival



Political Empowerment



|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
| Index and Subindex                     | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.699 | 88th  | 0.688 | 99th  |
| Economic Participation and Opportunity | 0.703 | 67th  | 0.669 | 86th  |
| Educational Attainment                 | 0.998 | 42nd  | 0.993 | 72nd  |
| Health and Survival                    | 0.980 | 1st   | 0.980 | 1st   |
| Political Empowerment                  | 0.114 | 117th | 0.112 | 124th |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with Global average | Gap F-M | Female vs Male   | Min Max |
|--|-------|--------|-----------------------------|---------|------------------|---------|
| <b>Economic Participation and Opportunity</b>  | 67th  | 0.703  |                             | -       | Min - Max        | -       |
| Labour-force participation rate %              | 70th  | 0.775  |                             | -15.15  | 52.06 vs 67.21   | 0-100   |
| Wage equality for similar work 1-7 (best)      | 101st | 0.594  |                             | -       | -                | -       |
| Estimated earned income int'l \$ 1,000         | 60th  | 0.667  |                             | -12.54k | 25.12k vs 37.66k | 0-150k  |
| Legislators, senior officials and managers %   | 39th  | 0.645  |                             | -21.59  | 39.20 vs 60.80   | 0-100   |
| Professional and technical workers %           | 1st   | 1.000  |                             | 8.27    | 45.86 vs 54.14   | 0-100   |
| <b>Educational Attainment</b>                  | 42nd  | 0.998  |                             | -       | -                | -       |
| Literacy rate %                                | 50th  | 0.999  |                             | -       | -                | -       |
| Enrolment in primary education %               | 82nd  | 0.996  |                             | -0.41   | 94.32 vs 94.73   | 0-100   |
| Enrolment in secondary education %             | 1st   | 1.000  |                             | 12.00   | 74.49 vs 86.49   | 0-200   |
| Enrolment in tertiary education %              | 1st   | 1.000  |                             | 10.82   | 47.17 vs 57.99   | 0-200   |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                             | -       | -                | -       |
| Sex ratio at birth** %                         | 1st   | 0.944  |                             | -       | -                | -       |
| Healthy life expectancy** years                | 1st   | 1.060  |                             | -       | -                | -       |
| <b>Political Empowerment</b>                   | 117th | 0.114  |                             | -       | -                | -       |
| Women in parliament %                          | 124th | 0.151  |                             | -73.80  | 13.10 vs 86.90   | 0-100   |
| Women in ministerial positions %               | 74th  | 0.273  |                             | -57.14  | 21.43 vs 78.57   | 0-100   |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                             | -50.00  | 0 vs 50.00       | 0-50    |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 155.81            |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 31.10             |
| Population sex ratio                                      | female/male                    |        |       | 1.10              |
| Population growth rate                                    | %                              |        |       | -0.22             |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 5.11   | 4.64  | 9.75              |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | 9.93              |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 9.40              |
| Firms with female majority ownership                      | % firms                        |        |       | 15.30             |
| Firms with female top managers                            | % firms                        |        |       | 22.10             |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 4.44              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 2.27   | 2.60  | 0.47              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 3.96   | 3.64  | 3.79              |
| Workers employed part-time                                | % of employed people           | 0.29   | 0.22  | 0.25              |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | 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                           |        |       | 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                  |                                |        |       | No                |
| Party membership quotas, voluntary                        |                                |        |       | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | 3.30              |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 0.70              |
| Mean age of women at birth of first child                 | years                          |        |       | 29.58             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Equal rights      |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 168.00 | 7.00  | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | 31.68  | 68.32 | 0.46              |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 48.35  | 51.65 | 0.94              |
| Arts & Humanities   |                                | n. a.  | n. a. | n. a.             |
| Business, Admin. & Law                                    |                                | 65.24  | 34.76 | 1.88              |
| Education   |                                | 84.76  | 15.24 | 5.56              |
| Engineering, Manuf. & Construction                        |                                | 29.85  | 70.15 | 0.43              |
| Health & Welfare  |                                | 73.65  | 26.35 | 2.79              |
| Information & Comm. Technologies                          |                                | 16.70  | 83.30 | 0.20              |
| Natural Sci., Mathematics & Statistics                    |                                | 52.23  | 47.77 | 1.09              |
| Social Sci., Journalism & Information                     |                                | 68.59  | 31.41 | 2.18              |
| Vocational training                                       |                                | 18.15  | 21.69 | 19.97             |
| PhD graduates   |                                | 0.55   | 0.85  | 0.69              |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 39.56  | 27.33 | 33.29             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 21.00             |
| Births attended by skilled personnel                      | % live births                  |        |       | 99.70             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 12.00             |
| Total fertility rate                                      | births per woman               |        |       | 1.49              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Near-equal rights |

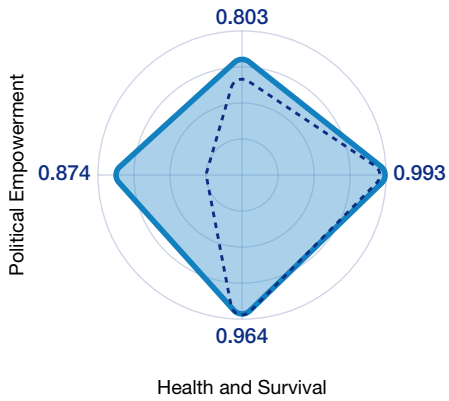
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Iceland score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.908 | 1st   | 0.892 | 1st   |
| Economic Participation and Opportunity | 0.803 | 11th  | 0.846 | 4th   |
| Educational Attainment                 | 0.993 | 68th  | 0.999 | 38th  |
| Health and Survival                    | 0.964 | 121st | 0.964 | 127th |
| Political Empowerment                  | 0.874 | 1st   | 0.760 | 1st   |

### Global Gender Gap Index Indicators

2022

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

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |        |       |
|---|--------------------------------|-------------------|--------|-------|
| Indicator   | Unit                           | Value             |        |       |
| GDP   | US\$ billions                  | 21.72             |        |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 52.38             |        |       |
| Population sex ratio                                      | female/male                    | 0.99              |        |       |
| Population growth rate                                    | %                              | 1.62              |        |       |
| Indicator   | Million people                 | Female            | Male   | Value |
| Total population  |                                | 0.18              | 0.18   | 0.37  |
| Work participation and leadership                         |                                |                   |        |       |
| Indicator   | Unit                           | Value             |        |       |
| Gender pay gap (OECD only)                                | %                              | 12.90             |        |       |
| Share of women's membership in boards                     | % (OECD countries only)        | 47.10             |        |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |        |       |
| Firms with female top managers                            | % firms                        | n. a.             |        |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |        |       |
| Indicator   | 1-7 (best)                     | Value             |        |       |
| Advancement of women to leadership roles                  |                                | 6.06              |        |       |
| Indicator   | 1 Million people               | Female            | Male   | Value |
| Labour-force  |                                | 0.09              | 0.10   | 0.47  |
| Indicator   | Unit                           | Female            | Male   | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 4.00              | 3.39   | 3.67  |
| Workers employed part-time                                | % of employed people           | 0.51              | 0.30   | 0.40  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a.  | n. a. |
| 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                         | 3.00              |        |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |        |       |
| Indicator   | Yes/No                         | Value             |        |       |
| Election list quotas for women, national                  |                                | No                |        |       |
| Party membership quotas, voluntary                        |                                | Yes               |        |       |
| Indicator   | 0-1 (Equal rights)             | Value             |        |       |
| Access to justice   |                                | Equal rights      |        |       |
| Freedom of movement                                       |                                | Equal rights      |        |       |
| Family and care   |                                |                   |        |       |
| Indicator   | Unit                           | Value             |        |       |
| Public spending on family benefits                        | % GDP                          | 3.27              |        |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |        |       |
| Early marriage  | %                              | 0.50              |        |       |
| Mean age of women at birth of first child                 | years                          | 30.60             |        |       |
| Indicator   | 0-1 (Equal rights)             | Value             |        |       |
| Right to divorce  |                                | Equal rights      |        |       |
| Indicator   | Days                           | Female            | Male   | Value |
| Length of parental leave                                  |                                | 180.00            | 180.00 | n. a. |
| Education and skills                                      |                                |                   |        |       |
| Graduates   | Attainment %                   | Female            | Male   | Value |
| STEM Graduates  |                                | 35.23             | 64.77  | 0.54  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a.  | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a.  | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a.  | n. a. |
| Education   |                                | n. a.             | n. a.  | n. a. |
| Engineering, Manuf. & Construction                        |                                | 32.68             | 67.32  | 0.49  |
| Health & Welfare  |                                | 85.91             | 14.09  | 6.10  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a.  | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | 50.91             | 49.09  | 1.04  |
| Social Sci., Journalism & Information                     |                                | 70.30             | 29.70  | 2.37  |
| Vocational training                                       |                                | 5.15              | 12.09  | 8.69  |
| PhD graduates   |                                | 0.95              | 1.85   | 1.42  |
| Graduates   | %                              | Female            | Male   | Value |
| Graduates from tertiary education                         |                                | 64.44             | 38.21  | 50.98 |
| Health  |                                |                   |        |       |
| Indicator   | Unit                           | Value             |        |       |
| Prevalence of gender violence in lifetime                 | % women                        | 22.40             |        |       |
| Births attended by skilled personnel                      | % live births                  | 98.20             |        |       |
| Maternal mortality  | deaths per 100,000 live births | 4.00              |        |       |
| Total fertility rate                                      | births per woman               | 1.75              |        |       |
| Indicator   | 0-1 (Equal rights)             | Value             |        |       |
| Reproductive autonomy                                     |                                | Near-equal rights |        |       |

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

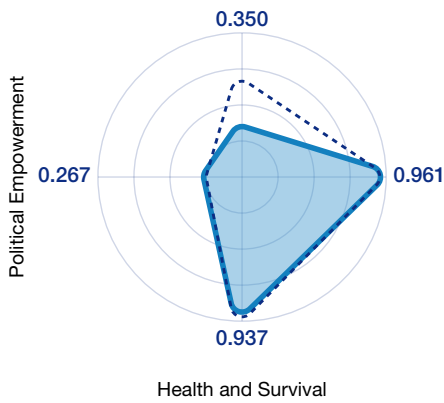
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

India score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.629 | 135th | 0.625 | 140th |
| Economic Participation and Opportunity | 0.350 | 143rd | 0.326 | 151st |
| Educational Attainment                 | 0.961 | 107th | 0.962 | 114th |
| Health and Survival                    | 0.937 | 146th | 0.937 | 155th |
| Political Empowerment                  | 0.267 | 48th  | 0.276 | 51st  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |       | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|-------|------------|
|  |       |        |                                |            | ◆              | ◆     |            |
| <b>Economic Participation and Opportunity</b>  | 143rd | 0.350  |                                | -          | Min            | Max   | -          |
| Labour-force participation rate %              | 140th | 0.274  |                                | -50.86     | 19.23          | 70.09 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 122nd | 0.506  |                                | -          | -              | -     | -          |
| Estimated earned income int'l \$ 1,000         | 140th | 0.215  |                                | -7.77k     | 2.13k          | 9.90k | 0-150k     |
| Legislators, senior officials and managers %   | 123rd | 0.214  |                                | -64.71     | 17.64          | 82.35 | 0-100      |
| Professional and technical workers %           | 118th | 0.490  |                                | -34.23     | 32.87          | 67.10 | 0-100      |
| <b>Educational Attainment</b>                  | 107th | 0.961  |                                | -          | -              | -     | -          |
| Literacy rate %                                | 121st | 0.799  |                                | -          | -              | -     | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 2.22       | 93.57          | 95.79 | 0-100      |
| Enrolment in secondary education %             | 79th  | 0.995  |                                | -0.38      | 75.28          | 75.66 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 3.50       | 27.80          | 31.29 | 0-200      |
| <b>Health and Survival</b>                     | 146th | 0.937  |                                | -          | -              | -     | -          |
| Sex ratio at birth** %                         | 142nd | 0.908  |                                | -          | -              | -     | -          |
| Healthy life expectancy** years                | 137th | 1.002  |                                | -          | -              | -     | -          |
| <b>Political Empowerment</b>                   | 48th  | 0.267  |                                | -          | -              | -     | -          |
| Women in parliament %                          | 118th | 0.175  |                                | -70.20     | 14.90          | 85.10 | 0-100      |
| Women in ministerial positions %               | 126th | 0.100  |                                | -81.82     | 9.09           | 90.91 | 0-100      |
| Years with female/male head of state (last 50) | 8th   | 0.423  |                                | -20.26     | 14.87          | 35.13 | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |        |         |
|---|--------------------------------|-------------------|--------|---------|
| Indicator   | Unit                           | Value             |        |         |
| GDP   | US\$ billions                  | 2,660.25          |        |         |
| GDP per capita  | constant '17, intl. \$ 1000    | 6.17              |        |         |
| Population sex ratio                                      | female/male                    | 0.92              |        |         |
| Population growth rate                                    | %                              | 0.99              |        |         |
| Indicator   | Million people                 | Female            | Male   | Value   |
| Total population  |                                | 662.90            | 717.10 | 1380.00 |
| Work participation and leadership                         |                                |                   |        |         |
| Indicator   | Unit                           | Value             |        |         |
| Gender pay gap (OECD only)                                | %                              | n. a.             |        |         |
| Share of women's membership in boards                     | % (OECD countries only)        | 17.10             |        |         |
| Firms with female majority ownership                      | % firms                        | 2.80              |        |         |
| Firms with female top managers                            | % firms                        | 8.90              |        |         |
| Share of workers in informal sector                       | % workers                      | 88.80             |        |         |
| Indicator   | 1-7 (best)                     | Value             |        |         |
| Advancement of women to leadership roles                  |                                | 3.55              |        |         |
| Indicator   | 1 Million people               | Female            | Male   | Value   |
| Labour-force  |                                | 95.90             | 375.40 | 0.20    |
| Indicator   | Unit                           | Female            | Male   | Value   |
| Unemployed adults (15-64)                                 | % of labour force              | 4.27              | 5.67   | 5.38    |
| Workers employed part-time                                | % of employed people           | n. a.             | n. a.  | n. a.   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a.  | n. a.   |
| Access to finance   |                                |                   |        |         |
| Indicator   | 0-1 (Equal rights)             | Value             |        |         |
| Access to financial services                              |                                | Near-equal rights |        |         |
| Inheritance rights for widows and daughters               |                                | Uneven rights     |        |         |
| Access to land assets                                     |                                | 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                         | 2.00              |        |         |
| Seats held in upper house                                 | % total seats                  | 12.20             |        |         |
| Indicator   | Yes/No                         | Value             |        |         |
| Election list quotas for women, national                  |                                | No                |        |         |
| Party membership quotas, voluntary                        |                                | No                |        |         |
| Indicator   | 0-1 (Equal rights)             | Value             |        |         |
| Access to justice   |                                | Near-equal rights |        |         |
| Freedom of movement                                       |                                | Equal rights      |        |         |
| Family and care   |                                |                   |        |         |
| Indicator   | Unit                           | Value             |        |         |
| Public spending on family benefits                        | % GDP                          | n. a.             |        |         |
| Unmet family planning                                     | % women 15-49                  | 12.90             |        |         |
| Early marriage  | %                              | 21.50             |        |         |
| Mean age of women at birth of first child                 | years                          | 27.40             |        |         |
| Indicator   | 0-1 (Equal rights)             | Value             |        |         |
| Right to divorce  |                                | Uneven rights     |        |         |
| Indicator   | Days                           | Female            | Male   | Value   |
| Length of parental leave                                  |                                | 182.00            | 0      | n. a.   |
| Education and skills                                      |                                |                   |        |         |
| Graduates   | Attainment %                   | Female            | Male   | Value   |
| STEM Graduates  |                                | n. a.             | n. a.  | n. a.   |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 27.50             | 72.50  | 0.38    |
| Arts & Humanities   |                                | n. a.             | n. a.  | n. a.   |
| Business, Admin. & Law                                    |                                | 46.80             | 53.20  | 0.88    |
| Education   |                                | 61.07             | 38.93  | 1.57    |
| Engineering, Manuf. & Construction                        |                                | 30.83             | 69.17  | 0.45    |
| Health & Welfare  |                                | 61.55             | 38.45  | 1.60    |
| Information & Comm. Technologies                          |                                | n. a.             | n. a.  | n. a.   |
| Natural Sci., Mathematics & Statistics                    |                                | 51.37             | 48.63  | 1.06    |
| Social Sci., Journalism & Information                     |                                | 55.11             | 44.89  | 1.23    |
| Vocational training                                       |                                | 0.30              | 2.81   | 1.63    |
| PhD graduates   |                                | n. a.             | n. a.  | n. a.   |
| Graduates   | %                              | Female            | Male   | Value   |
| Graduates from tertiary education                         |                                | 34.06             | 28.04  | 30.87   |
| Health  |                                |                   |        |         |
| Indicator   | Unit                           | Value             |        |         |
| Prevalence of gender violence in lifetime                 | % women                        | 28.70             |        |         |
| Births attended by skilled personnel                      | % live births                  | 81.40             |        |         |
| Maternal mortality  | deaths per 100,000 live births | 145.00            |        |         |
| Total fertility rate                                      | births per woman               | 2.20              |        |         |
| Indicator   | 0-1 (Equal rights)             | Value             |        |         |
| Reproductive autonomy                                     |                                | Near-equal rights |        |         |

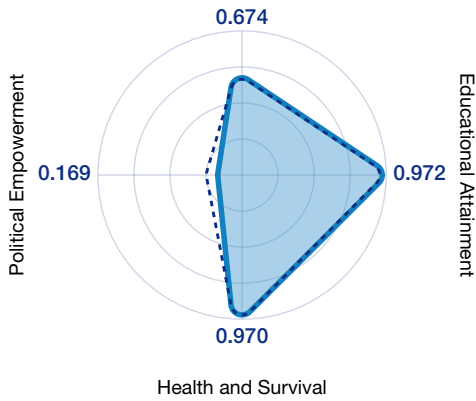
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Indonesia score    ▤ average score

Economic Participation and Opportunity



Overview

| Index and Subindex                            | 2022  |       | 2021  |       |
|---|-------|-------|-------|-------|
|   | Score | Rank  | Score | Rank  |
| <b>Global Gender Gap Index</b>                | 0.697 | 92nd  | 0.688 | 101st |
| <b>Economic Participation and Opportunity</b> | 0.674 | 80th  | 0.647 | 99th  |
| <b>Educational Attainment</b>                 | 0.972 | 102nd | 0.970 | 107th |
| <b>Health and Survival</b>                    | 0.970 | 77th  | 0.971 | 76th  |
| <b>Political Empowerment</b>                  | 0.169 | 90th  | 0.164 | 92nd  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 80th  | 0.674  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 110th | 0.658  |                                | -27.96     | 53.70          | 81.67  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 23rd  | 0.747  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 109th | 0.541  |                                | -6.81k     | 8.01k          | 14.83k | 0-150k     |
| Legislators, senior officials and managers %   | 80th  | 0.480  |                                | -35.12     | 32.44          | 67.56  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 2.07       | 48.97          | 51.03  | 0-100      |
| <b>Educational Attainment</b>                  | 102nd | 0.972  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 88th  | 0.970  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 106th | 0.952  |                                | -4.59      | 92.02          | 96.61  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.20       | 87.84          | 90.04  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 5.24       | 33.75          | 38.99  | 0-200      |
| <b>Health and Survival</b>                     | 77th  | 0.970  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 84th  | 1.030  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 90th  | 0.169  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 88th  | 0.280  |                                | -56.20     | 21.90          | 78.10  | 0-100      |
| Women in ministerial positions %               | 88th  | 0.207  |                                | -65.71     | 17.14          | 82.86  | 0-100      |
| Years with female/male head of state (last 50) | 41st  | 0.069  |                                | -43.51     | 3.25           | 46.75  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |        |        |
|---|--------------------------------|-------------------|--------|--------|
| Indicator   | Unit                           | Value             |        |        |
| GDP   | US\$ billions                  | 1,058.42          |        |        |
| GDP per capita  | constant '17, intl. \$ 1000    | 11.44             |        |        |
| Population sex ratio                                      | female/male                    | 0.99              |        |        |
| Population growth rate                                    | %                              | 1.06              |        |        |
| Indicator   | Million people                 | Female            | Male   | Value  |
| Total population  |                                | 135.81            | 137.72 | 273.52 |
| Work participation and leadership                         |                                |                   |        |        |
| Indicator   | Unit                           | Value             |        |        |
| Gender pay gap (OECD only)                                | %                              | n. a.             |        |        |
| Share of women's membership in boards                     | % (OECD countries only)        | 12.20             |        |        |
| Firms with female majority ownership                      | % firms                        | 18.20             |        |        |
| Firms with female top managers                            | % firms                        | 22.10             |        |        |
| Share of workers in informal sector                       | % workers                      | 80.50             |        |        |
| Indicator   | 1-7 (best)                     | Value             |        |        |
| Advancement of women to leadership roles                  |                                | 5.03              |        |        |
| Indicator   | 1 Million people               | Female            | Male   | Value  |
| Labour-force  |                                | 55.13             | 84.03  | 0.40   |
| Indicator   | Unit                           | Female            | Male   | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 3.93              | 4.64   | 4.36   |
| Workers employed part-time                                | % of employed people           | 0.47              | 0.32   | 0.38   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a.  | n. a.  |
| Access to finance   |                                |                   |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Access to financial services                              |                                | Near-equal rights |        |        |
| Inheritance rights for widows and daughters               |                                | Unequal rights    |        |        |
| Access to land assets                                     |                                | Uneven rights     |        |        |
| Access to non-land assets                                 |                                | Near-equal rights |        |        |
| Civil and political freedom                               |                                |                   |        |        |
| Indicator   | Unit                           | Value             |        |        |
| Year women received right to vote                         | year                           | 1953              |        |        |
| Number of female heads of state to date                   | number                         | 1.00              |        |        |
| Seats held in upper house                                 | % total seats                  | n. a.             |        |        |
| Indicator   | Yes/No                         | Value             |        |        |
| Election list quotas for women, national                  |                                | Yes               |        |        |
| Party membership quotas, voluntary                        |                                | No                |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Access to justice   |                                | Unequal rights    |        |        |
| Freedom of movement                                       |                                | Near-equal rights |        |        |
| Family and care   |                                |                   |        |        |
| Indicator   | Unit                           | Value             |        |        |
| Public spending on family benefits                        | % GDP                          | n. a.             |        |        |
| Unmet family planning                                     | % women 15-49                  | 10.60             |        |        |
| Early marriage  | %                              | 13.80             |        |        |
| Mean age of women at birth of first child                 | years                          | 28.17             |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Right to divorce  |                                | Near-equal rights |        |        |
| Indicator   | Days                           | Female            | Male   | Value  |
| Length of parental leave                                  |                                | 90.00             | 2.00   | n. a.  |
| Education and skills                                      |                                |                   |        |        |
| Graduates   | Attainment %                   | Female            | Male   | Value  |
| STEM Graduates  |                                | n. a.             | n. a.  | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a.  | n. a.  |
| Arts & Humanities   |                                | 58.86             | 41.14  | 1.43   |
| Business, Admin. & Law                                    |                                | 57.93             | 42.07  | 1.38   |
| Education   |                                | 69.58             | 30.42  | 2.29   |
| Engineering, Manuf. & Construction                        |                                | 24.92             | 75.08  | 0.33   |
| Health & Welfare  |                                | n. a.             | n. a.  | n. a.  |
| Information & Comm. Technologies                          |                                | 34.67             | 65.33  | 0.53   |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a.  | n. a.  |
| Social Sci., Journalism & Information                     |                                | 50.56             | 49.44  | 1.02   |
| Vocational training                                       |                                | 11.89             | 13.67  | 12.80  |
| PhD graduates   |                                | 0.03              | 0.06   | 0.04   |
| Graduates   | %                              | Female            | Male   | Value  |
| Graduates from tertiary education                         |                                | 25.27             | 17.31  | 21.20  |
| Health  |                                |                   |        |        |
| Indicator   | Unit                           | Value             |        |        |
| Prevalence of gender violence in lifetime                 | % women                        | 18.30             |        |        |
| Births attended by skilled personnel                      | % live births                  | 94.70             |        |        |
| Maternal mortality  | deaths per 100,000 live births | 177.00            |        |        |
| Total fertility rate                                      | births per woman               | 2.29              |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Reproductive autonomy                                     |                                | Uneven rights     |        |        |

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

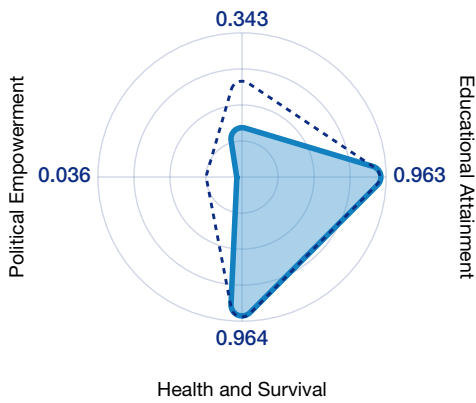
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

Iran (Islamic Republic of) score    average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.576 | 143rd | 0.582 | 150th |
| Economic Participation and Opportunity | 0.343 | 144th | 0.375 | 150th |
| Educational Attainment                 | 0.963 | 106th | 0.953 | 119th |
| Health and Survival                    | 0.964 | 118th | 0.963 | 129th |
| Political Empowerment                  | 0.036 | 142nd | 0.036 | 151st |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 144th | 0.343  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 146th | 0.211  |                                | -53.73     | 14.35          | 68.09  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 121st | 0.542  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 146th | 0.160  |                                | -18.20k    | 3.46k          | 21.66k | 0-150k     |
| Legislators, senior officials and managers %   | 121st | 0.219  |                                | -64.04     | 17.98          | 82.02  | 0-100      |
| Professional and technical workers %           | 114th | 0.534  |                                | -30.37     | 34.81          | 65.19  | 0-100      |
| <b>Educational Attainment</b>                  | 106th | 0.963  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 108th | 0.894  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 91st  | 0.992  |                                | -0.83      | 97.60          | 98.43  | 0-100      |
| Enrolment in secondary education %             | 104th | 0.963  |                                | -3.25      | 84.65          | 87.90  | 0-200      |
| Enrolment in tertiary education %              | 104th | 0.965  |                                | -2.06      | 57.18          | 59.24  | 0-200      |
| <b>Health and Survival</b>                     | 118th | 0.964  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 125th | 1.008  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 142nd | 0.036  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 138th | 0.059  |                                | -88.80     | 5.60           | 94.40  | 0-100      |
| Women in ministerial positions %               | 129th | 0.071  |                                | -86.67     | 6.67           | 93.33  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 203.47            |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 12.64             |
| Population sex ratio                                      | female/male                    |        |       | 0.98              |
| Population growth rate                                    | %                              |        |       | 1.29              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 41.58  | 42.41 | 83.99             |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | n. a.             |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | n. a.             |
| Firms with female majority ownership                      | % firms                        |        |       | n. a.             |
| Firms with female top managers                            | % firms                        |        |       | n. a.             |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 3.18              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 4.57   | 21.84 | 0.17              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 18.43  | 9.54  | 11.13             |
| Workers employed part-time                                | % of employed people           | 0.56   | 0.27  | 0.32              |
| 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               |                                |        |       | 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                           |        |       | 1979              |
| Number of female heads of state to date                   | number                         |        |       | 0                 |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | n. a.             |
| Party membership quotas, voluntary                        |                                |        |       | n. a.             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Restricted rights |
| Freedom of movement                                       |                                |        |       | Unequal rights    |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | n. a.             |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 21.40             |
| Mean age of women at birth of first child                 | years                          |        |       | 28.93             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Unequal rights    |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 180.00 | 14.00 | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | 31.16  | 68.84 | 0.45              |
| 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              |
| Vocational training                                       |                                | 4.08   | 7.67  | 5.89              |
| PhD graduates   |                                | 0.29   | 0.43  | 0.37              |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 26.06  | 25.72 | 25.89             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 66.00             |
| Births attended by skilled personnel                      | % live births                  |        |       | 99.00             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 16.00             |
| Total fertility rate                                      | births per woman               |        |       | 2.15              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Restricted rights |

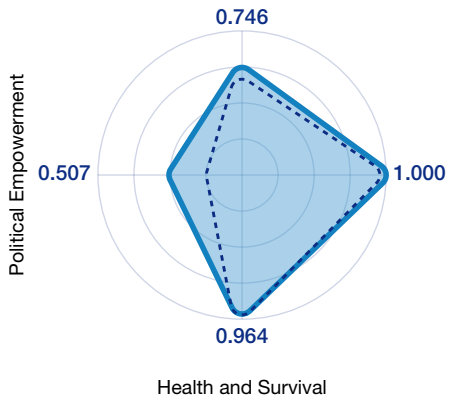
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

\*\*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.

Global Gender Gap Index 2022 Edition

Ireland score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.804 | 9th   | 0.800 | 9th   |
| Economic Participation and Opportunity | 0.746 | 35th  | 0.733 | 43rd  |
| Educational Attainment                 | 1.000 | 1st   | 0.998 | 48th  |
| Health and Survival                    | 0.964 | 113th | 0.964 | 119th |
| Political Empowerment                  | 0.507 | 11th  | 0.504 | 11th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |         | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|---------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male  |            |
| <b>Economic Participation and Opportunity</b>  | 35th  | 0.746  |                                | -          | Min            | Max     | -          |
| Labour-force participation rate %              | 55th  | 0.824  |                                | -12.05     | 56.53          | 68.57   | 0-100      |
| Wage equality for similar work 1-7 (best)      | 49th  | 0.703  |                                | -          | -              | -       | -          |
| Estimated earned income int'l \$ 1,000         | 40th  | 0.716  |                                | -30.06k    | 75.86k         | 105.92k | 0-150k     |
| Legislators, senior officials and managers %   | 55th  | 0.571  |                                | -27.31     | 36.35          | 63.65   | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 2.16       | 48.92          | 51.08   | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -          | -              | -       | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -       | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -       | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 12.56      | 131.96         | 144.52  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 10.79      | 69.91          | 80.70   | 0-200      |
| <b>Health and Survival</b>                     | 113th | 0.964  |                                | -          | -              | -       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -       | -          |
| Healthy life expectancy** years                | 120th | 1.010  |                                | -          | -              | -       | -          |
| <b>Political Empowerment</b>                   | 11th  | 0.507  |                                | -          | -              | -       | -          |
| Women in parliament %                          | 83rd  | 0.300  |                                | -53.80     | 23.10          | 76.90   | 0-100      |
| Women in ministerial positions %               | 56th  | 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

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 425.89            |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 90.62             |
| Population sex ratio                                      | female/male                    |        |       | 1.01              |
| Population growth rate                                    | %                              |        |       | 1.03              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 2.51   | 2.48  | 4.99              |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | 5.17              |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 30.20             |
| Firms with female majority ownership                      | % firms                        |        |       | 6.10              |
| Firms with female top managers                            | % firms                        |        |       | 15.10             |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 5.23              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 1.14   | 1.34  | 0.46              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 5.95   | 6.08  | 6.02              |
| Workers employed part-time                                | % of employed people           | 0.54   | 0.28  | 0.40              |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.             |
| Access to finance   |                                |        |       |                   |
| 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                           |        |       | 1923              |
| Number of female heads of state to date                   | number                         |        |       | 2.00              |
| Seats held in upper house                                 | % total seats                  |        |       | 39.00             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | Yes               |
| Party membership quotas, voluntary                        |                                |        |       | No                |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | 1.62              |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 0.30              |
| Mean age of women at birth of first child                 | years                          |        |       | 32.09             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Equal rights      |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 182.00 | 14.00 | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | n. a.  | n. a. | n. a.             |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 39.55  | 60.45 | 0.65              |
| Arts & Humanities   |                                | 59.10  | 40.90 | 1.44              |
| Business, Admin. & Law                                    |                                | 49.52  | 50.48 | 0.98              |
| Education   |                                | 71.31  | 28.69 | 2.48              |
| Engineering, Manuf. & Construction                        |                                | 17.56  | 82.44 | 0.21              |
| Health & Welfare  |                                | 76.42  | 23.58 | 3.24              |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a.             |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.  | n. a. | n. a.             |
| Social Sci., Journalism & Information                     |                                | 61.53  | 38.47 | 1.60              |
| Vocational training                                       |                                | 7.04   | 9.72  | 8.41              |
| PhD graduates   |                                | 0.85   | 1.13  | 0.99              |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | n. a.  | n. a. | n. a.             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 15.00             |
| Births attended by skilled personnel                      | % live births                  |        |       | 99.70             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 5.00              |
| Total fertility rate                                      | births per woman               |        |       | 1.70              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Restricted rights |

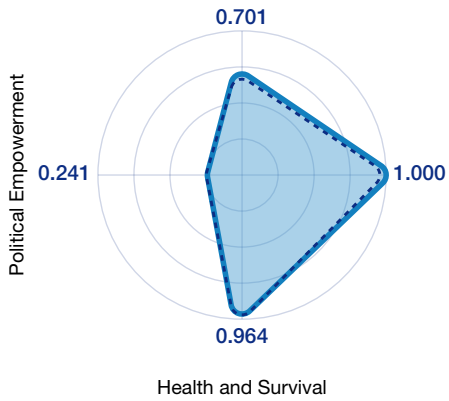
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Israel score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.727 | 60th  | 0.724 | 60th  |
| Economic Participation and Opportunity | 0.701 | 69th  | 0.705 | 65th  |
| Educational Attainment                 | 1.000 | 1st   | 1.000 | 1st   |
| Health and Survival                    | 0.964 | 111th | 0.964 | 121st |
| Political Empowerment                  | 0.241 | 61st  | 0.227 | 65th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male  | Min<br>Max |
|--|-------|--------|--------------------------------|------------|-----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 69th  | 0.701  | 0   1                          | -          | Min   Max       | -          |
| Labour-force participation rate %              | 23rd  | 0.886  |                                | -7.56      | 58.52   66.08   | 0-100      |
| Wage equality for similar work 1-7 (best)      | 97th  | 0.606  |                                | -          | -               | -          |
| Estimated earned income int'l \$ 1,000         | 83rd  | 0.620  |                                | -18.36k    | 29.91k   48.27k | 0-150k     |
| Legislators, senior officials and managers %   | 68th  | 0.528  |                                | -30.87     | 34.57   65.43   | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 12.58      | 43.71   56.29   | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -          | -               | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -               | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -               | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.79       | 104.10   105.89 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 23.87      | 48.71   72.58   | 0-200      |
| <b>Health and Survival</b>                     | 111th | 0.964  |                                | -          | -               | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -               | -          |
| Healthy life expectancy** years                | 118th | 1.011  |                                | -          | -               | -          |
| <b>Political Empowerment</b>                   | 61st  | 0.241  |                                | -          | -               | -          |
| Women in parliament %                          | 52nd  | 0.429  |                                | -40.00     | 30.00   70.00   | 0-100      |
| Women in ministerial positions %               | 63rd  | 0.333  |                                | -50.00     | 25.00   75.00   | 0-100      |
| Years with female/male head of state (last 50) | 47th  | 0.058  |                                | -44.55     | 2.73   47.27    | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           |                   |       | Value |
| GDP   | US\$ billions                  |                   |       | 407.1 |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 39.05 |
| Population sex ratio                                      | female/male                    |                   |       | 1.01  |
| Population growth rate                                    | %                              |                   |       | 1.76  |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 4.63              | 4.59  | 9.22  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Gender pay gap (OECD only)                                | %                              |                   |       | 22.66 |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | 26.70 |
| Firms with female majority ownership                      | % firms                        |                   |       | 3.10  |
| Firms with female top managers                            | % firms                        |                   |       | 10.10 |
| Share of workers in informal sector                       | % workers                      |                   |       | n. a. |
| Indicator   | 1-7 (best)                     |                   |       | Value |
| Advancement of women to leadership roles                  |                                |                   |       | 4.89  |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 1.89              | 2.07  | 0.48  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 4.65              | 4.74  | 4.70  |
| Workers employed part-time                                | % of employed people           | 0.46              | 0.27  | 0.36  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Access to financial services                              |                                | Equal rights      |       | ◆     |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       | ◆     |
| Access to land assets                                     |                                | Near-equal rights |       | ◆     |
| Access to non-land assets                                 |                                | Near-equal rights |       | ◆     |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Year women received right to vote                         | year                           |                   |       | 1948  |
| Number of female heads of state to date                   | number                         |                   |       | 1.00  |
| Seats held in upper house                                 | % total seats                  |                   |       | n. a. |
| Indicator   | Yes/No                         |                   |       | Value |
| Election list quotas for women, national                  |                                | No                |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Access to justice   |                                | Restricted rights |       | ◆     |
| Freedom of movement                                       |                                | Equal rights      |       | ◆     |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Public spending on family benefits                        | % GDP                          |                   |       | 2.53  |
| Unmet family planning                                     | % women 15-49                  |                   |       | n. a. |
| Early marriage  | %                              |                   |       | 2.50  |
| Mean age of women at birth of first child                 | years                          |                   |       | 30.70 |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Right to divorce  |                                | Restricted rights |       | ◆     |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 105.00            | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 48.21             | 51.79 | 0.93  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 18.28             | 14.97 | 16.58 |
| PhD graduates   |                                | 1.15              | 1.75  | 1.44  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | n. a. |
| Births attended by skilled personnel                      | % live births                  |                   |       | n. a. |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 3.00  |
| Total fertility rate                                      | births per woman               |                   |       | 3.01  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Reproductive autonomy                                     |                                | Near-equal rights |       | ◆     |

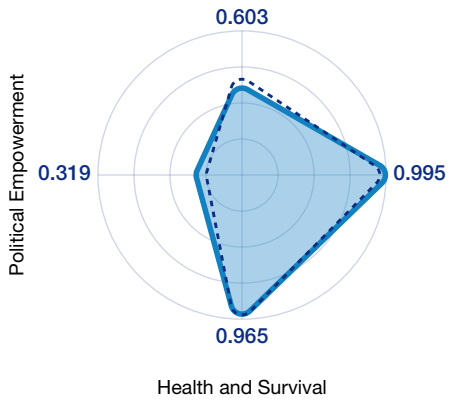
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Italy score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.720 | 63rd  | 0.721 | 63rd  |
| Economic Participation and Opportunity | 0.603 | 110th | 0.609 | 114th |
| Educational Attainment                 | 0.995 | 59th  | 0.997 | 57th  |
| Health and Survival                    | 0.965 | 108th | 0.965 | 118th |
| Political Empowerment                  | 0.319 | 40th  | 0.313 | 41st  |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 110th | 0.603  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 99th  | 0.693  |                                | -17.70     | 39.89          | 57.59  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 114th | 0.567  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 96th  | 0.581  |                                | -20.88k    | 28.90k         | 49.78k | 0-150k     |
| Legislators, senior officials and managers %   | 97th  | 0.376  |                                | -45.36     | 27.32          | 72.68  | 0-100      |
| Professional and technical workers %           | 87th  | 0.869  |                                | -7.03      | 46.49          | 53.51  | 0-100      |
| <b>Educational Attainment</b>                  | 59th  | 0.995  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 60th  | 0.997  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 80th  | 0.997  |                                | -0.30      | 96.35          | 96.65  | 0-100      |
| Enrolment in secondary education %             | 88th  | 0.985  |                                | -1.55      | 100.39         | 101.94 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 19.55      | 56.65          | 76.20  | 0-200      |
| <b>Health and Survival</b>                     | 108th | 0.965  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 126th | 0.941  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 105th | 1.020  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 40th  | 0.319  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 36th  | 0.572  |                                | -27.20     | 36.40          | 63.60  | 0-100      |
| Women in ministerial positions %               | 33rd  | 0.571  |                                | -27.27     | 36.36          | 63.64  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |          |
|---|--------------------------------|-------------------|-------|----------|
| Indicator   | Unit                           |                   |       | Value    |
| GDP   | US\$ billions                  |                   |       | 1,888.71 |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 39.00    |
| Population sex ratio                                      | female/male                    |                   |       | 1.05     |
| Population growth rate                                    | %                              |                   |       | -0.47    |
| Indicator   | Million people                 | Female            | Male  | Value    |
| Total population  |                                | 30.50             | 28.94 | 59.45    |
| Work participation and leadership                         |                                |                   |       |          |
| Indicator   | Unit                           |                   |       | Value    |
| Gender pay gap (OECD only)                                | %                              |                   |       | 7.64     |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | 38.80    |
| Firms with female majority ownership                      | % firms                        |                   |       | 11.50    |
| Firms with female top managers                            | % firms                        |                   |       | 15.30    |
| Share of workers in informal sector                       | % workers                      |                   |       | n. a.    |
| Indicator   | 1-7 (best)                     |                   |       | Value    |
| Advancement of women to leadership roles                  |                                |                   |       | 4.03     |
| Indicator   | 1 Million people               | Female            | Male  | Value    |
| Labour-force  |                                | 10.85             | 14.65 | 0.43     |
| Indicator   | Unit                           | Female            | Male  | Value    |
| Unemployed adults (15-64)                                 | % of labour force              | 11.03             | 8.37  | 9.51     |
| Workers employed part-time                                | % of employed people           | 0.55              | 0.30  | 0.41     |
| Proportion of time spent on unpaid domestic and care work | %                              | 2.30              | 1.10  | n. a.    |
| Access to finance   |                                |                   |       |          |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value    |
| Access to financial services                              |                                | Near-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                         |                   |       | 0        |
| Seats held in upper house                                 | % total seats                  |                   |       | 35.00    |
| 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    |
| Public spending on family benefits                        | % GDP                          |                   |       | 2.47     |
| Unmet family planning                                     | % women 15-49                  |                   |       | n. a.    |
| Early marriage  | %                              |                   |       | 0.20     |
| Mean age of women at birth of first child                 | years                          |                   |       | 31.84    |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value    |
| Right to divorce  |                                | Equal rights      |       | ◆        |
| Indicator   | Days                           | Female            | Male  | Value    |
| Length of parental leave                                  |                                | 150.00            | 14.00 | n. a.    |
| Education and skills                                      |                                |                   |       |          |
| Graduates   | Attainment %                   | Female            | Male  | Value    |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.    |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 50.36             | 49.64 | 1.01     |
| Arts & Humanities   |                                | 71.17             | 28.83 | 2.47     |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a.    |
| Education   |                                | 93.34             | 6.66  | 14.01    |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a.    |
| Health & Welfare  |                                | n. a.             | n. a. | n. a.    |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.    |
| Natural Sci., Mathematics & Statistics                    |                                | 57.95             | 42.05 | 1.38     |
| Social Sci., Journalism & Information                     |                                | 71.43             | 28.57 | 2.50     |
| Vocational training                                       |                                | 16.07             | 25.69 | 21.06    |
| PhD graduates   |                                | 0.38              | 0.43  | 0.40     |
| Graduates   | %                              | Female            | Male  | Value    |
| Graduates from tertiary education                         |                                | 50.24             | 33.92 | 41.76    |
| Health  |                                |                   |       |          |
| Indicator   | Unit                           |                   |       | Value    |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 19.00    |
| Births attended by skilled personnel                      | % live births                  |                   |       | 99.90    |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 2.00     |
| Total fertility rate                                      | births per woman               |                   |       | 1.27     |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value    |
| Reproductive autonomy                                     |                                | Equal rights      |       | ◆        |

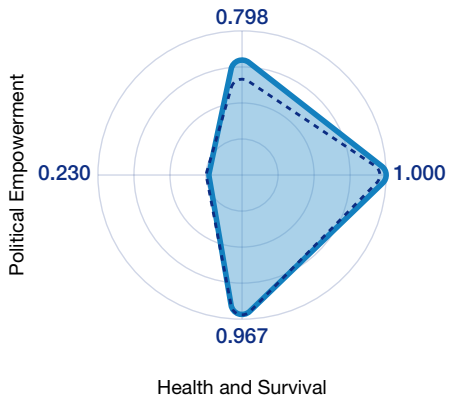
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Jamaica score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |       |
|--|-------|------|-------|-------|
|  | Score | Rank | Score | Rank  |
| Global Gender Gap Index                | 0.749 | 38th | 0.741 | 40th  |
| Economic Participation and Opportunity | 0.798 | 14th | 0.768 | 24th  |
| Educational Attainment                 | 1.000 | 1st  | 1.000 | 1st   |
| Health and Survival                    | 0.967 | 95th | 0.968 | 101st |
| Political Empowerment                  | 0.230 | 63rd | 0.230 | 64th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with Global average | Gap F-M | Female vs Male | Min Max |
|--|-------|--------|-----------------------------|---------|----------------|---------|
| <b>Economic Participation and Opportunity</b>  | 14th  | 0.798  |                             | -       | Min - Max      | -       |
| Labour-force participation rate %              | 64th  | 0.801  |                             | -13.91  | 56.10 vs 70.00 | 0-100   |
| Wage equality for similar work 1-7 (best)      | 95th  | 0.610  |                             | -       | -              | -       |
| Estimated earned income int'l \$ 1,000         | 15th  | 0.810  |                             | -1.84k  | 7.85k vs 9.69k | 0-150k  |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                             | 13.37   | 43.31 vs 56.69 | 0-100   |
| Professional and technical workers %           | 1st   | 1.000  |                             | 15.78   | 42.11 vs 57.89 | 0-100   |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                             | -       | -              | -       |
| Literacy rate %                                | 1st   | 1.000  |                             | -       | -              | -       |
| Enrolment in primary education %               | -     | -      |                             | -       | -              | -       |
| Enrolment in secondary education %             | 1st   | 1.000  |                             | 0.73    | 82.67 vs 83.41 | 0-200   |
| Enrolment in tertiary education %              | 1st   | 1.000  |                             | 14.81   | 19.88 vs 34.69 | 0-200   |
| <b>Health and Survival</b>                     | 95th  | 0.967  |                             | -       | -              | -       |
| Sex ratio at birth** %                         | 1st   | 0.944  |                             | -       | -              | -       |
| Healthy life expectancy** years                | 104th | 1.020  |                             | -       | -              | -       |
| <b>Political Empowerment</b>                   | 63rd  | 0.230  |                             | -       | -              | -       |
| Women in parliament %                          | 58th  | 0.401  |                             | -42.80  | 28.60 vs 71.40 | 0-100   |
| Women in ministerial positions %               | 89th  | 0.200  |                             | -66.67  | 16.67 vs 83.33 | 0-100   |
| Years with female/male head of state (last 50) | 25th  | 0.126  |                             | -38.77  | 5.61 vs 44.39  | 0-50    |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 13.81             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 8.76              |       |       |
| Population sex ratio                                      | female/male                    | 1.01              |       |       |
| Population growth rate                                    | %                              | 0.44              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.49              | 1.47  | 2.96  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | 58.60             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.45              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.65              | 0.79  | 0.45  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 10.26             | 6.72  | 8.32  |
| Workers employed part-time                                | % of employed people           | 0.13              | 0.10  | 0.11  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Equal rights      |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1962              |       |       |
| Number of female heads of state to date                   | number                         | 1.00              |       |       |
| Seats held in upper house                                 | % total seats                  | 38.10             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 3.80              |       |       |
| Mean age of women at birth of first child                 | years                          | 27.68             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 56.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 19.70             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.70             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 80.00             |       |       |
| Total fertility rate                                      | births per woman               | 1.97              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

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

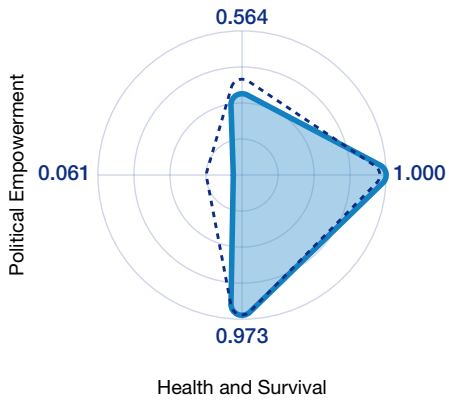
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

Japan score      average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|                         | 2022  |       | 2021  |       |
|-------------------------|-------|-------|-------|-------|
|                         | Score | Rank  | Score | Rank  |
| Global Gender Gap Index | 0.650 | 116th | 0.656 | 120th |

Economic Participation and Opportunity

|  |       |       |       |       |
|--|-------|-------|-------|-------|
| Economic Participation and Opportunity | 0.564 | 121st | 0.604 | 117th |
|--|-------|-------|-------|-------|

Educational Attainment

|                        |       |     |       |      |
|------------------------|-------|-----|-------|------|
| Educational Attainment | 1.000 | 1st | 0.983 | 92nd |
|------------------------|-------|-----|-------|------|

Health and Survival

|                     |       |      |       |      |
|---------------------|-------|------|-------|------|
| Health and Survival | 0.973 | 63rd | 0.973 | 65th |
|---------------------|-------|------|-------|------|

Political Empowerment

|                       |       |       |       |       |
|-----------------------|-------|-------|-------|-------|
| Political Empowerment | 0.061 | 139th | 0.061 | 147th |
|-----------------------|-------|-------|-------|-------|

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 121st | 0.564  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 83rd  | 0.750  |                                | -17.73     | 53.30          | 71.03  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 76th  | 0.642  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 100th | 0.566  |                                | -22.47k    | 29.26k         | 51.73k | 0-150k     |
| Legislators, senior officials and managers %   | 130th | 0.152  |                                | -74.22     | 13.28          | 87.50  | 0-100      |
| Professional and technical workers %           | -     | -      | -                              | -          | -              | -      | -          |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.25       | 97.67          | 97.92  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.46       | 101.73         | 102.19 | 0-200      |
| Enrolment in tertiary education %              | -     | -      | -                              | -          | -              | -      | -          |
| <b>Health and Survival</b>                     | 63rd  | 0.973  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 69th  | 1.039  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 139th | 0.061  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 133rd | 0.107  |                                | -80.60     | 9.70           | 90.30  | 0-100      |
| Women in ministerial positions %               | 120th | 0.111  |                                | -80.00     | 10.00          | 90.00  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           | Value             |       |        |
| GDP   | US\$ billions                  | 5,057.76          |       |        |
| GDP per capita  | constant '17, intl. \$ 1000    | 40.23             |       |        |
| Population sex ratio                                      | female/male                    | 1.05              |       |        |
| Population growth rate                                    | %                              | -0.34             |       |        |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 64.40             | 61.44 | 125.84 |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           | Value             |       |        |
| Gender pay gap (OECD only)                                | %                              | 22.52             |       |        |
| Share of women's membership in boards                     | % (OECD countries only)        | 12.60             |       |        |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |        |
| Firms with female top managers                            | % firms                        | n. a.             |       |        |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |        |
| Indicator   | 1-7 (best)                     | Value             |       |        |
| Advancement of women to leadership roles                  |                                | 4.01              |       |        |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 30.37             | 38.05 | 0.44   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 2.42              | 2.82  | 2.64   |
| Workers employed part-time                                | % of employed people           | 0.53              | 0.25  | 0.38   |
| Proportion of time spent on unpaid domestic and care work | %                              | 2.22              | 0.56  | 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                           | 1952              |       |        |
| Number of female heads of state to date                   | number                         | 0                 |       |        |
| Seats held in upper house                                 | % total seats                  | 23.10             |       |        |
| Indicator   | Yes/No                         | Value             |       |        |
| Election list quotas for women, national                  |                                | n. a.             |       |        |
| Party membership quotas, voluntary                        |                                | n. a.             |       |        |
| Indicator   | 0-1 (Equal rights)             | Value             |       |        |
| Access to justice   |                                | Equal rights      |       |        |
| Freedom of movement                                       |                                | Equal rights      |       |        |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           | Value             |       |        |
| Public spending on family benefits                        | % GDP                          | 1.79              |       |        |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |        |
| Early marriage  | %                              | 0.60              |       |        |
| Mean age of women at birth of first child                 | years                          | 31.34             |       |        |
| Indicator   | 0-1 (Equal rights)             | Value             |       |        |
| Right to divorce  |                                | Near-equal rights |       |        |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 98.00             | 0     | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 41.75             | 58.25 | 0.72   |
| Arts & Humanities   |                                | 68.35             | 31.65 | 2.16   |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a.  |
| Education   |                                | 71.17             | 28.83 | 2.47   |
| Engineering, Manuf. & Construction                        |                                | 14.01             | 85.99 | 0.16   |
| Health & Welfare  |                                | 64.22             | 35.78 | 1.79   |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a.  |
| Social Sci., Journalism & Information                     |                                | 48.57             | 51.43 | 0.94   |
| Vocational training                                       |                                | n. a.             | n. a. | n. a.  |
| PhD graduates   |                                | n. a.             | n. a. | n. a.  |
| Graduates   | %                              | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | 46.61             | 50.81 | 48.76  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           | Value             |       |        |
| Prevalence of gender violence in lifetime                 | % women                        | 15.40             |       |        |
| Births attended by skilled personnel                      | % live births                  | 99.90             |       |        |
| Maternal mortality  | deaths per 100,000 live births | 5.00              |       |        |
| Total fertility rate                                      | births per woman               | 1.36              |       |        |
| Indicator   | 0-1 (Equal rights)             | Value             |       |        |
| Reproductive autonomy                                     |                                | Uneven rights     |       |        |

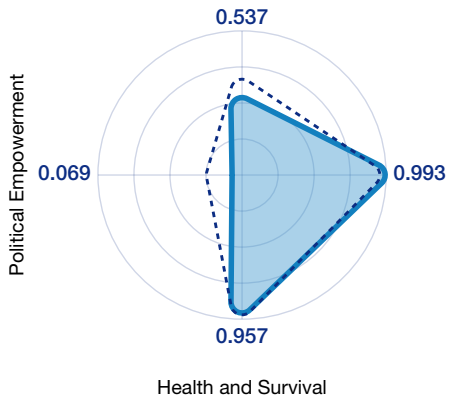
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Jordan score      average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|                         | 2022  | 2021  |
|-------------------------|-------|-------|
|                         | Score | Rank  |
| Global Gender Gap Index | 0.639 | 122nd |

Economic Participation and Opportunity

|  | 2022  | 2021  |
|--|-------|-------|
|  | Score | Rank  |
| Economic Participation and Opportunity | 0.537 | 125th |

Educational Attainment

|                        | 2022  | 2021 |
|------------------------|-------|------|
|                        | Score | Rank |
| Educational Attainment | 0.993 | 66th |

Health and Survival

|                     | 2022  | 2021  |
|---------------------|-------|-------|
|                     | Score | Rank  |
| Health and Survival | 0.957 | 136th |

Political Empowerment

|                       | 2022  | 2021  |
|-----------------------|-------|-------|
|                       | Score | Rank  |
| Political Empowerment | 0.069 | 136th |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 125th | 0.537  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 145th | 0.216  |                                | -48.85     | 13.47          | 62.32  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 53rd  | 0.695  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 139th | 0.229  |                                | -12.21k    | 3.63k          | 15.84k | 0-150k     |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 20.67      | 39.67          | 60.33  | 0-100      |
| Professional and technical workers %           | 104th | 0.656  |                                | -20.77     | 39.62          | 60.38  | 0-100      |
| <b>Educational Attainment</b>                  | 66th  | 0.993  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 66th  | 0.992  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 96th  | 0.988  |                                | -0.97      | 79.42          | 80.39  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.02       | 66.82          | 68.84  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 6.64       | 30.27          | 36.91  | 0-200      |
| <b>Health and Survival</b>                     | 136th | 0.957  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 144th | 0.987  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 136th | 0.069  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 127th | 0.140  |                                | -75.40     | 12.30          | 87.70  | 0-100      |
| Women in ministerial positions %               | 124th | 0.103  |                                | -81.25     | 9.38           | 90.63  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 43.7              |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 9.82              |       |       |
| Population sex ratio                                      | female/male                    | 0.98              |       |       |
| Population growth rate                                    | %                              | 1.00              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 5.04              | 5.17  | 10.20 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 8.10              |       |       |
| Firms with female top managers                            | % firms                        | 3.10              |       |       |
| Share of workers in informal sector                       | % workers                      | 53.40             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.93              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.47              | 2.19  | 0.17  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 26.72             | 17.16 | 18.84 |
| Workers employed part-time                                | % of employed people           | 0.18              | 0.09  | 0.10  |
| 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                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Unequal rights    |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1974              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 10.80             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Unequal rights    |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 14.20             |       |       |
| Early marriage  | %                              | 11.30             |       |       |
| Mean age of women at birth of first child                 | years                          | 29.71             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Unequal rights    |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 70.00             | 3.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 37.58             | 62.42 | 0.60  |
| Arts & Humanities   |                                | 70.21             | 29.79 | 2.36  |
| Business, Admin. & Law                                    |                                | 46.88             | 53.12 | 0.88  |
| Education   |                                | 70.76             | 29.24 | 2.42  |
| Engineering, Manuf. & Construction                        |                                | 34.79             | 65.21 | 0.53  |
| Health & Welfare  |                                | 64.39             | 35.61 | 1.81  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | 66.22             | 33.78 | 1.96  |
| Vocational training                                       |                                | 1.14              | 1.41  | 1.27  |
| PhD graduates   |                                | 0.33              | 1.13  | 0.72  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 23.60             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.70             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 46.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.69              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

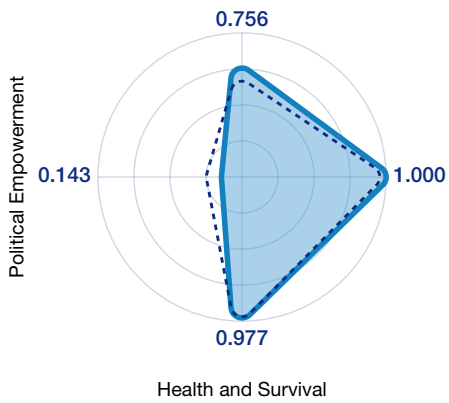
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Kazakhstan score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.719 | 65th  | 0.710 | 80th  |
| Economic Participation and Opportunity | 0.756 | 29th  | 0.728 | 47th  |
| Educational Attainment                 | 1.000 | 27th  | 0.995 | 65th  |
| Health and Survival                    | 0.977 | 44th  | 0.975 | 55th  |
| Political Empowerment                  | 0.143 | 103rd | 0.141 | 106th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 29th  | 0.756  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 51st  | 0.838  |                                | -12.25     | 63.27          | 75.52  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 46th  | 0.704  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 67th  | 0.660  |                                | -10.46k    | 20.28k         | 30.75k | 0-150k     |
| Legislators, senior officials and managers %   | 31st  | 0.698  |                                | -17.79     | 41.11          | 58.89  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 24.00      | 38.00          | 62.00  | 0-100      |
| <b>Educational Attainment</b>                  | 27th  | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 52nd  | 0.999  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.60       | 90.09          | 90.70  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.14       | 103.69         | 103.82 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 13.44      | 64.14          | 77.58  | 0-200      |
| <b>Health and Survival</b>                     | 44th  | 0.977  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 126th | 0.941  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 103rd | 0.143  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 65th  | 0.377  |                                | -45.20     | 27.40          | 72.60  | 0-100      |
| Women in ministerial positions %               | 123rd | 0.105  |                                | -80.95     | 9.52           | 90.48  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           |                   |       | Value  |
| GDP   | US\$ billions                  |                   |       | 171.08 |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 25.36  |
| Population sex ratio                                      | female/male                    |                   |       | 1.06   |
| Population growth rate                                    | %                              |                   |       | 1.29   |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 9.65              | 9.10  | 18.75  |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |                   |       | 23.80  |
| Firms with female top managers                            | % firms                        |                   |       | 26.00  |
| Share of workers in informal sector                       | % workers                      |                   |       | n. a.  |
| Indicator   | 1-7 (best)                     |                   |       | Value  |
| Advancement of women to leadership roles                  |                                |                   |       | 4.77   |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 4.48              | 4.81  | 0.48   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 5.41              | 4.34  | 4.85   |
| Workers employed part-time                                | % of employed people           | 0.12              | 0.07  | 0.09   |
| Proportion of time spent on unpaid domestic and care work | %                              | 3.06              | 1.18  | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to financial services                              |                                | Near-equal rights |       | ◆      |
| Inheritance rights for widows and 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                           |                   |       | 1991   |
| Number of female heads of state to date                   | number                         |                   |       | 0      |
| Seats held in upper house                                 | % total seats                  |                   |       | 18.80  |
| Indicator   | Yes/No                         |                   |       | Value  |
| Election list quotas for women, national                  |                                | No                |       |        |
| Party membership quotas, voluntary                        |                                | n. a.             |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to justice   |                                | Near-equal rights |       | ◆      |
| Freedom of movement                                       |                                | Equal rights      |       | ◆      |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |                   |       | n. a.  |
| Early marriage  | %                              |                   |       | 6.50   |
| Mean age of women at birth of first child                 | years                          |                   |       | 28.27  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Right to divorce  |                                | Equal rights      |       | ◆      |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 126.00            | 0     | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 37.52             | 62.48 | 0.60   |
| Arts & Humanities   |                                | 66.55             | 33.45 | 1.99   |
| Business, Admin. & Law                                    |                                | 50.68             | 49.32 | 1.03   |
| Education   |                                | 76.08             | 23.92 | 3.18   |
| Engineering, Manuf. & Construction                        |                                | 28.45             | 71.55 | 0.40   |
| Health & Welfare  |                                | n. a.             | n. a. | n. a.  |
| Information & Comm. Technologies                          |                                | 30.40             | 69.60 | 0.44   |
| Natural Sci., Mathematics & Statistics                    |                                | 66.97             | 33.03 | 2.03   |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a.  |
| Vocational training                                       |                                | 17.34             | 19.82 | 18.61  |
| PhD graduates   |                                | n. a.             | n. a. | n. a.  |
| Graduates   | %                              | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | 78.64             | 59.21 | 68.65  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 16.50  |
| Births attended by skilled personnel                      | % live births                  |                   |       | 99.90  |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 10.00  |
| Total fertility rate                                      | births per woman               |                   |       | 2.90   |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Reproductive autonomy                                     |                                | Equal rights      |       | ◆      |

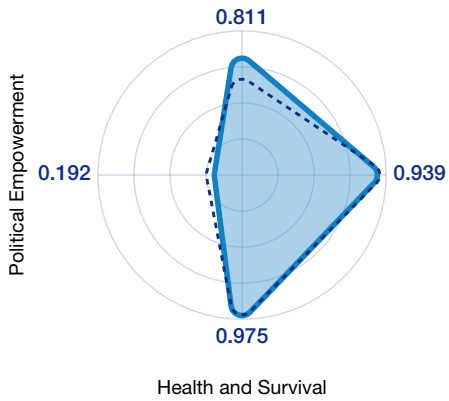
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Kenya score    ··· average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.729 | 57th  | 0.692 | 95th  |
| Economic Participation and Opportunity | 0.811 | 6th   | 0.672 | 84th  |
| Educational Attainment                 | 0.939 | 118th | 0.929 | 126th |
| Health and Survival                    | 0.975 | 57th  | 0.975 | 60th  |
| Political Empowerment                  | 0.192 | 81st  | 0.193 | 79th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 6th   | 0.811  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 9th   | 0.939  |                                | -4.58      | 70.98          | 75.56  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 56th  | 0.685  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 10th  | 0.826  |                                | -825.32    | 3.93k          | 4.76k  | 0-150k     |
| Legislators, senior officials and managers %   | 12th  | 0.985  |                                | -0.75      | 49.62          | 50.38  | 0-100      |
| Professional and technical workers %           | 101st | 0.677  |                                | -19.27     | 40.37          | 59.63  | 0-100      |
| <b>Educational Attainment</b>                  | 118th | 0.939  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 103rd | 0.920  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 3.55       | 79.47          | 83.02  | 0-100      |
| Enrolment in secondary education %             | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in tertiary education %              | 122nd | 0.737  |                                | -3.47      | 9.73           | 13.20  | 0-200      |
| <b>Health and Survival</b>                     | 57th  | 0.975  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 63rd  | 1.045  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 81st  | 0.192  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 89th  | 0.272  |                                | -57.20     | 21.40          | 78.60  | 0-100      |
| Women in ministerial positions %               | 51st  | 0.438  |                                | -39.13     | 30.43          | 69.57  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           |                   |       | Value  |
| GDP   | US\$ billions                  |                   |       | 101.01 |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 4.34   |
| Population sex ratio                                      | female/male                    |                   |       | 1.01   |
| Population growth rate                                    | %                              |                   |       | 2.25   |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 27.05             | 26.72 | 53.77  |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |                   |       | 13.20  |
| Firms with female top managers                            | % firms                        |                   |       | 18.10  |
| Share of workers in informal sector                       | % workers                      |                   |       | n. a.  |
| Indicator   | 1-7 (best)                     |                   |       | Value  |
| Advancement of women to leadership roles                  |                                |                   |       | 4.39   |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 12.29             | 12.69 | 0.49   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 5.85              | 5.21  | 5.53   |
| Workers employed part-time                                | % of employed people           | 0.32              | 0.21  | 0.26   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to financial services                              |                                | Near-equal rights |       |        |
| Inheritance rights for widows and daughters               |                                | 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                           |                   |       | 1963   |
| Number of female heads of state to date                   | number                         |                   |       | 0      |
| Seats held in upper house                                 | % total seats                  |                   |       | 30.90  |
| Indicator   | Yes/No                         |                   |       | Value  |
| Election list quotas for women, national                  |                                |                   |       | No     |
| Party membership quotas, voluntary                        |                                |                   |       | Yes    |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to justice   |                                | Near-equal rights |       |        |
| Freedom of movement                                       |                                | Equal rights      |       |        |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |                   |       | 17.50  |
| Early marriage  | %                              |                   |       | 13.20  |
| Mean age of women at birth of first child                 | years                          |                   |       | 28.70  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Right to divorce  |                                | Uneven rights     |       |        |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 90.00             | 14.00 | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | 30.73             | 69.27 | 0.44   |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 37.28             | 62.72 | 0.59   |
| Arts & Humanities   |                                | 47.74             | 52.26 | 0.91   |
| Business, Admin. & Law                                    |                                | 46.98             | 53.02 | 0.89   |
| Education   |                                | 49.15             | 50.85 | 0.97   |
| Engineering, Manuf. & Construction                        |                                | 19.46             | 80.54 | 0.24   |
| Health & Welfare  |                                | 49.06             | 50.94 | 0.96   |
| Information & Comm. Technologies                          |                                | 30.10             | 69.90 | 0.43   |
| Natural Sci., Mathematics & Statistics                    |                                | 37.99             | 62.01 | 0.61   |
| Social Sci., Journalism & Information                     |                                | 56.16             | 43.84 | 1.28   |
| Vocational training                                       |                                | n. a.             | n. a. | n. a.  |
| PhD graduates   |                                | n. a.             | n. a. | n. a.  |
| Graduates   | %                              | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a.  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 39.40  |
| Births attended by skilled personnel                      | % live births                  |                   |       | 61.80  |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 342.00 |
| Total fertility rate                                      | births per woman               |                   |       | 3.42   |
| 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.

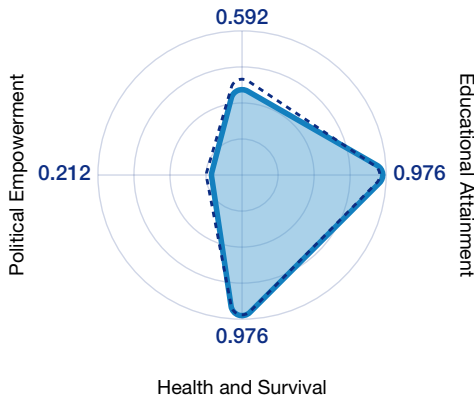
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

■ Korea, Republic of score    ▬ average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.689 | 99th  | 0.687 | 102nd |
| Economic Participation and Opportunity | 0.592 | 115th | 0.586 | 123rd |
| Educational Attainment                 | 0.976 | 97th  | 0.973 | 104th |
| Health and Survival                    | 0.976 | 52nd  | 0.976 | 54th  |
| Political Empowerment                  | 0.212 | 72nd  | 0.214 | 68th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 115th | 0.592  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 90th  | 0.737  |                                | -19.06     | 53.39          | 72.45  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 98th  | 0.603  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 120th | 0.493  |                                | -28.77k    | 27.93k         | 56.71k | 0-150k     |
| Legislators, senior officials and managers %   | 125th | 0.194  |                                | -67.46     | 16.27          | 83.73  | 0-100      |
| Professional and technical workers %           | 68th  | 0.998  |                                | -0.09      | 49.95          | 50.05  | 0-100      |
| <b>Educational Attainment</b>                  | 97th  | 0.976  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 70th  | 1.000  |                                | -0.04      | 99.05          | 99.10  | 0-100      |
| Enrolment in secondary education %             | 82nd  | 0.994  |                                | -0.60      | 95.55          | 96.16  | 0-200      |
| Enrolment in tertiary education %              | 113th | 0.817  |                                | -19.71     | 88.16          | 107.87 | 0-200      |
| <b>Health and Survival</b>                     | 52nd  | 0.976  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 57th  | 1.047  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 72nd  | 0.212  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 104th | 0.229  |                                | -62.80     | 18.60          | 81.40  | 0-100      |
| Women in ministerial positions %               | 58th  | 0.385  |                                | -44.44     | 27.78          | 72.22  | 0-100      |
| Years with female/male head of state (last 50) | 31st  | 0.104  |                                | -40.55     | 4.73           | 45.27  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 1,637.9           |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 42.38             |
| Population sex ratio                                      | female/male                    |        |       | 1.00              |
| Population growth rate                                    | %                              |        |       | 0.14              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 25.89  | 25.95 | 51.84             |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | 31.48             |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 8.70              |
| Firms with female majority ownership                      | % firms                        |        |       | n. a.             |
| Firms with female top managers                            | % firms                        |        |       | n. a.             |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 4.45              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 12.05  | 16.26 | 0.43              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 3.10   | 3.18  | 3.14              |
| Workers employed part-time                                | % of employed people           | 0.35   | 0.19  | 0.25              |
| Proportion of time spent on unpaid domestic and care work | %                              | 2.85   | 1.04  | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | Equal rights      |
| Inheritance rights for widows and daughters               |                                |        |       | Equal rights      |
| Access to land assets                                     |                                |        |       | Near-equal rights |
| Access to non-land assets                                 |                                |        |       | Near-equal rights |
| Civil and political freedom                               |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Year women received right to vote                         | year                           |        |       | 1948              |
| Number of female heads of state to date                   | number                         |        |       | 1.00              |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | Yes               |
| Party membership quotas, voluntary                        |                                |        |       | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | 1.40              |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 0.20              |
| Mean age of women at birth of first child                 | years                          |        |       | 32.27             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Equal rights      |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 90.00  | 14.00 | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | 25.22  | 74.78 | 0.34              |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 44.83  | 55.17 | 0.81              |
| Arts & Humanities   |                                | 66.04  | 33.96 | 1.94              |
| Business, Admin. & Law                                    |                                | 49.02  | 50.98 | 0.96              |
| Education   |                                | 77.27  | 22.73 | 3.40              |
| Engineering, Manuf. & Construction                        |                                | 20.05  | 79.95 | 0.25              |
| Health & Welfare  |                                | 71.48  | 28.52 | 2.51              |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a.             |
| Natural Sci., Mathematics & Statistics                    |                                | 49.20  | 50.80 | 0.97              |
| Social Sci., Journalism & Information                     |                                | 60.17  | 39.83 | 1.51              |
| Vocational training                                       |                                | 11.96  | 16.23 | 14.20             |
| PhD graduates   |                                | 0.39   | 1.17  | 0.77              |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 54.63  | 48.11 | 51.21             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 16.50             |
| Births attended by skilled personnel                      | % live births                  |        |       | 100.00            |
| Maternal mortality  | deaths per 100,000 live births |        |       | 11.00             |
| Total fertility rate                                      | births per woman               |        |       | 0.92              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Uneven rights     |

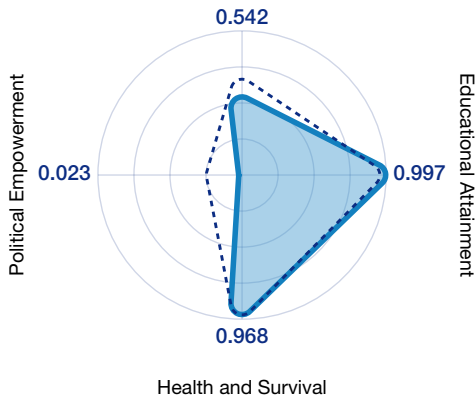
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Kuwait score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.632 | 130th | 0.621 | 143rd |
| Economic Participation and Opportunity | 0.542 | 123rd | 0.498 | 137th |
| Educational Attainment                 | 0.997 | 47th  | 0.997 | 59th  |
| Health and Survival                    | 0.968 | 89th  | 0.968 | 94th  |
| Political Empowerment                  | 0.023 | 145th | 0.022 | 153rd |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 123rd | 0.542  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 125th | 0.566  |                                | -36.38     | 47.43          | 83.80  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 66th  | 0.668  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 129th | 0.388  |                                | -35.93k    | 22.83k         | 58.75k | 0-150k     |
| Legislators, senior officials and managers %   | 129th | 0.158  |                                | -72.77     | 13.61          | 86.39  | 0-100      |
| Professional and technical workers %           | 78th  | 0.932  |                                | -3.50      | 48.25          | 51.75  | 0-100      |
| <b>Educational Attainment</b>                  | 47th  | 0.997  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 75th  | 0.982  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 3.49       | 95.62          | 99.12  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 6.03       | 94.92          | 100.96 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 38.33      | 43.45          | 81.78  | 0-200      |
| <b>Health and Survival</b>                     | 89th  | 0.968  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 97th  | 1.023  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 145th | 0.023  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 145th | 0.016  |                                | -96.80     | 1.60           | 98.40  | 0-100      |
| Women in ministerial positions %               | 129th | 0.071  |                                | -86.67     | 6.67           | 93.33  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 105.96            |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 44.85             |       |       |
| Population sex ratio                                      | female/male                    | 0.63              |       |       |
| Population growth rate                                    | %                              | 1.50              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.66              | 2.61  | 4.27  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.65              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.59              | 1.81  | 0.25  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 8.50              | 1.77  | 3.45  |
| Workers employed part-time                                | % of employed people           | n. a.             | n. a. | n. a. |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Uneven rights     |       |       |
| Inheritance rights for widows and daughters               |                                | Unequal rights    |       |       |
| Access to land assets                                     |                                | Unequal rights    |       |       |
| Access to non-land assets                                 |                                | Unequal rights    |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 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                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Uneven rights     |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 5.60              |       |       |
| Mean age of women at birth of first child                 | years                          | 30.16             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Restricted rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 70.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 57.31             | 20.59 | 37.61 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | n. a.             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.90             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 12.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.08              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

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

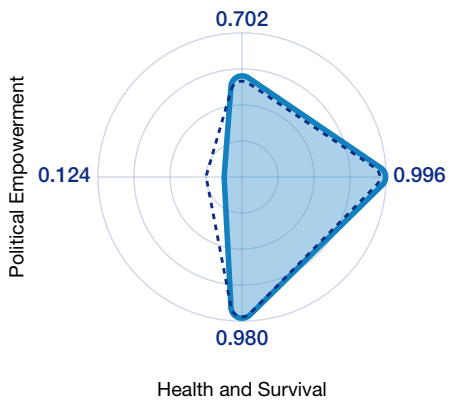
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

■ Kyrgyz Republic score    ··· average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.700 | 86th  | 0.681 | 108th |
| Economic Participation and Opportunity | 0.702 | 68th  | 0.646 | 100th |
| Educational Attainment                 | 0.996 | 50th  | 0.990 | 85th  |
| Health and Survival                    | 0.980 | 1st   | 0.980 | 1st   |
| Political Empowerment                  | 0.124 | 111th | 0.108 | 127th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 68th  | 0.702  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 121st | 0.588  |                                | -29.53     | 42.14          | 71.67  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 30th  | 0.736  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 125th | 0.459  |                                | -3.51k     | 2.98k          | 6.49k  | 0-150k     |
| Legislators, senior officials and managers %   | 15th  | 0.901  |                                | -5.20      | 47.40          | 52.60  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 20.77      | 39.62          | 60.38  | 0-100      |
| <b>Educational Attainment</b>                  | 50th  | 0.996  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 57th  | 0.998  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 88th  | 0.993  |                                | -0.69      | 98.06          | 98.75  | 0-100      |
| Enrolment in secondary education %             | 76th  | 1.000  |                                | -0.01      | 98.08          | 98.09  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 10.36      | 41.37          | 51.73  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 111th | 0.124  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 94th  | 0.258  |                                | -59.00     | 20.50          | 79.50  | 0-100      |
| Women in ministerial positions %               | 115th | 0.118  |                                | -78.95     | 10.53          | 89.47  | 0-100      |
| Years with female/male head of state (last 50) | 56th  | 0.034  |                                | -46.70     | 1.65           | 48.35  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 7.74              |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 4.71              |       |       |
| Population sex ratio                                      | female/male                    | 1.02              |       |       |
| Population growth rate                                    | %                              | 1.90              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 3.33              | 3.25  | 6.58  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 26.90             |       |       |
| Firms with female top managers                            | % firms                        | 32.90             |       |       |
| Share of workers in informal sector                       | % workers                      | 58.40             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.91              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.97              | 1.56  | 0.38  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 11.32             | 7.25  | 8.82  |
| Workers employed part-time                                | % of employed people           | 0.35              | 0.20  | 0.26  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1991              |       |       |
| Number of female heads of state to date                   | number                         | 1.00              |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 13.90             |       |       |
| Mean age of women at birth of first child                 | years                          | 28.05             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Equal rights      |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 126.00            | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 25.89             | 74.11 | 0.35  |
| Arts & Humanities   |                                | 73.63             | 26.37 | 2.79  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | 18.38             | 81.62 | 0.23  |
| Health & Welfare  |                                | 73.96             | 26.04 | 2.84  |
| Information & Comm. Technologies                          |                                | 47.43             | 52.57 | 0.90  |
| Natural Sci., Mathematics & Statistics                    |                                | 72.94             | 27.06 | 2.70  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 5.17              | 7.40  | 6.31  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 32.98             | 26.00 | 29.42 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 25.40             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.80             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 60.00             |       |       |
| Total fertility rate                                      | births per woman               | 3.30              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

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

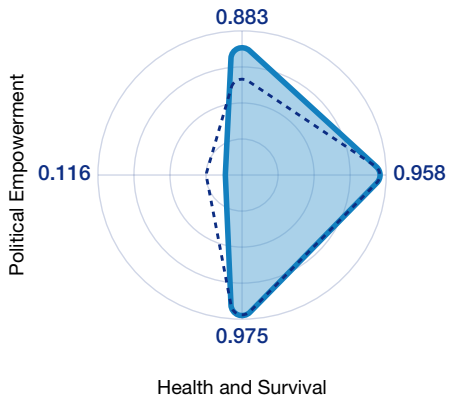
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

■ Lao PDR score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.733 | 53rd  | 0.750 | 36th  |
| Economic Participation and Opportunity | 0.883 | 1st   | 0.915 | 1st   |
| Educational Attainment                 | 0.958 | 109th | 0.965 | 112th |
| Health and Survival                    | 0.975 | 55th  | 0.975 | 57th  |
| Political Empowerment                  | 0.116 | 116th | 0.146 | 104th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 1st   | 0.883  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 7th   | 0.958  |                                | -3.31      | 74.79          | 78.09  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 18th  | 0.755  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 6th   | 0.853  |                                | -1.24k     | 7.19k          | 8.43k  | 0-150k     |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 18.02      | 40.99          | 59.01  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 0.82       | 49.59          | 50.41  | 0-100      |
| <b>Educational Attainment</b>                  | 109th | 0.958  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 111th | 0.883  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 102nd | 0.984  |                                | -1.48      | 91.01          | 92.49  | 0-100      |
| Enrolment in secondary education %             | 114th | 0.945  |                                | -3.54      | 60.96          | 64.51  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 1.78       | 12.60          | 14.38  | 0-200      |
| <b>Health and Survival</b>                     | 55th  | 0.975  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 61st  | 1.045  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 116th | 0.116  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 87th  | 0.282  |                                | -56.00     | 22.00          | 78.00  | 0-100      |
| Women in ministerial positions %               | 118th | 0.115  |                                | -79.31     | 10.34          | 89.66  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 19.13             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 7.81              |       |       |
| Population sex ratio                                      | female/male                    | 0.99              |       |       |
| Population growth rate                                    | %                              | 1.47              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 3.62              | 3.65  | 7.28  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 35.50             |       |       |
| Firms with female top managers                            | % firms                        | 43.10             |       |       |
| Share of workers in informal sector                       | % workers                      | 88.80             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.83              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 1.89              | 1.96  | 0.49  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 1.21              | 1.30  | 1.25  |
| Workers employed part-time                                | % of employed people           | 0.56              | 0.50  | 0.53  |
| Proportion of time spent on unpaid domestic and care work | %                              | 8.13              | 5.88  | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |       |
| Access to land assets                                     |                                | Equal rights      |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1957              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 19.80             |       |       |
| Mean age of women at birth of first child                 | years                          | 27.18             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 105.00            | 3.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 28.95             | 71.05 | 0.41  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 44.74             | 55.26 | 0.81  |
| Arts & Humanities   |                                | 56.56             | 43.44 | 1.30  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | 60.71             | 39.29 | 1.55  |
| Engineering, Manuf. & Construction                        |                                | 17.95             | 82.05 | 0.22  |
| Health & Welfare  |                                | 67.14             | 32.86 | 2.04  |
| Information & Comm. Technologies                          |                                | 40.82             | 59.18 | 0.69  |
| Natural Sci., Mathematics & Statistics                    |                                | 55.00             | 45.00 | 1.22  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 3.52              | 3.58  | 3.55  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 8.75              | 8.83  | 8.79  |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 15.30             |       |       |
| Births attended by skilled personnel                      | % live births                  | 64.40             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 185.00            |       |       |
| Total fertility rate                                      | births per woman               | 2.63              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

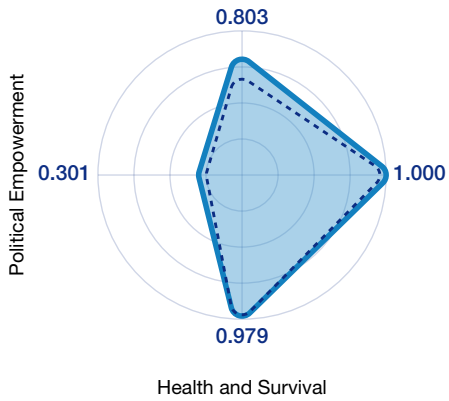
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Latvia score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.771 | 26th | 0.778 | 20th |
| Economic Participation and Opportunity | 0.803 | 9th  | 0.822 | 8th  |
| Educational Attainment                 | 1.000 | 25th | 1.000 | 1st  |
| Health and Survival                    | 0.979 | 34th | 0.976 | 52nd |
| Political Empowerment                  | 0.301 | 45th | 0.313 | 42nd |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male   | Min<br>Max |
|--|-------|--------|--------------------------------|------------|------------------|------------|
| <b>Economic Participation and Opportunity</b>  | 9th   | 0.803  |                                | -          | Min - Max        | -          |
| Labour-force participation rate %              | 59th  | 0.816  |                                | -12.28     | 54.54 vs 66.83   | 0-100      |
| Wage equality for similar work 1-7 (best)      | 26th  | 0.741  |                                | -          | -                | -          |
| Estimated earned income int'l \$ 1,000         | 38th  | 0.718  |                                | -10.00k    | 25.49k vs 35.49k | 0-150k     |
| Legislators, senior officials and managers %   | 16th  | 0.883  |                                | -6.19      | 46.91 vs 53.09   | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 25.67      | 37.16 vs 62.84   | 0-100      |
| <b>Educational Attainment</b>                  | 25th  | 1.000  |                                | -          | -                | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -                | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.73       | 98.47 vs 99.20   | 0-100      |
| Enrolment in secondary education %             | 77th  | 0.999  |                                | -0.06      | 107.57 vs 107.63 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 31.10      | 79.92 vs 111.02  | 0-200      |
| <b>Health and Survival</b>                     | 34th  | 0.979  |                                | -          | -                | -          |
| Sex ratio at birth** %                         | 121st | 0.943  |                                | -          | -                | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -                | -          |
| <b>Political Empowerment</b>                   | 45th  | 0.301  |                                | -          | -                | -          |
| Women in parliament %                          | 69th  | 0.370  |                                | -46.00     | 27.00 vs 73.00   | 0-100      |
| Women in ministerial positions %               | 68th  | 0.300  |                                | -53.85     | 23.08 vs 76.92   | 0-100      |
| Years with female/male head of state (last 50) | 15th  | 0.254  |                                | -29.77     | 10.12 vs 39.88   | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 33.71             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 30.08             |       |       |
| Population sex ratio                                      | female/male                    | 1.17              |       |       |
| Population growth rate                                    | %                              | -0.70             |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.02              | 0.88  | 1.90  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | 27.90             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | 22.20             |       |       |
| Firms with female majority ownership                      | % firms                        | 20.70             |       |       |
| Firms with female top managers                            | % firms                        | 32.60             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.70              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.47              | 0.47  | 0.50  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 6.29              | 7.83  | 7.06  |
| Workers employed part-time                                | % of employed people           | 0.29              | 0.19  | 0.24  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Equal rights      |       |       |
| Access to land assets                                     |                                | Equal rights      |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1918              |       |       |
| Number of female heads of state to date                   | number                         | 2.00              |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | 2.23              |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 0.70              |       |       |
| Mean age of women at birth of first child                 | years                          | 29.57             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Equal rights      |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 112.00            | 10.00 | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 46.50             | 53.50 | 0.87  |
| Arts & Humanities   |                                | 76.17             | 23.83 | 3.20  |
| Business, Admin. & Law                                    |                                | 68.24             | 31.76 | 2.15  |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | 26.60             | 73.40 | 0.36  |
| Health & Welfare  |                                | 83.94             | 16.06 | 5.22  |
| Information & Comm. Technologies                          |                                | 22.68             | 77.32 | 0.29  |
| Natural Sci., Mathematics & Statistics                    |                                | 63.02             | 36.98 | 1.70  |
| Social Sci., Journalism & Information                     |                                | 75.04             | 24.96 | 3.01  |
| Vocational training                                       |                                | 16.07             | 17.68 | 16.90 |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 64.72             | 33.31 | 48.32 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 32.00             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.90             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 19.00             |       |       |
| Total fertility rate                                      | births per woman               | 1.61              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

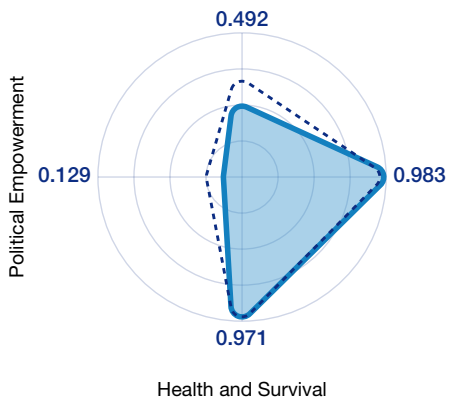
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

\*\*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.

Global Gender Gap Index 2022 Edition

Lebanon score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.644 | 119th | 0.638 | 132nd |
| Economic Participation and Opportunity | 0.492 | 135th | 0.487 | 139th |
| Educational Attainment                 | 0.983 | 90th  | 0.964 | 113th |
| Health and Survival                    | 0.971 | 75th  | 0.970 | 82nd  |
| Political Empowerment                  | 0.129 | 110th | 0.129 | 112th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 135th | 0.492  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 139th | 0.323  |                                | -43.58     | 20.75          | 64.33  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 92nd  | 0.614  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 132nd | 0.345  |                                | -11.15k    | 5.87k          | 17.02k | 0-150k     |
| Legislators, senior officials and managers %   | 113th | 0.269  |                                | -57.59     | 21.21          | 78.79  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 7.86       | 46.07          | 53.93  | 0-100      |
| <b>Educational Attainment</b>                  | 90th  | 0.983  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 92nd  | 0.963  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.02       | 0.49           | 0.51   | 0-200      |
| Enrolment in tertiary education %              | -     | -      |                                | -          | -              | -      | -          |
| <b>Health and Survival</b>                     | 75th  | 0.971  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 82nd  | 1.030  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 110th | 0.129  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 140th | 0.049  |                                | -90.60     | 4.70           | 95.30  | 0-100      |
| Women in ministerial positions %               | 42nd  | 0.462  |                                | -36.84     | 31.58          | 68.42  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 31.74             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 11.49             |       |       |
| Population sex ratio                                      | female/male                    | 0.99              |       |       |
| Population growth rate                                    | %                              | -0.44             |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 3.39              | 3.44  | 6.83  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 4.70              |       |       |
| Firms with female top managers                            | % firms                        | 5.90              |       |       |
| Share of workers in informal sector                       | % workers                      | 55.40             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.17              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.53              | 1.64  | 0.25  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 18.40             | 12.89 | 14.25 |
| Workers employed part-time                                | % of employed people           | 0.25              | 0.17  | 0.19  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Restricted rights |       |       |
| Access to land assets                                     |                                | Uneven rights     |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1952              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 33.40             |       |       |
| Early marriage  | %                              | 3.40              |       |       |
| Mean age of women at birth of first child                 | years                          | 29.78             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Unequal rights    |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 70.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 10.40             |       |       |
| Births attended by skilled personnel                      | % live births                  | n. a.             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 29.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.08              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

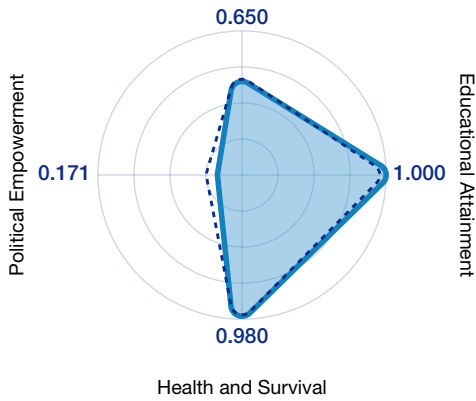
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Lesotho score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index



Economic Participation and Opportunity



Educational Attainment



Health and Survival



Political Empowerment



2022    2021

Score    Rank    Score    Rank

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 91st  | 0.650  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 68th  | 0.786  |                                | -15.27     | 56.07          | 71.34  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 127th | 0.474  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 57th  | 0.674  |                                | -904.51    | 1.87k          | 2.77k  | 0-150k     |
| Legislators, senior officials and managers %   | 73rd  | 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      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.80       | 97.16          | 97.96  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 18.46      | 52.80          | 71.26  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 4.38       | 8.02           | 12.40  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 88th  | 0.171  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 81st  | 0.323  |                                | -51.20     | 24.40          | 75.60  | 0-100      |
| Women in ministerial positions %               | 70th  | 0.286  |                                | -55.56     | 22.22          | 77.78  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 1.88              |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 2.32              |       |       |
| Population sex ratio                                      | female/male                    | 1.03              |       |       |
| Population growth rate                                    | %                              | 0.80              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.09              | 1.06  | 2.14  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 25.40             |       |       |
| Firms with female top managers                            | % firms                        | 36.20             |       |       |
| Share of workers in informal sector                       | % workers                      | 80.90             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 2.97              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.42              | 0.51  | 0.45  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 23.95             | 23.84 | 23.89 |
| Workers employed part-time                                | % of employed people           | 0.11              | 0.07  | 0.09  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Uneven rights     |       |       |
| Inheritance rights for widows and daughters               |                                | Uneven rights     |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Uneven rights     |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1966              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 21.20             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 18.40             |       |       |
| Early marriage  | %                              | 18.30             |       |       |
| Mean age of women at birth of first child                 | years                          | 27.91             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Uneven rights     |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 84.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 24.82             | 75.18 | 0.33  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | 56.68             | 43.32 | 1.31  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | 18.44             | 81.56 | 0.23  |
| Health & Welfare  |                                | 72.78             | 27.22 | 2.67  |
| Information & Comm. Technologies                          |                                | 31.25             | 68.75 | 0.45  |
| Natural Sci., Mathematics & Statistics                    |                                | 45.16             | 54.84 | 0.82  |
| Social Sci., Journalism & Information                     |                                | 77.50             | 22.50 | 3.44  |
| Vocational training                                       |                                | 1.01              | 0.57  | 0.79  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 5.21              | 3.14  | 4.17  |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 62.00             |       |       |
| Births attended by skilled personnel                      | % live births                  | 86.60             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 544.00            |       |       |
| Total fertility rate                                      | births per woman               | 3.11              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Uneven rights     |       |       |

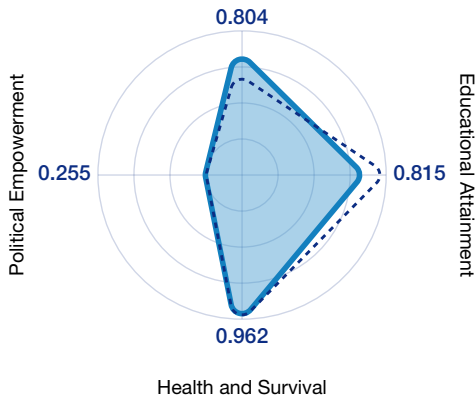
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Liberia score    ⋮ average score

Economic Participation and Opportunity



Overview

| Index and Subindex                            | 2022  |       | 2021  |       |
|---|-------|-------|-------|-------|
|   | Score | Rank  | Score | Rank  |
| <b>Global Gender Gap Index</b>                | 0.709 | 78th  | 0.693 | 94th  |
| <b>Economic Participation and Opportunity</b> | 0.804 | 8th   | 0.717 | 53rd  |
| <b>Educational Attainment</b>                 | 0.815 | 137th | 0.839 | 142nd |
| <b>Health and Survival</b>                    | 0.962 | 126th | 0.962 | 136th |
| <b>Political Empowerment</b>                  | 0.255 | 52nd  | 0.255 | 55th  |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |       | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|-------|------------|
|  |       |        |                                |            | ◆              | ◆     |            |
| <b>Economic Participation and Opportunity</b>  | 8th   | 0.804  | 0                              | -          | Min            | Max   | -          |
| Labour-force participation rate %              | 29th  | 0.875  |                                | -9.94      | 69.78          | 79.72 | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -          | -              | -     | -          |
| Estimated earned income int'l \$ 1,000         | 1st   | 1.000  |                                | 176.45     | 1.30k          | 1.48k | 0-150k     |
| Legislators, senior officials and managers %   | 32nd  | 0.693  |                                | -18.15     | 40.93          | 59.07 | 0-100      |
| Professional and technical workers %           | 122nd | 0.469  |                                | -36.18     | 31.91          | 68.09 | 0-100      |
| <b>Educational Attainment</b>                  | 137th | 0.815  |                                | -          | -              | -     | -          |
| Literacy rate %                                | 140th | 0.544  |                                | -          | -              | -     | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.57       | 78.36          | 78.93 | 0-100      |
| Enrolment in secondary education %             | 130th | 0.769  |                                | -9.86      | 32.91          | 42.77 | 0-200      |
| Enrolment in tertiary education %              | 126th | 0.625  |                                | -5.50      | 9.15           | 14.65 | 0-200      |
| <b>Health and Survival</b>                     | 126th | 0.962  |                                | -          | -              | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -     | -          |
| Healthy life expectancy** years                | 133rd | 1.002  |                                | -          | -              | -     | -          |
| <b>Political Empowerment</b>                   | 52nd  | 0.255  |                                | -          | -              | -     | -          |
| Women in parliament %                          | 131st | 0.124  |                                | -78.00     | 11.00          | 89.00 | 0-100      |
| Women in ministerial positions %               | 70th  | 0.286  |                                | -55.56     | 22.22          | 77.78 | 0-100      |
| Years with female/male head of state (last 50) | 11th  | 0.329  |                                | -25.25     | 12.37          | 37.63 | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           |                   |       | Value  |
| GDP   | US\$ billions                  |                   |       | 3.2    |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 1.39   |
| Population sex ratio                                      | female/male                    |                   |       | 0.99   |
| Population growth rate                                    | %                              |                   |       | 2.41   |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 2.52              | 2.54  | 5.06   |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |                   |       | 15.60  |
| Firms with female top managers                            | % firms                        |                   |       | 20.40  |
| Share of workers in informal sector                       | % workers                      |                   |       | 86.70  |
| Indicator   | 1-7 (best)                     |                   |       | Value  |
| Advancement of women to leadership roles                  |                                |                   |       | 4.97   |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 1.09              | 1.23  | 0.47   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 3.18              | 4.53  | 3.89   |
| Workers employed part-time                                | % of employed people           | 0.21              | 0.14  | 0.17   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to financial services                              |                                | Near-equal rights |       | ◆      |
| Inheritance rights for widows and 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                           |                   |       | 1947   |
| Number of female heads of state to date                   | number                         |                   |       | 1.00   |
| Seats held in upper house                                 | % total seats                  |                   |       | 6.70   |
| Indicator   | Yes/No                         |                   |       | Value  |
| Election list quotas for women, national                  |                                | No                |       | No     |
| Party membership quotas, voluntary                        |                                | No                |       | No     |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to justice   |                                | Restricted rights |       | ◆      |
| Freedom of movement                                       |                                | Equal rights      |       | ◆      |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |                   |       | n. a.  |
| Early marriage  | %                              |                   |       | 15.70  |
| Mean age of women at birth of first child                 | years                          |                   |       | 28.45  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Right to divorce  |                                | Restricted rights |       | ◆      |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 98.00             | 0     | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 8.90              | 91.10 | 0.10   |
| Arts & Humanities   |                                | 44.40             | 55.60 | 0.80   |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a.  |
| Education   |                                | 37.23             | 62.77 | 0.59   |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a.  |
| Health & Welfare  |                                | 79.86             | 20.14 | 3.97   |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a.  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a.  |
| Vocational training                                       |                                | n. a.             | n. a. | n. a.  |
| PhD graduates   |                                | n. a.             | n. a. | n. a.  |
| Graduates   | %                              | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a.  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 38.50  |
| Births attended by skilled personnel                      | % live births                  |                   |       | 84.40  |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 661.00 |
| Total fertility rate                                      | births per woman               |                   |       | 4.25   |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Reproductive autonomy                                     |                                | Near-equal rights |       | ◆      |

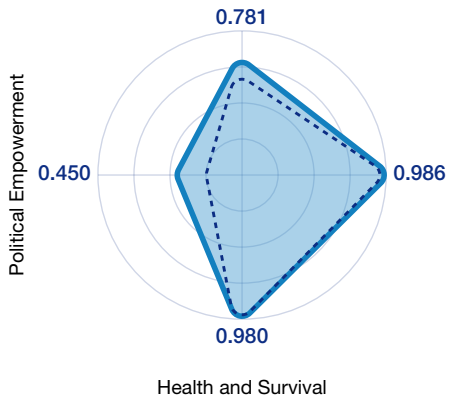
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Lithuania score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|   | 2022         |             | 2021  |      |
|---|--------------|-------------|-------|------|
|   | Score        | Rank        | Score | Rank |
| <b>Global Gender Gap Index</b>                | <b>0.799</b> | <b>11th</b> | 0.804 | 8th  |
| <b>Economic Participation and Opportunity</b> | <b>0.781</b> | <b>21st</b> | 0.808 | 12th |
| <b>Educational Attainment</b>                 | <b>0.986</b> | <b>85th</b> | 0.998 | 51st |
| <b>Health and Survival</b>                    | <b>0.980</b> | <b>1st</b>  | 0.980 | 1st  |
| <b>Political Empowerment</b>                  | <b>0.450</b> | <b>22nd</b> | 0.429 | 22nd |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score*       | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------------|--------------------------------|------------|----------------|--------|------------|
|  |       |              |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 21st  | <b>0.781</b> |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 47th  | <b>0.845</b> |                                | -10.53     | 57.34          | 67.86  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 29th  | <b>0.739</b> |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 20th  | <b>0.777</b> |                                | -9.40k     | 32.76k         | 42.16k | 0-150k     |
| Legislators, senior officials and managers %   | 46th  | <b>0.610</b> |                                | -24.20     | 37.90          | 62.10  | 0-100      |
| Professional and technical workers %           | 1st   | <b>1.000</b> |                                | 27.41      | 36.29          | 63.71  | 0-100      |
| <b>Educational Attainment</b>                  | 85th  | <b>0.986</b> |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | <b>1.000</b> |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -            |                                | -          | -              | -      | -          |
| Enrolment in secondary education %             | 102nd | <b>0.967</b> |                                | -3.62      | 106.59         | 110.21 | 0-200      |
| Enrolment in tertiary education %              | 1st   | <b>1.000</b> |                                | 24.19      | 60.31          | 84.50  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | <b>0.980</b> |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | <b>0.944</b> |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | <b>1.060</b> |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 22nd  | <b>0.450</b> |                                | -          | -              | -      | -          |
| Women in parliament %                          | 59th  | <b>0.397</b> |                                | -43.20     | 28.40          | 71.60  | 0-100      |
| Women in ministerial positions %               | 18th  | <b>0.750</b> |                                | -14.29     | 42.86          | 57.14  | 0-100      |
| Years with female/male head of state (last 50) | 12th  | <b>0.319</b> |                                | -25.80     | 12.10          | 37.90  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 56.55             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 37.11             |       |       |
| Population sex ratio                                      | female/male                    | 1.16              |       |       |
| Population growth rate                                    | %                              | 0.03              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.50              | 1.29  | 2.79  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | 32.18             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | 22.30             |       |       |
| Firms with female majority ownership                      | % firms                        | 18.40             |       |       |
| Firms with female top managers                            | % firms                        | 30.70             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.74              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.71              | 0.70  | 0.50  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 7.24              | 8.15  | 7.69  |
| Workers employed part-time                                | % of employed people           | 0.33              | 0.22  | 0.28  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | 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                         | 3.00              |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | No                |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | 2.08              |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 0                 |       |       |
| Mean age of women at birth of first child                 | years                          | 29.92             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 126.00            | 30.00 | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 29.59             | 70.41 | 0.42  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | 74.37             | 25.63 | 2.90  |
| Business, Admin. & Law                                    |                                | 68.52             | 31.48 | 2.18  |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | 25.48             | 74.52 | 0.34  |
| Health & Welfare  |                                | 82.95             | 17.05 | 4.87  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | 57.75             | 42.25 | 1.37  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 6.20              | 9.41  | 7.85  |
| PhD graduates   |                                | 0.82              | 0.89  | 0.85  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 75.27             | 46.17 | 60.25 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 24.00             |       |       |
| Births attended by skilled personnel                      | % live births                  | 100.00            |       |       |
| Maternal mortality  | deaths per 100,000 live births | 8.00              |       |       |
| Total fertility rate                                      | births per woman               | 1.61              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

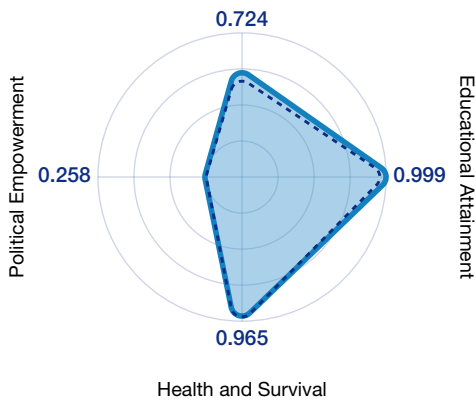
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

\*\*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.

Global Gender Gap Index 2022 Edition

■ Luxembourg score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.736 | 46th  | 0.726 | 55th  |
| Economic Participation and Opportunity | 0.724 | 51st  | 0.691 | 75th  |
| Educational Attainment                 | 0.999 | 32nd  | 1.000 | 1st   |
| Health and Survival                    | 0.965 | 110th | 0.965 | 117th |
| Political Empowerment                  | 0.258 | 51st  | 0.247 | 58th  |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |         | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|---------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male  |            |
| <b>Economic Participation and Opportunity</b>  | 51st  | 0.724  |                                | -          | Min            | Max     | -          |
| Labour-force participation rate %              | 19th  | 0.892  |                                | -7.06      | 58.48          | 65.54   | 0-100      |
| Wage equality for similar work 1-7 (best)      | 50th  | 0.702  |                                | -          | -              | -       | -          |
| Estimated earned income int'l \$ 1,000         | 41st  | 0.715  |                                | -37.40k    | 93.65k         | 131.05k | 0-150k     |
| Legislators, senior officials and managers %   | 100th | 0.356  |                                | -47.48     | 26.26          | 73.74   | 0-100      |
| Professional and technical workers %           | 74th  | 0.969  |                                | -1.58      | 49.21          | 50.79   | 0-100      |
| <b>Educational Attainment</b>                  | 32nd  | 0.999  |                                | -          | -              | -       | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -       | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.13       | 98.88          | 99.01   | 0-100      |
| Enrolment in secondary education %             | 78th  | 0.997  |                                | -0.32      | 104.53         | 104.85  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 2.76       | 17.09          | 19.86   | 0-200      |
| <b>Health and Survival</b>                     | 110th | 0.965  |                                | -          | -              | -       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -       | -          |
| Healthy life expectancy** years                | 117th | 1.012  |                                | -          | -              | -       | -          |
| <b>Political Empowerment</b>                   | 51st  | 0.258  |                                | -          | -              | -       | -          |
| Women in parliament %                          | 46th  | 0.499  |                                | -33.40     | 33.30          | 66.70   | 0-100      |
| Women in ministerial positions %               | 54th  | 0.417  |                                | -41.18     | 29.41          | 70.59   | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00   | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |              |       |       |
|---|--------------------------------|--------------|-------|-------|
| Indicator   | Unit                           | Value        |       |       |
| GDP   | US\$ billions                  | 73.35        |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 112.23       |       |       |
| Population sex ratio                                      | female/male                    | 0.98         |       |       |
| Population growth rate                                    | %                              | 1.67         |       |       |
| Indicator   | Million people                 | Female       | Male  | Value |
| Total population  |                                | 0.31         | 0.32  | 0.63  |
| Work participation and leadership                         |                                |              |       |       |
| Indicator   | Unit                           | Value        |       |       |
| Gender pay gap (OECD only)                                | %                              | 20.98        |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | 22.40        |       |       |
| Firms with female majority ownership                      | % firms                        | 8.30         |       |       |
| Firms with female top managers                            | % firms                        | 7.40         |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.        |       |       |
| Indicator   | 1-7 (best)                     | Value        |       |       |
| Advancement of women to leadership roles                  |                                | 5.23         |       |       |
| Indicator   | 1 Million people               | Female       | Male  | Value |
| Labour-force  |                                | 0.16         | 0.18  | 0.47  |
| Indicator   | Unit                           | Female       | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 5.40         | 4.51  | 4.93  |
| Workers employed part-time                                | % of employed people           | 0.46         | 0.24  | 0.34  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.        | n. a. | n. a. |
| Access to finance   |                                |              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value        |       |       |
| Access to financial services                              |                                | Equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Equal rights |       |       |
| Access to land assets                                     |                                | Equal rights |       |       |
| 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        |       |       |
| Public spending on family benefits                        | % GDP                          | 3.30         |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.        |       |       |
| Early marriage  | %                              | 1.10         |       |       |
| Mean age of women at birth of first child                 | years                          | 31.70        |       |       |
| Indicator   | 0-1 (Equal rights)             | Value        |       |       |
| Right to divorce  |                                | Equal rights |       |       |
| Indicator   | Days                           | Female       | Male  | Value |
| Length of parental leave                                  |                                | 112.00       | 14.00 | n. a. |
| Education and skills                                      |                                |              |       |       |
| Graduates   | Attainment %                   | Female       | Male  | Value |
| STEM Graduates  |                                | n. a.        | n. a. | n. a. |
| Agri., 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  |
| Vocational training                                       |                                | 21.09        | 22.08 | 21.60 |
| PhD graduates   |                                | n. a.        | n. a. | n. a. |
| Graduates   | %                              | Female       | Male  | Value |
| Graduates from tertiary education                         |                                | 9.21         | 6.87  | 8.01  |
| Health  |                                |              |       |       |
| Indicator   | Unit                           | Value        |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 22.00        |       |       |
| Births attended by skilled personnel                      | % live births                  | n. a.        |       |       |
| Maternal mortality  | deaths per 100,000 live births | 5.00         |       |       |
| Total fertility rate                                      | births per woman               | 1.34         |       |       |
| Indicator   | 0-1 (Equal rights)             | Value        |       |       |
| Reproductive autonomy                                     |                                | Equal rights |       |       |

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

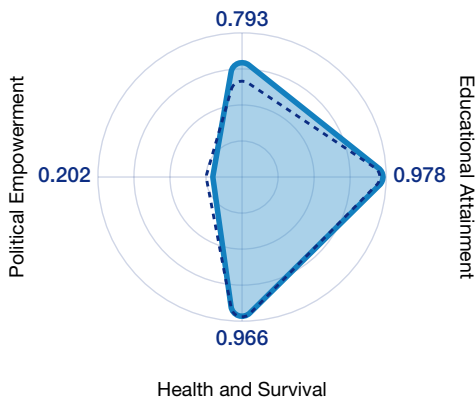
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

■ Madagascar score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.735 | 48th  | 0.725 | 57th  |
| Economic Participation and Opportunity | 0.793 | 17th  | 0.754 | 32nd  |
| Educational Attainment                 | 0.978 | 94th  | 0.982 | 93rd  |
| Health and Survival                    | 0.966 | 102nd | 0.965 | 111th |
| Political Empowerment                  | 0.202 | 75th  | 0.200 | 76th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 17th  | 0.793  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 12th  | 0.931  |                                | -6.06      | 81.53          | 87.60  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 7th   | 0.829  |                                | -273.08    | 1.33k          | 1.60k  | 0-150k     |
| Legislators, senior officials and managers %   | 83rd  | 0.466  |                                | -36.47     | 31.77          | 68.23  | 0-100      |
| Professional and technical workers %           | 85th  | 0.904  |                                | -5.03      | 47.49          | 52.51  | 0-100      |
| <b>Educational Attainment</b>                  | 94th  | 0.978  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 93rd  | 0.958  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -      | -                              | -          | -              | -      | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.29       | 33.95          | 35.24  | 0-200      |
| Enrolment in tertiary education %              | 103rd | 0.966  |                                | -0.19      | 5.43           | 5.62   | 0-200      |
| <b>Health and Survival</b>                     | 102nd | 0.966  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 112th | 1.015  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 75th  | 0.202  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 106th | 0.227  |                                | -63.00     | 18.50          | 81.50  | 0-100      |
| Women in ministerial positions %               | 35th  | 0.533  |                                | -30.43     | 34.78          | 65.22  | 0-100      |
| Years with female/male head of state (last 50) | 75th  | 0.000  |                                | -49.99     | 0.01           | 49.99  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |
|---|--------------------------------|-------------------|-------|
| Indicator   | Unit                           | Value             |       |
| GDP   | US\$ billions                  | 13.06             |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 1.46              |       |
| Population sex ratio                                      | female/male                    | 1.00              |       |
| Population growth rate                                    | %                              | 2.64              |       |
| Indicator   | Million people                 | Female            | Male  |
| Total population  |                                | 13.88             | 13.81 |
| 27.69   |                                |                   |       |
| Work participation and leadership                         |                                |                   |       |
| Indicator   | Unit                           | Value             |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |
| Firms with female majority ownership                      | % firms                        | 20.70             |       |
| Firms with female top managers                            | % firms                        | 28.20             |       |
| Share of workers in informal sector                       | % workers                      | 95.20             |       |
| Indicator   | 1-7 (best)                     | Value             |       |
| Advancement of women to leadership roles                  |                                | 4.42              |       |
| Indicator   | 1 Million people               | Female            | Male  |
| Labour-force  |                                | 7.04              | 7.42  |
| 0.49  |                                |                   |       |
| Indicator   | Unit                           | Female            | Male  |
| Unemployed adults (15-64)                                 | % of labour force              | 2.50              | 2.34  |
| 2.42  |                                |                   |       |
| Workers employed part-time                                | % of employed people           | 0.40              | 0.26  |
| 0.33  |                                |                   |       |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. |
| n. a.   |                                |                   |       |
| Access to finance   |                                |                   |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |
| Access to financial services                              |                                | Near-equal rights |       |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |
| Access to land assets                                     |                                | Near-equal rights |       |
| Access to non-land assets                                 |                                | Uneven rights     |       |
| Civil and political freedom                               |                                |                   |       |
| Indicator   | Unit                           | Value             |       |
| Year women received right to vote                         | year                           | 1960              |       |
| Number of female heads of state to date                   | number                         | 0                 |       |
| Seats held in upper house                                 | % total seats                  | 11.10             |       |
| Indicator   | Yes/No                         | Value             |       |
| Election list quotas for women, national                  |                                | n. a.             |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |
| Access to justice   |                                | Restricted rights |       |
| Freedom of movement                                       |                                | Restricted rights |       |
| Family and care   |                                |                   |       |
| Indicator   | Unit                           | Value             |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |
| Early marriage  | %                              | 39.90             |       |
| Mean age of women at birth of first child                 | years                          | 27.96             |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |
| Right to divorce  |                                | Restricted rights |       |
| Indicator   | Days                           | Female            | Male  |
| Length of parental leave                                  |                                | 98.00             | 0     |
| n. a.   |                                |                   |       |
| Education and skills                                      |                                |                   |       |
| Graduates   | Attainment %                   | Female            | Male  |
| STEM Graduates  |                                | 31.02             | 68.98 |
| 0.45  |                                |                   |       |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 41.19             | 58.81 |
| 0.70  |                                |                   |       |
| Arts & Humanities   |                                | 50.90             | 49.10 |
| 1.04  |                                |                   |       |
| Business, Admin. & Law                                    |                                | 53.79             | 46.21 |
| 1.16  |                                |                   |       |
| Education   |                                | 50.95             | 49.05 |
| 1.04  |                                |                   |       |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. |
| n. a.   |                                |                   |       |
| Health & Welfare  |                                | 67.86             | 32.14 |
| 2.11  |                                |                   |       |
| Information & Comm. Technologies                          |                                | 33.64             | 66.36 |
| 0.51  |                                |                   |       |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. |
| n. a.   |                                |                   |       |
| Social Sci., Journalism & Information                     |                                | 46.04             | 53.96 |
| 0.85  |                                |                   |       |
| Vocational training                                       |                                | 0.51              | 0.95  |
| 0.73  |                                |                   |       |
| PhD graduates   |                                | 0.23              | 0.42  |
| 0.33  |                                |                   |       |
| Graduates   | %                              | Female            | Male  |
| Graduates from tertiary education                         |                                | 3.78              | 3.45  |
| 3.62  |                                |                   |       |
| Health  |                                |                   |       |
| Indicator   | Unit                           | Value             |       |
| Prevalence of gender violence in lifetime                 | % women                        | 30.00             |       |
| Births attended by skilled personnel                      | % live births                  | 46.00             |       |
| Maternal mortality  | deaths per 100,000 live births | 335.00            |       |
| Total fertility rate                                      | births per woman               | 4.03              |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |
| Reproductive autonomy                                     |                                | Unequal rights    |       |

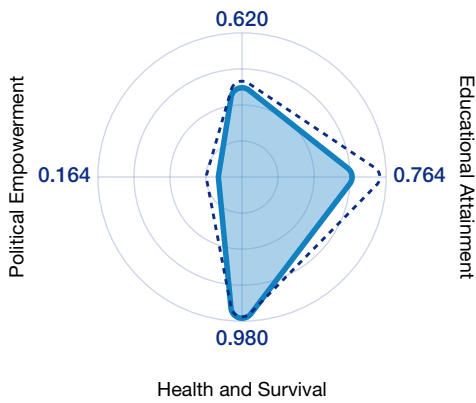
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Malawi score      average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.632 | 132nd | 0.671 | 115th |
| Economic Participation and Opportunity | 0.620 | 104th | 0.624 | 111th |
| Educational Attainment                 | 0.764 | 139th | 0.915 | 129th |
| Health and Survival                    | 0.980 | 1st   | 0.980 | 1st   |
| Political Empowerment                  | 0.164 | 92nd  | 0.164 | 93rd  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 104th | 0.620  |                                | -          | Min - Max      | -          |
| Labour-force participation rate %              | 17th  | 0.895  |                                | -8.39      | 71.56 vs 79.95 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 61st  | 0.676  |                                | -          | -              | -          |
| Estimated earned income int'l \$ 1,000         | 81st  | 0.625  |                                | -698.57    | 1.16k vs 1.86k | 0-150k     |
| Legislators, senior officials and managers %   | 126th | 0.185  |                                | -68.75     | 15.62 vs 84.38 | 0-100      |
| Professional and technical workers %           | 112th | 0.545  |                                | -29.43     | 35.28 vs 64.72 | 0-100      |
| <b>Educational Attainment</b>                  | 139th | 0.764  |                                | -          | -              | -          |
| Literacy rate %                                | 122nd | 0.791  |                                | -          | -              | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -          |
| Enrolment in secondary education %             | 126th | 0.830  |                                | -6.87      | 33.65 vs 40.52 | 0-200      |
| Enrolment in tertiary education %              | 128th | 0.593  |                                | -0.88      | 1.29 vs 2.17   | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -          |
| <b>Political Empowerment</b>                   | 92nd  | 0.164  |                                | -          | -              | -          |
| Women in parliament %                          | 84th  | 0.297  |                                | -54.20     | 22.90 vs 77.10 | 0-100      |
| Women in ministerial positions %               | 86th  | 0.211  |                                | -65.22     | 17.39 vs 82.61 | 0-100      |
| Years with female/male head of state (last 50) | 52nd  | 0.045  |                                | -45.70     | 2.15 vs 47.85  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           |                   |       | Value  |
| GDP   | US\$ billions                  |                   |       | 12.18  |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 1.51   |
| Population sex ratio                                      | female/male                    |                   |       | 1.03   |
| Population growth rate                                    | %                              |                   |       | 2.65   |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 9.70              | 9.43  | 19.13  |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |                   |       | 11.40  |
| Firms with female top managers                            | % firms                        |                   |       | 14.20  |
| Share of workers in informal sector                       | % workers                      |                   |       | 85.20  |
| Indicator   | 1-7 (best)                     |                   |       | Value  |
| Advancement of women to leadership roles                  |                                |                   |       | 4.16   |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 4.16              | 4.38  | 0.49   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 8.91              | 5.21  | 7.02   |
| Workers employed part-time                                | % of employed people           | 0.60              | 0.45  | 0.53   |
| 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                              |                                | Near-equal rights |       | ◆      |
| Inheritance rights for widows and daughters               |                                | Uneven rights     |       | ◆      |
| Access to land assets                                     |                                | Near-equal rights |       | ◆      |
| Access to non-land assets                                 |                                | Near-equal rights |       | ◆      |
| Civil and political freedom                               |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Year women received right to vote                         | year                           |                   |       | 1964   |
| Number of female heads of state to date                   | number                         |                   |       | 1.00   |
| Seats held in upper house                                 | % total seats                  |                   |       | n. a.  |
| Indicator   | Yes/No                         |                   |       | Value  |
| Election list quotas for women, national                  |                                | No                |       |        |
| Party membership quotas, voluntary                        |                                | Yes               |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to justice   |                                | Near-equal rights |       | ◆      |
| Freedom of movement                                       |                                | Restricted rights |       | ◆      |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |                   |       | 18.70  |
| Early marriage  | %                              |                   |       | 26.90  |
| Mean age of women at birth of first child                 | years                          |                   |       | 28.04  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Right to divorce  |                                | Near-equal rights |       | ◆      |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 56.00             | 0     | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a.  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a.  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a.  |
| Education   |                                | n. a.             | n. a. | n. a.  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a.  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a.  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a.  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a.  |
| Vocational training                                       |                                | n. a.             | n. a. | n. a.  |
| PhD graduates   |                                | n. a.             | n. a. | n. a.  |
| Graduates   | %                              | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a.  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 37.50  |
| Births attended by skilled personnel                      | % live births                  |                   |       | 89.80  |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 349.00 |
| Total fertility rate                                      | births per woman               |                   |       | 4.13   |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Reproductive autonomy                                     |                                | Restricted rights |       | ◆      |

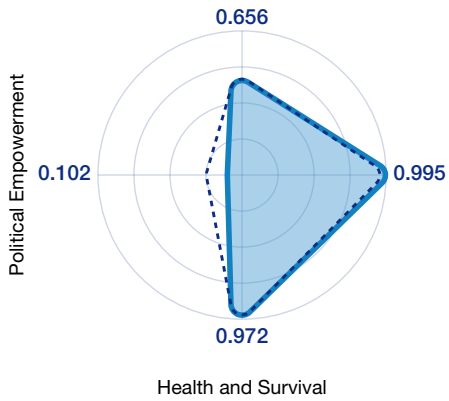
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Malaysia score    ··· average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.681 | 103rd | 0.676 | 112th |
| Economic Participation and Opportunity | 0.656 | 88th  | 0.638 | 104th |
| Educational Attainment                 | 0.995 | 56th  | 0.994 | 70th  |
| Health and Survival                    | 0.972 | 68th  | 0.972 | 74th  |
| Political Empowerment                  | 0.102 | 123rd | 0.102 | 128th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 88th  | 0.656  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 108th | 0.660  |                                | -26.36     | 51.19          | 77.55  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 25th  | 0.742  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 71st  | 0.644  |                                | -11.38k    | 20.63k         | 32.01k | 0-150k     |
| Legislators, senior officials and managers %   | 106th | 0.331  |                                | -50.30     | 24.85          | 75.15  | 0-100      |
| Professional and technical workers %           | 90th  | 0.851  |                                | -8.06      | 45.97          | 54.03  | 0-100      |
| <b>Educational Attainment</b>                  | 56th  | 0.995  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 85th  | 0.973  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.32       | 98.44          | 98.76  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 6.30       | 80.70          | 86.99  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 11.39      | 37.05          | 48.44  | 0-200      |
| <b>Health and Survival</b>                     | 68th  | 0.972  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 111th | 0.943  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 73rd  | 1.038  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 123rd | 0.102  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 116th | 0.176  |                                | -70.00     | 15.00          | 85.00  | 0-100      |
| Women in ministerial positions %               | 90th  | 0.192  |                                | -67.74     | 16.13          | 83.87  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 337.01            |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 26.47             |
| Population sex ratio                                      | female/male                    |        |       | 0.95              |
| Population growth rate                                    | %                              |        |       | 1.29              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 15.74  | 16.63 | 32.37             |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | n. a.             |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | n. a.             |
| Firms with female majority ownership                      | % firms                        |        |       | 10.40             |
| Firms with female top managers                            | % firms                        |        |       | 26.30             |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 5.12              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 6.27   | 10.01 | 0.38              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 4.44   | 4.05  | 4.20              |
| Workers employed part-time                                | % of employed people           | 0.14   | 0.09  | 0.11              |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | 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                           |        |       | 1963              |
| Number of female heads of state to date                   | number                         |        |       | 0                 |
| Seats held in upper house                                 | % total seats                  |        |       | 18.20             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | n. a.             |
| Party membership quotas, voluntary                        |                                |        |       | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Restricted rights |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | n. a.             |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 6.10              |
| Mean age of women at birth of first child                 | years                          |        |       | 30.87             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Unequal rights    |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 60.00  | 0     | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | n. a.  | n. a. | n. a.             |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 47.67  | 52.33 | 0.91              |
| Arts & Humanities   |                                | 63.42  | 36.58 | 1.73              |
| Business, Admin. & Law                                    |                                | n. a.  | n. a. | n. a.             |
| Education   |                                | 69.73  | 30.27 | 2.30              |
| Engineering, Manuf. & Construction                        |                                | 27.05  | 72.95 | 0.37              |
| Health & Welfare  |                                | 72.41  | 27.59 | 2.62              |
| Information & Comm. Technologies                          |                                | 46.00  | 54.00 | 0.85              |
| Natural Sci., Mathematics & Statistics                    |                                | 70.73  | 29.27 | 2.42              |
| Social Sci., Journalism & Information                     |                                | n. a.  | n. a. | n. a.             |
| Vocational training                                       |                                | 4.25   | 5.19  | 4.73              |
| PhD graduates   |                                | 0.26   | 0.27  | 0.26              |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | n. a.  | n. a. | n. a.             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | n. a.             |
| Births attended by skilled personnel                      | % live births                  |        |       | 99.60             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 29.00             |
| Total fertility rate                                      | births per woman               |        |       | 1.98              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Restricted rights |

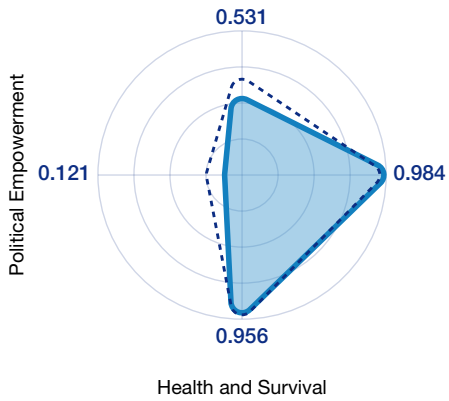
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

\*\*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.

Global Gender Gap Index 2022 Edition

Maldives score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index



Economic Participation and Opportunity



Educational Attainment



Health and Survival



Political Empowerment



|                    | 2022  |      | 2021  |      |
|--------------------|-------|------|-------|------|
| Index and Subindex | Score | Rank | Score | Rank |

0.648 117th | 0.642 128th

0.531 127th | 0.491 138th

0.984 89th | 1.000 1st

0.956 138th | 0.955 148th

0.121 114th | 0.121 117th

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 127th | 0.531  | 0 1                            | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 128th | 0.509  |                                | -33.17     | 34.33          | 67.49  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 95th  | 0.585  |                                | -6.25k     | 8.82k          | 15.07k | 0-150k     |
| Legislators, senior officials and managers %   | 118th | 0.237  |                                | -61.62     | 19.19          | 80.81  | 0-100      |
| Professional and technical workers %           | 92nd  | 0.827  |                                | -9.47      | 45.26          | 54.74  | 0-100      |
| <b>Educational Attainment</b>                  | 89th  | 0.984  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 2.44       | 96.83          | 99.27  | 0-100      |
| Enrolment in secondary education %             | 118th | 0.930  |                                | -5.87      | 78.40          | 84.27  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 48.82      | 17.69          | 66.51  | 0-200      |
| <b>Health and Survival</b>                     | 138th | 0.956  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 137th | 0.935  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 131st | 1.004  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 114th | 0.121  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 141st | 0.048  |                                | -90.80     | 4.60           | 95.40  | 0-100      |
| Women in ministerial positions %               | 53rd  | 0.429  |                                | -40.00     | 30.00          | 70.00  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 3.74              |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 12.74             |       |       |
| Population sex ratio                                      | female/male                    | 0.58              |       |       |
| Population growth rate                                    | %                              | 1.79              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 0.20              | 0.34  | 0.54  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | 48.10             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | n. a.             |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.05              | 0.19  | 0.21  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 4.87              | 5.32  | 5.22  |
| Workers employed part-time                                | % of employed people           | 0.33              | 0.11  | 0.19  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and daughters               |                                | Unequal rights    |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1965              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 31.40             |       |       |
| Early marriage  | %                              | 5.40              |       |       |
| Mean age of women at birth of first child                 | years                          | 29.01             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Unequal rights    |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 60.00             | 3.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 10.56             | 89.44 | 0.12  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | 74.31             | 25.69 | 2.89  |
| Business, Admin. & Law                                    |                                | 59.74             | 40.26 | 1.48  |
| Education   |                                | 81.81             | 18.19 | 4.50  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | 95.00             | 5.00  | 19.00 |
| Information & Comm. Technologies                          |                                | 9.68              | 90.32 | 0.11  |
| Natural Sci., Mathematics & Statistics                    |                                | 100.00            | 0     | n. a. |
| Social Sci., Journalism & Information                     |                                | 69.70             | 30.30 | 2.30  |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 19.50             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.50             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 53.00             |       |       |
| Total fertility rate                                      | births per woman               | 1.84              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Uneven rights     |       |       |

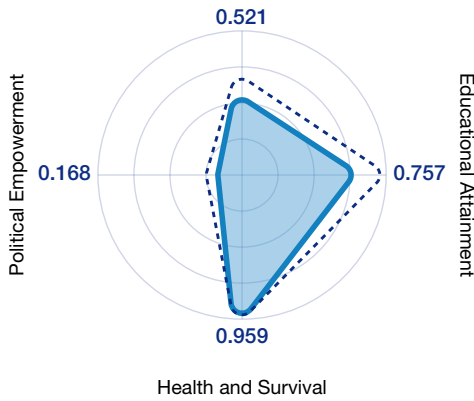
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Mali score    ▬ average score

Economic Participation and Opportunity



Overview

| Index and Subindex                            | 2022  |       | 2021  |       |
|---|-------|-------|-------|-------|
|   | Score | Rank  | Score | Rank  |
| <b>Global Gender Gap Index</b>                | 0.601 | 141st | 0.591 | 149th |
| <b>Economic Participation and Opportunity</b> | 0.521 | 130th | 0.475 | 141st |
| <b>Educational Attainment</b>                 | 0.757 | 140th | 0.757 | 149th |
| <b>Health and Survival</b>                    | 0.959 | 133rd | 0.959 | 141st |
| <b>Political Empowerment</b>                  | 0.168 | 91st  | 0.172 | 87th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |       | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|-------|------------|
|  |       |        |                                |            | ◆              | ◆     |            |
| <b>Economic Participation and Opportunity</b>  | 130th | 0.521  |                                | -          | Min            | Max   | -          |
| Labour-force participation rate %              | 92nd  | 0.724  |                                | -22.00     | 57.68          | 79.67 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 77th  | 0.639  |                                | -          | -              | -     | -          |
| Estimated earned income int'l \$ 1,000         | 113th | 0.527  |                                | -1.38k     | 1.54k          | 2.91k | 0-150k     |
| Legislators, senior officials and managers %   | 124th | 0.211  |                                | -65.11     | 17.44          | 82.55 | 0-100      |
| Professional and technical workers %           | 134th | 0.258  |                                | -59.00     | 20.50          | 79.50 | 0-100      |
| <b>Educational Attainment</b>                  | 140th | 0.757  |                                | -          | -              | -     | -          |
| Literacy rate %                                | 139th | 0.546  |                                | -          | -              | -     | -          |
| Enrolment in primary education %               | 111th | 0.899  |                                | -6.26      | 55.83          | 62.09 | 0-100      |
| Enrolment in secondary education %             | 128th | 0.823  |                                | -7.96      | 37.00          | 44.95 | 0-200      |
| Enrolment in tertiary education %              | 134th | 0.418  |                                | -4.50      | 3.23           | 7.74  | 0-200      |
| <b>Health and Survival</b>                     | 133rd | 0.959  |                                | -          | -              | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -     | -          |
| Healthy life expectancy** years                | 141st | 0.993  |                                | -          | -              | -     | -          |
| <b>Political Empowerment</b>                   | 91st  | 0.168  |                                | -          | -              | -     | -          |
| Women in parliament %                          | 73rd  | 0.361  |                                | -47.00     | 26.50          | 73.50 | 0-100      |
| Women in ministerial positions %               | 91st  | 0.190  |                                | -68.00     | 16.00          | 84.00 | 0-100      |
| Years with female/male head of state (last 50) | 59th  | 0.020  |                                | -48.06     | 0.97           | 49.03 | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           |                   |       | Value  |
| GDP   | US\$ billions                  |                   |       | 17.47  |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 2.23   |
| Population sex ratio                                      | female/male                    |                   |       | 1.00   |
| Population growth rate                                    | %                              |                   |       | 2.97   |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 10.11             | 10.15 | 20.25  |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |                   |       | 9.10   |
| Firms with female top managers                            | % firms                        |                   |       | 11.60  |
| Share of workers in informal sector                       | % workers                      |                   |       | 93.00  |
| Indicator   | 1-7 (best)                     |                   |       | Value  |
| Advancement of women to leadership roles                  |                                |                   |       | 4.03   |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 3.24              | 4.38  | 0.43   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 8.62              | 6.73  | 7.53   |
| Workers employed part-time                                | % of employed people           | 0.26              | 0.09  | 0.16   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to financial services                              |                                | Near-equal rights |       | ◆      |
| Inheritance rights for widows and daughters               |                                | Uneven rights     |       | ◆      |
| Access to land assets                                     |                                | Near-equal rights |       | ◆      |
| Access to non-land assets                                 |                                | Near-equal rights |       | ◆      |
| Civil and political freedom                               |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Year women received right to vote                         | year                           |                   |       | 1960   |
| Number of female heads of state to date                   | number                         |                   |       | 1.00   |
| Seats held in upper house                                 | % total seats                  |                   |       | n. a.  |
| Indicator   | Yes/No                         |                   |       | Value  |
| Election list quotas for women, national                  |                                | Yes               |       |        |
| Party membership quotas, voluntary                        |                                | Yes               |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to justice   |                                | Restricted rights |       | ◆      |
| Freedom of movement                                       |                                | Equal rights      |       | ◆      |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |                   |       | 23.90  |
| Early marriage  | %                              |                   |       | 44.00  |
| Mean age of women at birth of first child                 | years                          |                   |       | 29.00  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Right to divorce  |                                | Uneven rights     |       | ◆      |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 98.00             | 3.00  | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a.  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a.  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a.  |
| Education   |                                | n. a.             | n. a. | n. a.  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a.  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a.  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a.  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a.  |
| Vocational training                                       |                                | 2.92              | 4.16  | 3.55   |
| PhD graduates   |                                | 0.01              | 0.09  | 0.05   |
| Graduates %   |                                | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a.  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 34.60  |
| Births attended by skilled personnel                      | % live births                  |                   |       | 67.30  |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 562.00 |
| Total fertility rate                                      | births per woman               |                   |       | 5.78   |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Reproductive autonomy                                     |                                | Uneven rights     |       | ◆      |

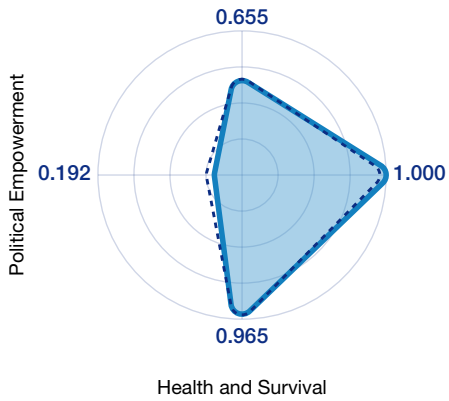
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Malta score    ⋮ average score

Economic Participation and Opportunity



Overview

| Index and Subindex                     | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.703 | 85th  | 0.703 | 84th  |
| Economic Participation and Opportunity | 0.655 | 89th  | 0.656 | 94th  |
| Educational Attainment                 | 1.000 | 1st   | 1.000 | 1st   |
| Health and Survival                    | 0.965 | 106th | 0.965 | 116th |
| Political Empowerment                  | 0.192 | 82nd  | 0.192 | 80th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 89th  | 0.655  | 0 1                            | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 88th  | 0.743  |                                | -18.33     | 53.08          | 71.41  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 64th  | 0.673  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 79th  | 0.630  |                                | -18.16k    | 30.88k         | 49.04k | 0-150k     |
| Legislators, senior officials and managers %   | 93rd  | 0.399  |                                | -42.95     | 28.52          | 71.48  | 0-100      |
| Professional and technical workers %           | 93rd  | 0.827  |                                | -9.48      | 45.26          | 54.74  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.27       | 107.90         | 108.17 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 21.92      | 54.27          | 76.19  | 0-200      |
| <b>Health and Survival</b>                     | 106th | 0.965  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 111th | 0.943  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 114th | 1.015  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 82nd  | 0.192  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 123rd | 0.155  |                                | -73.20     | 13.40          | 86.60  | 0-100      |
| Women in ministerial positions %               | 97th  | 0.176  |                                | -70.00     | 15.00          | 85.00  | 0-100      |
| Years with female/male head of state (last 50) | 17th  | 0.227  |                                | -31.51     | 9.24           | 40.76  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 14.65             |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 39.22             |
| Population sex ratio                                      | female/male                    |        |       | 0.99              |
| Population growth rate                                    | %                              |        |       | 2.21              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 0.26   | 0.26  | 0.52              |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | 11.09             |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | n. a.             |
| Firms with female majority ownership                      | % firms                        |        |       | 5.80              |
| Firms with female top managers                            | % firms                        |        |       | 11.30             |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 4.79              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 0.10   | 0.14  | 0.43              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 2.66   | 3.48  | 3.14              |
| Workers employed part-time                                | % of employed people           | 0.47   | 0.32  | 0.38              |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | 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                           |        |       | 1964              |
| Number of female heads of state to date                   | number                         |        |       | 2.00              |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | n. a.             |
| Party membership quotas, voluntary                        |                                |        |       | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | n. a.             |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 0.50              |
| Mean age of women at birth of first child                 | years                          |        |       | 30.42             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Near-equal rights |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 126.00 | 1.00  | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | 27.85  | 72.15 | 0.39              |
| 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              |
| Vocational training                                       |                                | 9.15   | 11.07 | 10.14             |
| PhD graduates   |                                | 0.38   | 1.02  | 0.71              |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 61.95  | 43.28 | 52.32             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 15.00             |
| Births attended by skilled personnel                      | % live births                  |        |       | 99.70             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 6.00              |
| Total fertility rate                                      | births per woman               |        |       | 1.10              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Unequal rights    |

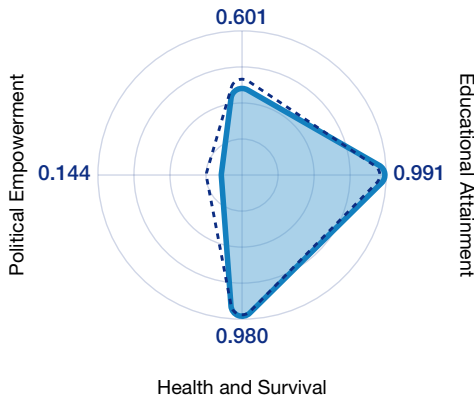
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Mauritius score    ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.679 | 105th | 0.679 | 110th |
| Economic Participation and Opportunity | 0.601 | 111th | 0.600 | 118th |
| Educational Attainment                 | 0.991 | 72nd  | 0.992 | 78th  |
| Health and Survival                    | 0.980 | 1st   | 0.980 | 1st   |
| Political Empowerment                  | 0.144 | 102nd | 0.144 | 105th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 111th | 0.601  | 0   1                          | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 114th | 0.616  |                                | -27.04     | 43.40          | 70.45  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 87th  | 0.619  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 116th | 0.514  |                                | -12.56k    | 13.26k         | 25.82k | 0-150k     |
| Legislators, senior officials and managers %   | 90th  | 0.433  |                                | -39.59     | 30.20          | 69.79  | 0-100      |
| Professional and technical workers %           | 86th  | 0.894  |                                | -5.58      | 47.21          | 52.79  | 0-100      |
| <b>Educational Attainment</b>                  | 72nd  | 0.991  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 96th  | 0.953  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 2.39       | 96.68          | 99.06  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 4.45       | 91.55          | 95.99  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 16.50      | 36.11          | 52.61  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 102nd | 0.144  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 97th  | 0.250  |                                | -60.00     | 20.00          | 80.00  | 0-100      |
| Women in ministerial positions %               | 108th | 0.150  |                                | -73.91     | 13.04          | 86.96  | 0-100      |
| Years with female/male head of state (last 50) | 42nd  | 0.066  |                                | -43.79     | 3.11           | 46.89  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 10.92             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 19.46             |       |       |
| Population sex ratio                                      | female/male                    | 1.03              |       |       |
| Population growth rate                                    | %                              | 0                 |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 0.64              | 0.62  | 1.27  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | 53.50             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.26              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.24              | 0.37  | 0.39  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 10.55             | 4.49  | 6.88  |
| Workers employed part-time                                | % of employed people           | 0.42              | 0.30  | 0.34  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and daughters               |                                | Uneven rights     |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1968              |       |       |
| Number of female heads of state to date                   | number                         | 1.00              |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Restricted rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 7.30              |       |       |
| Mean age of women at birth of first child                 | years                          | 28.14             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Restricted rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 98.00             | 7.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 36.03             | 63.97 | 0.56  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 29.06             | 70.94 | 0.41  |
| Arts & Humanities   |                                | 77.14             | 22.86 | 3.37  |
| Business, Admin. & Law                                    |                                | 59.21             | 40.79 | 1.45  |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | 25.25             | 74.75 | 0.34  |
| Health & Welfare  |                                | 64.63             | 35.37 | 1.83  |
| Information & Comm. Technologies                          |                                | 31.59             | 68.41 | 0.46  |
| Natural Sci., Mathematics & Statistics                    |                                | 66.13             | 33.87 | 1.95  |
| Social Sci., Journalism & Information                     |                                | 73.54             | 26.46 | 2.78  |
| Vocational training                                       |                                | 2.46              | 4.69  | 3.59  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 34.21             | 24.44 | 29.28 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | n. a.             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.80             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 61.00             |       |       |
| Total fertility rate                                      | births per woman               | 1.40              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Near-equal rights |       |       |

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

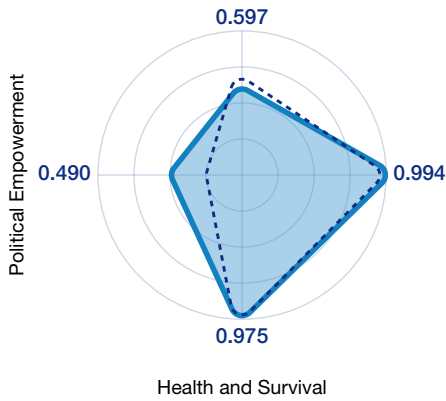
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

■ Mexico score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.764 | 31st  | 0.757 | 34th  |
| Economic Participation and Opportunity | 0.597 | 113th | 0.590 | 122nd |
| Educational Attainment                 | 0.994 | 60th  | 0.997 | 56th  |
| Health and Survival                    | 0.975 | 54th  | 0.975 | 58th  |
| Political Empowerment                  | 0.490 | 15th  | 0.468 | 18th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male  | Min<br>Max |
|--|-------|--------|--------------------------------|------------|-----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 113th | 0.597  | 0   1                          | -          | Min   Max       | -          |
| Labour-force participation rate %              | 123rd | 0.581  |                                | -31.61     | 43.81   75.42   | 0-100      |
| Wage equality for similar work 1-7 (best)      | 124th | 0.497  |                                | -          | -               | -          |
| Estimated earned income int'l \$ 1,000         | 115th | 0.518  |                                | -11.42k    | 12.27k   23.68k | 0-150k     |
| Legislators, senior officials and managers %   | 44th  | 0.625  |                                | -23.06     | 38.47   61.53   | 0-100      |
| Professional and technical workers %           | 72nd  | 0.988  |                                | -0.58      | 49.71   50.29   | 0-100      |
| <b>Educational Attainment</b>                  | 60th  | 0.994  |                                | -          | -               | -          |
| Literacy rate %                                | 74th  | 0.984  |                                | -          | -               | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -               | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 9.62       | 99.92   109.54  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 2.31       | 41.68   44.00   | 0-200      |
| <b>Health and Survival</b>                     | 54th  | 0.975  |                                | -          | -               | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -               | -          |
| Healthy life expectancy** years                | 60th  | 1.046  |                                | -          | -               | -          |
| <b>Political Empowerment</b>                   | 15th  | 0.490  |                                | -          | -               | -          |
| Women in parliament %                          | 1st   | 1.000  |                                | 0          | 50.00   50.00   | 0-100      |
| Women in ministerial positions %               | 20th  | 0.727  |                                | -15.79     | 42.11   57.89   | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0   50.00       | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 1,073.92          |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 17.85             |
| Population sex ratio                                      | female/male                    |        |       | 1.04              |
| Population growth rate                                    | %                              |        |       | 1.06              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 65.86  | 63.07 | 128.93            |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | 9.61              |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 10.60             |
| Firms with female majority ownership                      | % firms                        |        |       | n. a.             |
| Firms with female top managers                            | % firms                        |        |       | n. a.             |
| Share of workers in informal sector                       | % workers                      |        |       | 57.10             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 3.68              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 22.04  | 35.26 | 0.38              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 3.77   | 3.98  | 3.90              |
| Workers employed part-time                                | % of employed people           | 0.37   | 0.21  | 0.27              |
| Proportion of time spent on unpaid domestic and care work | %                              | 8.34   | 3.91  | 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                           |        |       | 1953              |
| Number of female heads of state to date                   | number                         |        |       | 0                 |
| Seats held in upper house                                 | % total seats                  |        |       | 49.20             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | Yes               |
| Party membership quotas, voluntary                        |                                |        |       | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Near-equal rights |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | 0.84              |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 19.00             |
| Mean age of women at birth of first child                 | years                          |        |       | 26.92             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Unequal rights    |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 84.00  | 7.00  | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | n. a.  | n. a. | n. a.             |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 36.78  | 63.22 | 0.58              |
| Arts & Humanities   |                                | 57.99  | 42.01 | 1.38              |
| Business, Admin. & Law                                    |                                | 55.14  | 44.86 | 1.23              |
| Education   |                                | n. a.  | n. a. | n. a.             |
| Engineering, Manuf. & Construction                        |                                | 28.47  | 71.53 | 0.40              |
| Health & Welfare  |                                | n. a.  | n. a. | n. a.             |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a.             |
| Natural Sci., Mathematics & Statistics                    |                                | 51.14  | 48.86 | 1.05              |
| Social Sci., Journalism & Information                     |                                | n. a.  | n. a. | n. a.             |
| Vocational training                                       |                                | 12.58  | 12.76 | 12.67             |
| PhD graduates   |                                | 0.26   | 0.38  | 0.31              |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 29.81  | 25.21 | 27.50             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 14.10             |
| Births attended by skilled personnel                      | % live births                  |        |       | 96.40             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 33.00             |
| Total fertility rate                                      | births per woman               |        |       | 2.10              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Uneven rights     |

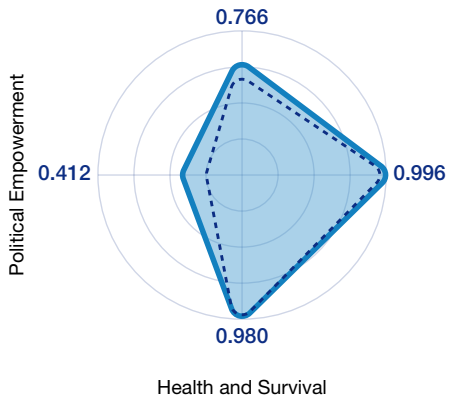
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Moldova score    ⋮ average score

Economic Participation and Opportunity



Overview

| Index and Subindex                            | 2022  |      | 2021  |      |
|---|-------|------|-------|------|
|   | Score | Rank | Score | Rank |
| <b>Global Gender Gap Index</b>                | 0.788 | 16th | 0.768 | 28th |
| <b>Economic Participation and Opportunity</b> | 0.766 | 25th | 0.811 | 10th |
| <b>Educational Attainment</b>                 | 0.996 | 52nd | 0.996 | 63rd |
| <b>Health and Survival</b>                    | 0.980 | 1st  | 0.980 | 1st  |
| <b>Political Empowerment</b>                  | 0.412 | 29th | 0.286 | 48th |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|------|--------|--------------------------------|------------|----------------|--------|------------|
|  |      |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 25th | 0.766  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 75th | 0.771  |                                | -10.05     | 33.88          | 43.93  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 41st | 0.710  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 53rd | 0.684  |                                | -4.67k     | 10.09k         | 14.76k | 0-150k     |
| Legislators, senior officials and managers %   | 23rd | 0.805  |                                | -10.82     | 44.59          | 55.41  | 0-100      |
| Professional and technical workers %           | 1st  | 1.000  |                                | 31.03      | 34.49          | 65.51  | 0-100      |
| <b>Educational Attainment</b>                  | 52nd | 0.996  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 61st | 0.995  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -    | -      |                                | -          | -              | -      | -          |
| Enrolment in secondary education %             | 81st | 0.994  |                                | -0.62      | 108.14         | 108.76 | 0-200      |
| Enrolment in tertiary education %              | 1st  | 1.000  |                                | 18.54      | 48.92          | 67.47  | 0-200      |
| <b>Health and Survival</b>                     | 1st  | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st  | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st  | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 29th | 0.412  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 24th | 0.684  |                                | -18.80     | 40.60          | 59.40  | 0-100      |
| Women in ministerial positions %               | 23rd | 0.667  |                                | -20.00     | 40.00          | 60.00  | 0-100      |
| Years with female/male head of state (last 50) | 38th | 0.081  |                                | -42.50     | 3.75           | 46.25  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |
|---|--------------------------------|-------------------|-------|
| Indicator   | Unit                           | Value             |       |
| GDP   | US\$ billions                  | 11.92             |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 12.32             |       |
| Population sex ratio                                      | female/male                    | 1.09              |       |
| Population growth rate                                    | %                              | -1.68             |       |
| Indicator   | Million people                 | Female            | Male  |
| Total population  |                                | 1.37              | 1.26  |
| Work participation and leadership                         |                                |                   |       |
| Indicator   | Unit                           | Value             |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |
| Firms with female majority ownership                      | % firms                        | 17.60             |       |
| Firms with female top managers                            | % firms                        | 18.60             |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |
| Indicator   | 1-7 (best)                     | Value             |       |
| Advancement of women to leadership roles                  |                                | 5.67              |       |
| Indicator   | 1 Million people               | Female            | Male  |
| Labour-force  |                                | 0.61              | 0.70  |
| Indicator   | Unit                           | Female            | Male  |
| Unemployed adults (15-64)                                 | % of labour force              | 3.66              | 3.81  |
| Workers employed part-time                                | % of employed people           | 0.36              | 0.30  |
| Proportion of time spent on unpaid domestic and care work | %                              | 2.38              | 0.62  |
| Access to finance   |                                |                   |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |
| Access to financial services                              |                                | Equal rights      |       |
| Inheritance rights for widows and daughters               |                                | Equal rights      |       |
| Access to land assets                                     |                                | Equal rights      |       |
| Access to non-land assets                                 |                                | Restricted rights |       |
| Civil and political freedom                               |                                |                   |       |
| Indicator   | Unit                           | Value             |       |
| Year women received right to vote                         | year                           | 1991              |       |
| Number of female heads of state to date                   | number                         | 2.00              |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |
| Indicator   | Yes/No                         | Value             |       |
| Election list quotas for women, national                  |                                | Yes               |       |
| Party membership quotas, voluntary                        |                                | No                |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |
| Access to justice   |                                | Equal rights      |       |
| Freedom of movement                                       |                                | Equal rights      |       |
| Family and care   |                                |                   |       |
| Indicator   | Unit                           | Value             |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |
| Early marriage  | %                              | 11.50             |       |
| Mean age of women at birth of first child                 | years                          | 27.35             |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |
| Right to divorce  |                                | Equal rights      |       |
| Indicator   | Days                           | Female            | Male  |
| Length of parental leave                                  |                                | 126.00            | 14.00 |
| Education and skills                                      |                                |                   |       |
| Graduates   | Attainment %                   | Female            | Male  |
| STEM Graduates  |                                | 30.52             | 69.48 |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 22.80             | 77.20 |
| Arts & Humanities   |                                | 73.06             | 26.94 |
| Business, Admin. & Law                                    |                                | 60.73             | 39.27 |
| Education   |                                | 87.98             | 12.02 |
| Engineering, Manuf. & Construction                        |                                | 29.73             | 70.27 |
| Health & Welfare  |                                | 68.80             | 31.20 |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | 54.80             | 45.20 |
| Social Sci., Journalism & Information                     |                                | 76.31             | 23.69 |
| Vocational training                                       |                                | 13.86             | 16.16 |
| PhD graduates   |                                | 0.16              | 0.17  |
| Graduates   | %                              | Female            | Male  |
| Graduates from tertiary education                         |                                | 59.32             | 39.52 |
| Health  |                                |                   |       |
| Indicator   | Unit                           | Value             |       |
| Prevalence of gender violence in lifetime                 | % women                        | 45.50             |       |
| Births attended by skilled personnel                      | % live births                  | 99.70             |       |
| Maternal mortality  | deaths per 100,000 live births | 19.00             |       |
| Total fertility rate                                      | births per woman               | 1.27              |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |

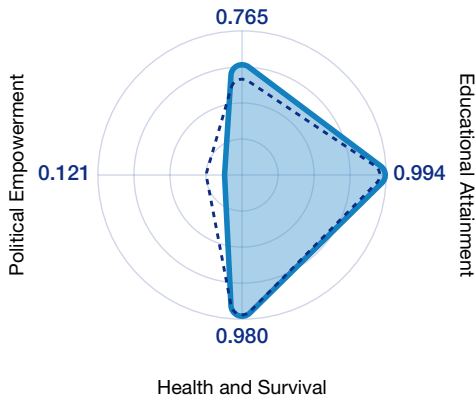
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Mongolia score    ··· average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.715 | 70th  | 0.716 | 69th  |
| Economic Participation and Opportunity | 0.765 | 26th  | 0.769 | 23rd  |
| Educational Attainment                 | 0.994 | 63rd  | 0.993 | 73rd  |
| Health and Survival                    | 0.980 | 1st   | 0.980 | 1st   |
| Political Empowerment                  | 0.121 | 113th | 0.122 | 116th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 26th  | 0.765  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 71st  | 0.774  |                                | -15.08     | 51.50          | 66.57  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 81st  | 0.633  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 64th  | 0.664  |                                | -4.75k     | 9.38k          | 14.14k | 0-150k     |
| Legislators, senior officials and managers %   | 11th  | 0.990  |                                | -0.49      | 49.75          | 50.25  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 29.57      | 35.21          | 64.79  | 0-100      |
| <b>Educational Attainment</b>                  | 63rd  | 0.994  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 99th  | 0.986  |                                | -1.38      | 96.75          | 98.12  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.72       | 91.15          | 91.86  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 26.34      | 55.67          | 82.01  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 113th | 0.121  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 111th | 0.206  |                                | -65.80     | 17.10          | 82.90  | 0-100      |
| Women in ministerial positions %               | 80th  | 0.231  |                                | -62.50     | 18.75          | 81.25  | 0-100      |
| Years with female/male head of state (last 50) | 74th  | 0.000  |                                | -49.96     | 0.02           | 49.98  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 13.31             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 11.72             |       |       |
| Population sex ratio                                      | female/male                    | 1.03              |       |       |
| Population growth rate                                    | %                              | 1.63              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.66              | 1.62  | 3.28  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 32.70             |       |       |
| Firms with female top managers                            | % firms                        | 38.90             |       |       |
| Share of workers in informal sector                       | % workers                      | 43.40             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.78              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.61              | 0.74  | 0.45  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 5.95              | 6.48  | 6.24  |
| Workers employed part-time                                | % of employed people           | 0.15              | 0.12  | 0.14  |
| Proportion of time spent on unpaid domestic and care work | %                              | 4.75              | 1.77  | 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                           | 1944              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 5.30              |       |       |
| Mean age of women at birth of first child                 | years                          | 28.82             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 120.00            | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 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  |
| Vocational training                                       |                                | 4.66              | 7.31  | 5.99  |
| PhD graduates   |                                | 0.20              | 0.21  | 0.20  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 47.88             | 32.78 | 40.29 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 31.20             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.30             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 45.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.87              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

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

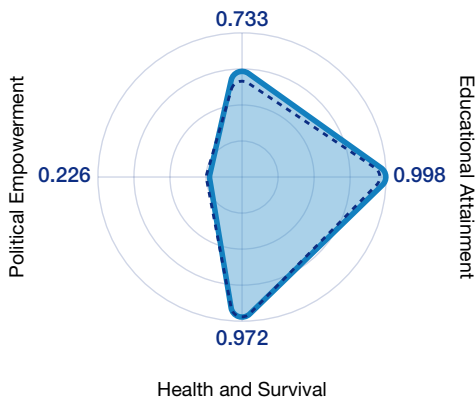
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

Montenegro score    average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.732 | 54th | 0.732 | 48th |
| Economic Participation and Opportunity | 0.733 | 45th | 0.748 | 37th |
| Educational Attainment                 | 0.998 | 43rd | 0.998 | 50th |
| Health and Survival                    | 0.972 | 72nd | 0.970 | 84th |
| Political Empowerment                  | 0.226 | 64th | 0.212 | 70th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 45th  | 0.733  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 74th  | 0.771  |                                | -14.19     | 47.82          | 62.01  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 28th  | 0.739  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 37th  | 0.719  |                                | -5.97k     | 15.30k         | 21.27k | 0-150k     |
| Legislators, senior officials and managers %   | 82nd  | 0.473  |                                | -35.76     | 32.12          | 67.88  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 13.81      | 43.09          | 56.91  | 0-100      |
| <b>Educational Attainment</b>                  | 43rd  | 0.998  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 72nd  | 0.988  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.15       | 97.15          | 97.30  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.80       | 89.54          | 91.34  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 17.00      | 47.37          | 64.37  | 0-200      |
| <b>Health and Survival</b>                     | 72nd  | 0.972  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 136th | 0.935  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 50th  | 1.054  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 64th  | 0.226  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 68th  | 0.374  |                                | -45.60     | 27.20          | 72.80  | 0-100      |
| Women in ministerial positions %               | 48th  | 0.444  |                                | -38.46     | 30.77          | 69.23  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 4.77              |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 18.26             |
| Population sex ratio                                      | female/male                    |        |       | 1.02              |
| Population growth rate                                    | %                              |        |       | -0.12             |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 0.31   | 0.31  | 0.62              |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | n. a.             |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | n. a.             |
| Firms with female majority ownership                      | % firms                        |        |       | 14.80             |
| Firms with female top managers                            | % firms                        |        |       | 15.00             |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 4.67              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 0.13   | 0.16  | 0.45              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 17.57  | 15.93 | 16.67             |
| Workers employed part-time                                | % of employed people           | 0.09   | 0.09  | 0.09              |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | Equal rights      |
| Inheritance rights for widows and daughters               |                                |        |       | Near-equal rights |
| Access to land assets                                     |                                |        |       | Near-equal rights |
| Access to non-land assets                                 |                                |        |       | Near-equal rights |
| Civil and political freedom                               |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Year women received right to vote                         | year                           |        |       | 2006              |
| Number of female heads of state to date                   | number                         |        |       | 0                 |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | Yes               |
| Party membership quotas, voluntary                        |                                |        |       | No                |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | n. a.             |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 2.40              |
| Mean age of women at birth of first child                 | years                          |        |       | 29.76             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Equal rights      |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 98.00  | 0     | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | n. a.  | n. a. | n. a.             |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.  | n. a. | n. a.             |
| Arts & Humanities   |                                | n. a.  | n. a. | n. a.             |
| Business, Admin. & Law                                    |                                | n. a.  | n. a. | n. a.             |
| Education   |                                | n. a.  | n. a. | n. a.             |
| Engineering, Manuf. & Construction                        |                                | n. a.  | n. a. | n. a.             |
| Health & Welfare  |                                | n. a.  | n. a. | n. a.             |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a.             |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.  | n. a. | n. a.             |
| Social Sci., Journalism & Information                     |                                | n. a.  | n. a. | n. a.             |
| Vocational training                                       |                                | 21.99  | 24.46 | 23.28             |
| PhD graduates   |                                | n. a.  | n. a. | n. a.             |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 42.30  | 29.80 | 35.80             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | n. a.             |
| Births attended by skilled personnel                      | % live births                  |        |       | 98.80             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 6.00              |
| Total fertility rate                                      | births per woman               |        |       | 1.75              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Equal rights      |

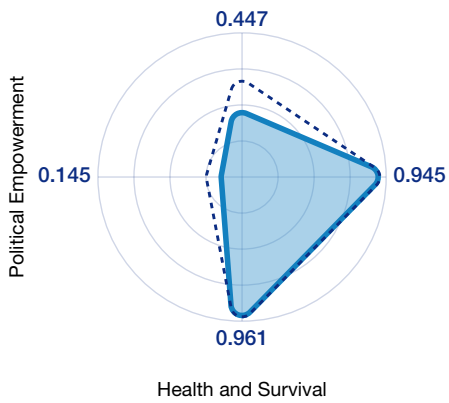
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Morocco score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.624 | 136th | 0.612 | 144th |
| Economic Participation and Opportunity | 0.447 | 139th | 0.407 | 148th |
| Educational Attainment                 | 0.945 | 114th | 0.956 | 116th |
| Health and Survival                    | 0.961 | 131st | 0.961 | 139th |
| Political Empowerment                  | 0.145 | 99th  | 0.126 | 113th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 139th | 0.447  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 138th | 0.334  |                                | -43.94     | 22.01          | 65.95  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 72nd  | 0.656  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 138th | 0.256  |                                | -8.30k     | 2.86k          | 11.17k | 0-150k     |
| Legislators, senior officials and managers %   | -     | -      | -                              | -          | -              | -      | -          |
| Professional and technical workers %           | -     | -      | -                              | -          | -              | -      | -          |
| <b>Educational Attainment</b>                  | 114th | 0.945  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 123rd | 0.775  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 81st  | 0.997  |                                | -0.31      | 97.44          | 97.75  | 0-100      |
| Enrolment in secondary education %             | 110th | 0.951  |                                | -4.16      | 80.32          | 84.48  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 2.13       | 39.58          | 41.71  | 0-200      |
| <b>Health and Survival</b>                     | 131st | 0.961  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 111th | 0.943  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 139th | 1.000  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 99th  | 0.145  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 82nd  | 0.318  |                                | -51.80     | 24.10          | 75.90  | 0-100      |
| Women in ministerial positions %               | 92nd  | 0.188  |                                | -68.42     | 15.79          | 84.21  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 114.73            |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 6.99              |       |       |
| Population sex ratio                                      | female/male                    | 1.02              |       |       |
| Population growth rate                                    | %                              | 1.20              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 18.59             | 18.32 | 36.91 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 2.60              |       |       |
| Firms with female top managers                            | % firms                        | 5.40              |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.27              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 3.08              | 8.88  | 0.26  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 13.20             | 10.48 | 11.19 |
| Workers employed part-time                                | % of employed people           | 0.47              | 0.12  | 0.21  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Unequal rights    |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1962              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 12.50             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Near-equal rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 11.30             |       |       |
| Mean age of women at birth of first child                 | years                          | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Restricted rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 98.00             | 3.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 45.32             | 54.68 | 0.83  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | 49.55             | 50.45 | 0.98  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | 34.76             | 65.24 | 0.53  |
| Engineering, Manuf. & Construction                        |                                | 42.20             | 57.80 | 0.73  |
| Health & Welfare  |                                | 72.28             | 27.72 | 2.61  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | 48.66             | 51.34 | 0.95  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 6.51              | 8.55  | 7.55  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 20.08             | 17.37 | 18.70 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 30.00             |       |       |
| Births attended by skilled personnel                      | % live births                  | 86.60             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 70.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.38              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

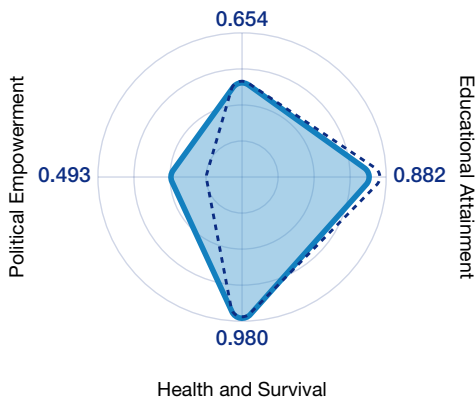
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Mozambique score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.752 | 34th  | 0.758 | 32nd  |
| Economic Participation and Opportunity | 0.654 | 90th  | 0.655 | 95th  |
| Educational Attainment                 | 0.882 | 130th | 0.904 | 130th |
| Health and Survival                    | 0.980 | 1st   | 0.980 | 1st   |
| Political Empowerment                  | 0.493 | 14th  | 0.494 | 13th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 90th  | 0.654  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 5th   | 0.984  |                                | -1.27      | 77.66          | 78.93  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 116th | 0.560  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 22nd  | 0.774  |                                | -314.73    | 1.08k          | 1.39k  | 0-150k     |
| Legislators, senior officials and managers %   | 108th | 0.322  |                                | -51.34     | 24.33          | 75.67  | 0-100      |
| Professional and technical workers %           | 113th | 0.539  |                                | -29.99     | 35.00          | 65.00  | 0-100      |
| <b>Educational Attainment</b>                  | 130th | 0.882  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 129th | 0.693  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 105th | 0.973  |                                | -2.64      | 96.28          | 98.91  | 0-100      |
| Enrolment in secondary education %             | 122nd | 0.894  |                                | -3.95      | 33.45          | 37.39  | 0-200      |
| Enrolment in tertiary education %              | 115th | 0.806  |                                | -1.57      | 6.53           | 8.11   | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 14th  | 0.493  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 18th  | 0.736  |                                | -15.20     | 42.40          | 57.60  | 0-100      |
| Women in ministerial positions %               | 15th  | 0.833  |                                | -9.09      | 45.45          | 54.55  | 0-100      |
| Years with female/male head of state (last 50) | 23rd  | 0.134  |                                | -38.16     | 5.92           | 44.08  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 14.02             |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 1.23              |
| Population sex ratio                                      | female/male                    |        |       | 1.06              |
| Population growth rate                                    | %                              |        |       | 2.89              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 16.07  | 15.19 | 31.26             |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | n. a.             |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | n. a.             |
| Firms with female majority ownership                      | % firms                        |        |       | 17.40             |
| Firms with female top managers                            | % firms                        |        |       | 15.60             |
| Share of workers in informal sector                       | % workers                      |        |       | 95.70             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 3.84              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 7.38   | 6.77  | 0.52              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 4.16   | 3.44  | 3.81              |
| Workers employed part-time                                | % of employed people           | 0.58   | 0.44  | 0.51              |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | Equal rights      |
| Inheritance rights for widows and daughters               |                                |        |       | Near-equal rights |
| Access to land assets                                     |                                |        |       | Near-equal rights |
| Access to non-land assets                                 |                                |        |       | Equal rights      |
| Civil and political freedom                               |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Year women received right to vote                         | year                           |        |       | 1975              |
| Number of female heads of state to date                   | number                         |        |       | 1.00              |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | No                |
| Party membership quotas, voluntary                        |                                |        |       | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | n. a.             |
| Unmet family planning                                     | % women 15-49                  |        |       | 23.10             |
| Early marriage  | %                              |        |       | 41.00             |
| Mean age of women at birth of first child                 | years                          |        |       | 28.60             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Equal rights      |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 60.00  | 1.00  | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | 29.26  | 70.74 | 0.41              |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 35.39  | 64.61 | 0.55              |
| Arts & Humanities   |                                | 51.01  | 48.99 | 1.04              |
| Business, Admin. & Law                                    |                                | 55.14  | 44.86 | 1.23              |
| Education   |                                | 42.52  | 57.48 | 0.74              |
| Engineering, Manuf. & Construction                        |                                | n. a.  | n. a. | n. a.             |
| Health & Welfare  |                                | 75.17  | 24.83 | 3.03              |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a.             |
| Natural Sci., Mathematics & Statistics                    |                                | 45.30  | 54.70 | 0.83              |
| Social Sci., Journalism & Information                     |                                | n. a.  | n. a. | n. a.             |
| Vocational training                                       |                                | 0.46   | 0.91  | 0.68              |
| PhD graduates   |                                | 0.02   | 0.06  | 0.04              |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 4.05   | 4.00  | 4.03              |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 21.70             |
| Births attended by skilled personnel                      | % live births                  |        |       | 73.00             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 289.00            |
| Total fertility rate                                      | births per woman               |        |       | 4.78              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Equal rights      |

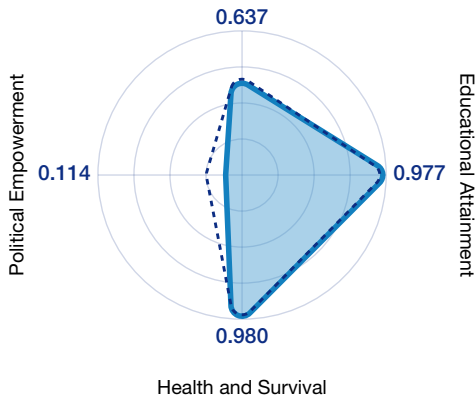
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Myanmar score    ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.677 | 106th | 0.681 | 109th |
| Economic Participation and Opportunity | 0.637 | 101st | 0.657 | 93rd  |
| Educational Attainment                 | 0.977 | 96th  | 0.975 | 102nd |
| Health and Survival                    | 0.980 | 1st   | 0.980 | 1st   |
| Political Empowerment                  | 0.114 | 118th | 0.113 | 120th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 101st | 0.637  | 0 - 1                          | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 122nd | 0.586  |                                | -28.97     | 40.99          | 69.96  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 110th | 0.538  |                                | -2.95k     | 3.44k          | 6.39k  | 0-150k     |
| Legislators, senior officials and managers %   | 58th  | 0.556  |                                | -28.56     | 35.72          | 64.28  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 15.60      | 42.20          | 57.80  | 0-100      |
| <b>Educational Attainment</b>                  | 96th  | 0.977  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 99th  | 0.934  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -      | -                              | -          | -              | -      | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 5.70       | 65.60          | 71.30  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 6.35       | 15.63          | 21.98  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 118th | 0.114  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 114th | 0.181  |                                | -69.40     | 15.30          | 84.70  | 0-100      |
| Women in ministerial positions %               | 136th | 0.042  |                                | -92.00     | 4.00           | 96.00  | 0-100      |
| Years with female/male head of state (last 50) | 30th  | 0.107  |                                | -40.35     | 4.83           | 45.17  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 79.85             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 4.86              |       |       |
| Population sex ratio                                      | female/male                    | 1.08              |       |       |
| Population growth rate                                    | %                              | 0.67              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 28.19             | 26.22 | 54.41 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 33.50             |       |       |
| Firms with female top managers                            | % firms                        | 41.10             |       |       |
| Share of workers in informal sector                       | % workers                      | 81.00             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.45              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 8.84              | 13.63 | 0.39  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 2.65              | 2.08  | 2.31  |
| Workers employed part-time                                | % of employed people           | 0.17              | 0.13  | 0.15  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |       |
| Access to land assets                                     |                                | Uneven rights     |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1948              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 14.40             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Restricted rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 16.20             |       |       |
| Early marriage  | %                              | 12.90             |       |       |
| Mean age of women at birth of first child                 | years                          | 29.62             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Restricted rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 98.00             | 21.00 | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 60.76             | 39.24 | 1.55  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | 68.95             | 31.05 | 2.22  |
| Business, Admin. & Law                                    |                                | 70.80             | 29.20 | 2.42  |
| Education   |                                | 75.78             | 24.22 | 3.13  |
| Engineering, Manuf. & Construction                        |                                | 42.34             | 57.66 | 0.73  |
| Health & Welfare  |                                | 57.17             | 42.83 | 1.33  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | 66.38             | 33.62 | 1.97  |
| Social Sci., Journalism & Information                     |                                | 50.98             | 49.02 | 1.04  |
| Vocational training                                       |                                | 0.26              | 0.39  | 0.32  |
| PhD graduates   |                                | 0.05              | 0.04  | 0.05  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 33.00             |       |       |
| Births attended by skilled personnel                      | % live births                  | 60.20             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 250.00            |       |       |
| Total fertility rate                                      | births per woman               | 2.14              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

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

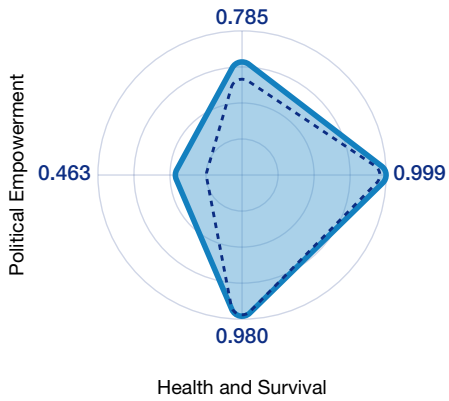
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

Namibia score     average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.807 | 8th  | 0.809 | 6th  |
| Economic Participation and Opportunity | 0.785 | 20th | 0.794 | 19th |
| Educational Attainment                 | 0.999 | 30th | 1.000 | 34th |
| Health and Survival                    | 0.980 | 1st  | 0.980 | 1st  |
| Political Empowerment                  | 0.463 | 19th | 0.463 | 19th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|------|--------|--------------------------------|------------|----------------|--------|------------|
|  |      |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 20th | 0.785  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 26th | 0.877  |                                | -7.65      | 54.53          | 62.18  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 83rd | 0.625  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 14th | 0.816  |                                | -1.79k     | 7.94k          | 9.73k  | 0-150k     |
| Legislators, senior officials and managers %   | 24th | 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      |
| <b>Educational Attainment</b>                  | 30th | 0.999  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 58th | 0.998  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st  | 1.000  |                                | 2.45       | 95.12          | 97.57  | 0-100      |
| Enrolment in secondary education %             | -    | -      | -                              | -          | -              | -      | -          |
| Enrolment in tertiary education %              | 1st  | 1.000  |                                | 15.70      | 16.15          | 31.85  | 0-200      |
| <b>Health and Survival</b>                     | 1st  | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st  | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st  | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 19th | 0.463  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 14th | 0.792  |                                | -11.60     | 44.20          | 55.80  | 0-100      |
| Women in ministerial positions %               | 28th | 0.643  |                                | -21.74     | 39.13          | 60.87  | 0-100      |
| Years with female/male head of state (last 50) | 24th | 0.132  |                                | -38.35     | 5.83           | 44.17  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 10.62             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 8.81              |       |       |
| Population sex ratio                                      | female/male                    | 1.06              |       |       |
| Population growth rate                                    | %                              | 1.84              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.31              | 1.23  | 2.54  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 25.60             |       |       |
| Firms with female top managers                            | % firms                        | 27.40             |       |       |
| Share of workers in informal sector                       | % workers                      | 55.80             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.53              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.47              | 0.48  | 0.49  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 20.00             | 22.09 | 21.06 |
| Workers employed part-time                                | % of employed people           | 0.31              | 0.20  | 0.26  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | 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                           | 1990              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 14.30             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | No                |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Restricted rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 17.50             |       |       |
| Early marriage  | %                              | 5.90              |       |       |
| Mean age of women at birth of first child                 | years                          | 29.01             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 84.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 42.50             | 57.50 | 0.74  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 53.07             | 46.93 | 1.13  |
| Arts & Humanities   |                                | 62.31             | 37.69 | 1.65  |
| Business, Admin. & Law                                    |                                | 66.01             | 33.99 | 1.94  |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | 33.92             | 66.08 | 0.51  |
| Health & Welfare  |                                | 79.51             | 20.49 | 3.88  |
| Information & Comm. Technologies                          |                                | 38.16             | 61.84 | 0.62  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | 71.37             | 28.63 | 2.49  |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 17.24             | 9.20  | 13.28 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 25.00             |       |       |
| Births attended by skilled personnel                      | % live births                  | 88.20             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 195.00            |       |       |
| Total fertility rate                                      | births per woman               | 3.34              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Near-equal rights |       |       |

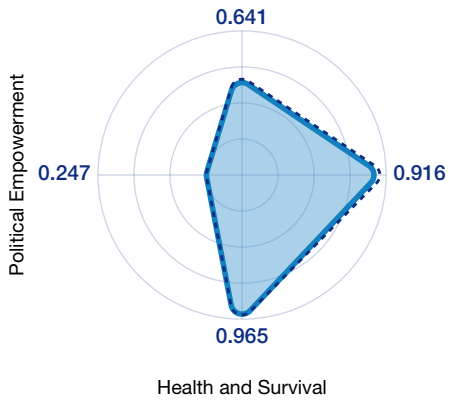
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Nepal score    ⋮ average score

Economic Participation and Opportunity



Overview

| Index and Subindex                            | 2022  |       | 2021  |       |
|---|-------|-------|-------|-------|
|   | Score | Rank  | Score | Rank  |
| <b>Global Gender Gap Index</b>                | 0.692 | 96th  | 0.683 | 106th |
| <b>Economic Participation and Opportunity</b> | 0.641 | 98th  | 0.630 | 107th |
| <b>Educational Attainment</b>                 | 0.916 | 125th | 0.895 | 134th |
| <b>Health and Survival</b>                    | 0.965 | 109th | 0.965 | 113th |
| <b>Political Empowerment</b>                  | 0.247 | 58th  | 0.241 | 61st  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 98th  | 0.641  | 0-1                            | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 6th   | 0.974  |                                | -2.08      | 78.69          | 80.77  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 93rd  | 0.614  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 31st  | 0.733  |                                | -1.19k     | 3.25k          | 4.44k  | 0-150k     |
| Legislators, senior officials and managers %   | 131st | 0.152  |                                | -73.67     | 13.17          | 86.83  | 0-100      |
| Professional and technical workers %           | 106th | 0.599  |                                | -25.08     | 37.46          | 62.54  | 0-100      |
| <b>Educational Attainment</b>                  | 125th | 0.916  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 125th | 0.760  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.74       | 84.16          | 86.90  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 0.60       | 13.15          | 13.75  | 0-200      |
| <b>Health and Survival</b>                     | 109th | 0.965  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 131st | 0.939  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 93rd  | 1.024  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 58th  | 0.247  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 45th  | 0.506  |                                | -32.80     | 33.60          | 66.40  | 0-100      |
| Women in ministerial positions %               | 105th | 0.158  |                                | -72.73     | 13.64          | 86.36  | 0-100      |
| Years with female/male head of state (last 50) | 28th  | 0.117  |                                | -39.56     | 5.22           | 44.78  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           |                   |       | Value  |
| GDP   | US\$ billions                  |                   |       | 33.66  |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 3.80   |
| Population sex ratio                                      | female/male                    |                   |       | 1.18   |
| Population growth rate                                    | %                              |                   |       | 1.83   |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 15.79             | 13.35 | 29.14  |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |                   |       | 11.70  |
| Firms with female top managers                            | % firms                        |                   |       | 17.20  |
| Share of workers in informal sector                       | % workers                      |                   |       | 81.60  |
| Indicator   | 1-7 (best)                     |                   |       | Value  |
| Advancement of women to leadership roles                  |                                |                   |       | 3.95   |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 9.35              | 7.64  | 0.55   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 5.07              | 5.33  | 5.19   |
| Workers employed part-time                                | % of employed people           | 0.40              | 0.23  | 0.30   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to financial services                              |                                | Near-equal rights |       |        |
| Inheritance rights for widows and 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                         |                   |       | 1.00   |
| Seats held in upper house                                 | % total seats                  |                   |       | 37.30  |
| Indicator   | Yes/No                         |                   |       | Value  |
| Election list quotas for women, national                  |                                | Yes               |       |        |
| Party membership quotas, voluntary                        |                                | No                |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to justice   |                                | Near-equal rights |       |        |
| Freedom of movement                                       |                                | Equal rights      |       |        |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |                   |       | 23.70  |
| Early marriage  | %                              |                   |       | 24.50  |
| Mean age of women at birth of first child                 | years                          |                   |       | 25.24  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Right to divorce  |                                | Unequal rights    |       |        |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 98.00             | 21.00 | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 33.33             | 66.67 | 0.50   |
| Arts & Humanities   |                                | 46.33             | 53.67 | 0.86   |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a.  |
| Education   |                                | n. a.             | n. a. | n. a.  |
| Engineering, Manuf. & Construction                        |                                | 13.95             | 86.05 | 0.16   |
| Health & Welfare  |                                | 56.98             | 43.02 | 1.32   |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a.  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a.  |
| Vocational training                                       |                                | n. a.             | n. a. | n. a.  |
| PhD graduates   |                                | n. a.             | n. a. | n. a.  |
| Graduates   | %                              | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | 9.13   |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 25.00  |
| Births attended by skilled personnel                      | % live births                  |                   |       | 58.00  |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 186.00 |
| Total fertility rate                                      | births per woman               |                   |       | 1.88   |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Reproductive autonomy                                     |                                | Equal rights      |       |        |

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

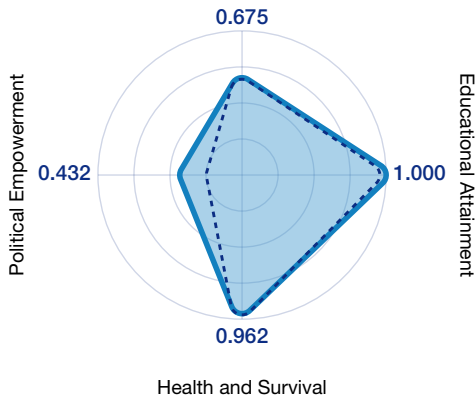
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

■ Netherlands score    ⋮ average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.767 | 28th  | 0.762 | 31st  |
| Economic Participation and Opportunity | 0.675 | 79th  | 0.713 | 57th  |
| Educational Attainment                 | 1.000 | 1st   | 1.000 | 1st   |
| Health and Survival                    | 0.962 | 127th | 0.962 | 135th |
| Political Empowerment                  | 0.432 | 23rd  | 0.375 | 31st  |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 79th  | 0.675  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 28th  | 0.876  |                                | -8.87      | 62.44          | 71.32  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 69th  | 0.660  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 104th | 0.556  |                                | -31.02k    | 38.86k         | 69.88k | 0-150k     |
| Legislators, senior officials and managers %   | 101st | 0.356  |                                | -47.53     | 26.24          | 73.76  | 0-100      |
| Professional and technical workers %           | 70th  | 0.993  |                                | -0.37      | 49.81          | 50.19  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.86       | 98.61          | 99.47  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.54       | 133.61         | 135.15 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 11.26      | 81.60          | 92.86  | 0-200      |
| <b>Health and Survival</b>                     | 127th | 0.962  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 134th | 1.002  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 23rd  | 0.432  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 23rd  | 0.686  |                                | -18.60     | 40.70          | 59.30  | 0-100      |
| Women in ministerial positions %               | 13th  | 0.889  |                                | -5.88      | 47.06          | 52.94  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 913.87            |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 54.33             |
| Population sex ratio                                      | female/male                    |        |       | 1.01              |
| Population growth rate                                    | %                              |        |       | 0.56              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 8.75   | 8.69  | 17.44             |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | 27.44             |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 38.10             |
| Firms with female majority ownership                      | % firms                        |        |       | 5.00              |
| Firms with female top managers                            | % firms                        |        |       | 13.70             |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 5.10              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 4.57   | 5.13  | 0.47              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 3.52   | 3.46  | 3.49              |
| Workers employed part-time                                | % of employed people           | 0.76   | 0.41  | 0.58              |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | 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                           |        |       | 1922              |
| Number of female heads of state to date                   | number                         |        |       | 0                 |
| Seats held in upper house                                 | % total seats                  |        |       | 32.00             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | No                |
| Party membership quotas, voluntary                        |                                |        |       | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | 1.84              |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 0.10              |
| Mean age of women at birth of first child                 | years                          |        |       | 30.94             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Near-equal rights |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 112.00 | 42.00 | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | n. a.  | n. a. | n. a.             |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.  | n. a. | n. a.             |
| Arts & Humanities   |                                | 54.42  | 45.58 | 1.19              |
| Business, Admin. & Law                                    |                                | 47.34  | 52.66 | 0.90              |
| Education   |                                | n. a.  | n. a. | n. a.             |
| Engineering, Manuf. & Construction                        |                                | 23.06  | 76.94 | 0.30              |
| Health & Welfare  |                                | n. a.  | n. a. | n. a.             |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a.             |
| Natural Sci., Mathematics & Statistics                    |                                | 43.75  | 56.25 | 0.78              |
| Social Sci., Journalism & Information                     |                                | 68.17  | 31.83 | 2.14              |
| Vocational training                                       |                                | 22.40  | 24.22 | 23.33             |
| PhD graduates   |                                | 0.56   | 0.86  | 0.71              |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 59.12  | 44.34 | 51.56             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 25.00             |
| Births attended by skilled personnel                      | % live births                  |        |       | n. a.             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 5.00              |
| Total fertility rate                                      | births per woman               |        |       | 1.57              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Equal rights      |

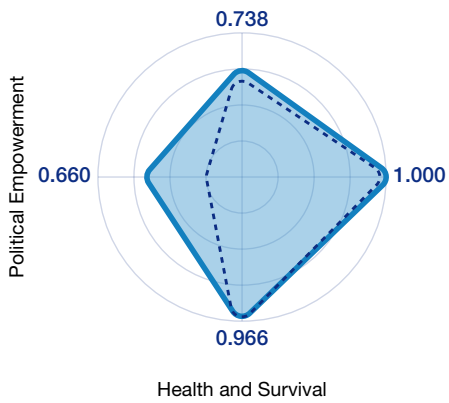
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ New Zealand score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.841 | 4th   | 0.840 | 4th   |
| Economic Participation and Opportunity | 0.738 | 39th  | 0.763 | 27th  |
| Educational Attainment                 | 1.000 | 1st   | 1.000 | 1st   |
| Health and Survival                    | 0.966 | 100th | 0.966 | 106th |
| Political Empowerment                  | 0.660 | 4th   | 0.630 | 4th   |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 39th  | 0.738  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 40th  | 0.864  |                                | -10.25     | 65.08          | 75.33  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 32nd  | 0.733  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 78th  | 0.633  |                                | -19.32k    | 33.28k         | 52.60k | 0-150k     |
| Legislators, senior officials and managers %   | -     | -      | -                              | -          | -              | -      | -          |
| Professional and technical workers %           | -     | -      | -                              | -          | -              | -      | -          |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.75       | 98.68          | 99.43  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 6.58       | 119.93         | 126.51 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 33.66      | 63.89          | 97.56  | 0-200      |
| <b>Health and Survival</b>                     | 100th | 0.966  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 109th | 1.017  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 4th   | 0.660  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 5th   | 0.969  |                                | -1.60      | 49.20          | 50.80  | 0-100      |
| Women in ministerial positions %               | 23rd  | 0.667  |                                | -20.00     | 40.00          | 60.00  | 0-100      |
| Years with female/male head of state (last 50) | 7th   | 0.441  |                                | -19.39     | 15.30          | 34.70  | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 210.7             |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 42.77             |
| Population sex ratio                                      | female/male                    |        |       | 1.03              |
| Population growth rate                                    | %                              |        |       | 2.09              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 2.59   | 2.50  | 5.08              |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | 4.58              |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 43.50             |
| Firms with female majority ownership                      | % firms                        |        |       | n. a.             |
| Firms with female top managers                            | % firms                        |        |       | n. a.             |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 5.66              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 1.31   | 1.44  | 0.48              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 3.93   | 3.91  | 3.92              |
| Workers employed part-time                                | % of employed people           | 0.51   | 0.28  | 0.39              |
| 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                           |        |       | 1893              |
| Number of female heads of state to date                   | number                         |        |       | 3.00              |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | n. a.             |
| Party membership quotas, voluntary                        |                                |        |       | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | 2.78              |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 0.80              |
| Mean age of women at birth of first child                 | years                          |        |       | 30.09             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Equal rights      |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 0      | 0     | 182.00            |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | 34.96  | 65.04 | 0.54              |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.  | n. a. | n. a.             |
| Arts & Humanities   |                                | 60.24  | 39.76 | 1.51              |
| Business, Admin. & Law                                    |                                | 54.12  | 45.88 | 1.18              |
| Education   |                                | n. a.  | n. a. | n. a.             |
| Engineering, Manuf. & Construction                        |                                | n. a.  | n. a. | n. a.             |
| Health & Welfare  |                                | 79.92  | 20.08 | 3.98              |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a.             |
| Natural Sci., Mathematics & Statistics                    |                                | 55.67  | 44.33 | 1.26              |
| Social Sci., Journalism & Information                     |                                | n. a.  | n. a. | n. a.             |
| Vocational training                                       |                                | 11.44  | 18.46 | 15.03             |
| PhD graduates   |                                | 0.95   | 1.30  | 1.12              |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 67.22  | 44.87 | 55.74             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 35.00             |
| Births attended by skilled personnel                      | % live births                  |        |       | 96.60             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 9.00              |
| Total fertility rate                                      | births per woman               |        |       | 1.72              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Near-equal rights |

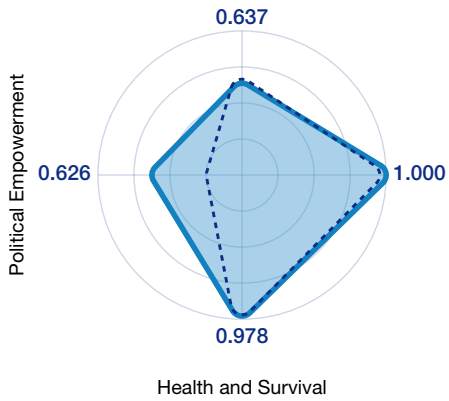
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Nicaragua score    ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.810 | 7th   | 0.796 | 12th  |
| Economic Participation and Opportunity | 0.637 | 100th | 0.598 | 120th |
| Educational Attainment                 | 1.000 | 1st   | 1.000 | 1st   |
| Health and Survival                    | 0.978 | 36th  | 0.978 | 39th  |
| Political Empowerment                  | 0.626 | 5th   | 0.606 | 5th   |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 100th | 0.637  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 124th | 0.576  |                                | -34.50     | 46.80          | 81.30  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 120th | 0.547  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 56th  | 0.682  |                                | -2.00k     | 4.29k          | 6.30k  | 0-150k     |
| Legislators, senior officials and managers %   | 64th  | 0.543  |                                | -29.59     | 35.21          | 64.79  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 8.70       | 45.65          | 54.35  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in secondary education %             | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 5.52       | 16.89          | 22.41  | 0-200      |
| <b>Health and Survival</b>                     | 36th  | 0.978  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 45th  | 1.056  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 5th   | 0.626  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 1st   | 1.000  |                                | 1.20       | 49.40          | 50.60  | 0-100      |
| Women in ministerial positions %               | 1st   | 1.000  |                                | 17.65      | 41.18          | 58.82  | 0-100      |
| Years with female/male head of state (last 50) | 20th  | 0.155  |                                | -36.56     | 6.72           | 43.28  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           |                   |       | Value |
| GDP   | US\$ billions                  |                   |       | 12.62 |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 5.28  |
| Population sex ratio                                      | female/male                    |                   |       | 1.03  |
| Population growth rate                                    | %                              |                   |       | 1.20  |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 3.36              | 3.26  | 6.62  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a. |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a. |
| Firms with female majority ownership                      | % firms                        |                   |       | 26.80 |
| Firms with female top managers                            | % firms                        |                   |       | 27.00 |
| Share of workers in informal sector                       | % workers                      |                   |       | 81.80 |
| Indicator   | 1-7 (best)                     |                   |       | Value |
| Advancement of women to leadership roles                  |                                |                   |       | 4.16  |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 1.15              | 1.87  | 0.38  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 5.93              | 5.61  | 5.73  |
| Workers employed part-time                                | % of employed people           | 0.51              | 0.27  | 0.38  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Access to financial services                              |                                | Near-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                           |                   |       | 1957  |
| Number of female heads of state to date                   | number                         |                   |       | 1.00  |
| Seats held in upper house                                 | % total seats                  |                   |       | n. a. |
| Indicator   | Yes/No                         |                   |       | Value |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Access to justice   |                                | Equal rights      |       | ◆     |
| Freedom of movement                                       |                                | Equal rights      |       | ◆     |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a. |
| Unmet family planning                                     | % women 15-49                  |                   |       | 16.00 |
| Early marriage  | %                              |                   |       | 30.40 |
| Mean age of women at birth of first child                 | years                          |                   |       | 26.94 |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Right to divorce  |                                | Equal rights      |       | ◆     |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 84.00             | 7.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 22.50 |
| Births attended by skilled personnel                      | % live births                  |                   |       | 96.00 |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 98.00 |
| Total fertility rate                                      | births per woman               |                   |       | 2.38  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Reproductive autonomy                                     |                                | Unequal rights    |       | ◆     |

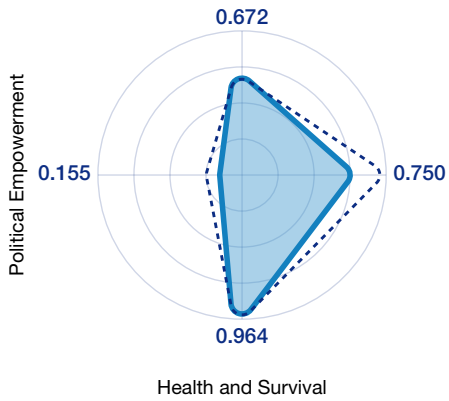
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Niger score    ▤ average score

Economic Participation and Opportunity



Overview

| Index and Subindex                     | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.635 | 128th | 0.629 | 138th |
| Economic Participation and Opportunity | 0.672 | 82nd  | 0.673 | 82nd  |
| Educational Attainment                 | 0.750 | 141st | 0.726 | 151st |
| Health and Survival                    | 0.964 | 115th | 0.964 | 124th |
| Political Empowerment                  | 0.155 | 96th  | 0.155 | 97th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 82nd  | 0.672  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 91st  | 0.733  |                                | -22.54     | 61.73          | 84.27  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 102nd | 0.561  |                                | -686.25    | 876.11         | 1.56k  | 0-150k     |
| Legislators, senior officials and managers %   | 13th  | 0.973  |                                | -1.38      | 49.31          | 50.69  | 0-100      |
| Professional and technical workers %           | 126th | 0.406  |                                | -42.27     | 28.87          | 71.13  | 0-100      |
| <b>Educational Attainment</b>                  | 141st | 0.750  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 137th | 0.611  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 112th | 0.878  |                                | -7.64      | 55.09          | 62.73  | 0-100      |
| Enrolment in secondary education %             | 131st | 0.748  |                                | -6.98      | 20.70          | 27.68  | 0-200      |
| Enrolment in tertiary education %              | 133rd | 0.481  |                                | -3.04      | 2.82           | 5.87   | 0-200      |
| <b>Health and Survival</b>                     | 115th | 0.964  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 122nd | 1.010  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 96th  | 0.155  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 76th  | 0.350  |                                | -48.20     | 25.90          | 74.10  | 0-100      |
| Women in ministerial positions %               | 92nd  | 0.188  |                                | -68.42     | 15.79          | 84.21  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                     |       |       |
|---|--------------------------------|---------------------|-------|-------|
| Indicator   | Unit                           | Value               |       |       |
| GDP   | US\$ billions                  | 13.74               |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 1.22                |       |       |
| Population sex ratio                                      | female/male                    | 0.99                |       |       |
| Population growth rate                                    | %                              | 3.77                |       |       |
| Indicator   | Million people                 | Female              | Male  | Value |
| Total population  |                                | 12.04               | 12.17 | 24.21 |
| Work participation and leadership                         |                                |                     |       |       |
| Indicator   | Unit                           | Value               |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.               |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.               |       |       |
| Firms with female majority ownership                      | % firms                        | 8.90                |       |       |
| Firms with female top managers                            | % firms                        | 10.60               |       |       |
| Share of workers in informal sector                       | % workers                      | 73.60               |       |       |
| Indicator   | 1-7 (best)                     | Value               |       |       |
| Advancement of women to leadership roles                  |                                | n. a.               |       |       |
| Indicator   | 1 Million people               | Female              | Male  | Value |
| Labour-force  |                                | 3.94                | 5.31  | 0.43  |
| Indicator   | Unit                           | Female              | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 0.70                | 0.86  | 0.79  |
| Workers employed part-time                                | % of employed people           | 0.45                | 0.28  | 0.33  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.               | n. a. | n. a. |
| Access to finance   |                                |                     |       |       |
| Indicator   | 0-1 (Equal rights)             | Value               |       |       |
| Access to financial services                              |                                | Unequal rights ❖    |       |       |
| Inheritance rights for widows and daughters               |                                | Unequal rights ❖    |       |       |
| Access to land assets                                     |                                | Near-equal rights ❖ |       |       |
| Access to non-land assets                                 |                                | Restricted rights ❖ |       |       |
| Civil and political freedom                               |                                |                     |       |       |
| Indicator   | Unit                           | Value               |       |       |
| Year women received right to vote                         | year                           | 1960                |       |       |
| Number of female heads of state to date                   | number                         | 0                   |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.               |       |       |
| Indicator   | Yes/No                         | Value               |       |       |
| Election list quotas for women, national                  |                                | Yes                 |       |       |
| Party membership quotas, voluntary                        |                                | Yes                 |       |       |
| Indicator   | 0-1 (Equal rights)             | Value               |       |       |
| Access to justice   |                                | Restricted rights ❖ |       |       |
| Freedom of movement                                       |                                | Equal rights ❖      |       |       |
| Family and care   |                                |                     |       |       |
| Indicator   | Unit                           | Value               |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.               |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.               |       |       |
| Early marriage  | %                              | 61.90               |       |       |
| Mean age of women at birth of first child                 | years                          | 29.06               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value               |       |       |
| Right to divorce  |                                | Unequal rights ❖    |       |       |
| Indicator   | Days                           | Female              | Male  | Value |
| Length of parental leave                                  |                                | 98.00               | 1.00  | n. a. |
| Education and skills                                      |                                |                     |       |       |
| Graduates   | Attainment %                   | Female              | Male  | Value |
| STEM Graduates  |                                | 18.03               | 81.97 | 0.22  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 18.72               | 81.28 | 0.23  |
| Arts & Humanities   |                                | 52.66               | 47.34 | 1.11  |
| Business, Admin. & Law                                    |                                | n. a.               | n. a. | n. a. |
| Education   |                                | 51.99               | 48.01 | 1.08  |
| Engineering, Manuf. & Construction                        |                                | 7.45                | 92.55 | 0.08  |
| Health & Welfare  |                                | 31.35               | 68.65 | 0.46  |
| Information & Comm. Technologies                          |                                | 22.80               | 77.20 | 0.30  |
| Natural Sci., Mathematics & Statistics                    |                                | 20.68               | 79.32 | 0.26  |
| Social Sci., Journalism & Information                     |                                | n. a.               | n. a. | n. a. |
| Vocational training                                       |                                | 0.92                | 1.00  | 0.96  |
| PhD graduates   |                                | n. a.               | n. a. | n. a. |
| Graduates   | %                              | Female              | Male  | Value |
| Graduates from tertiary education                         |                                | 2.54                | 5.84  | 4.22  |
| Health  |                                |                     |       |       |
| Indicator   | Unit                           | Value               |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | n. a.               |       |       |
| Births attended by skilled personnel                      | % live births                  | 39.10               |       |       |
| Maternal mortality  | deaths per 100,000 live births | 509.00              |       |       |
| Total fertility rate                                      | births per woman               | 6.82                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value               |       |       |
| Reproductive autonomy                                     |                                | Restricted rights ❖ |       |       |

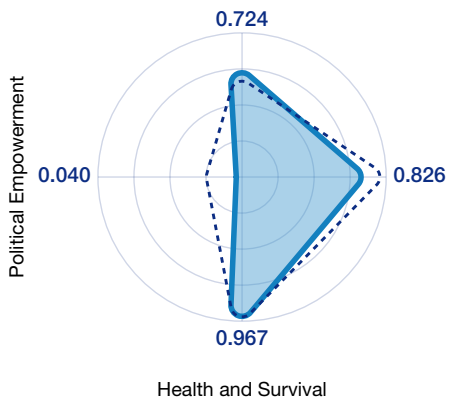
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

\*\*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.

Global Gender Gap Index 2022 Edition

■ Nigeria score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|                         | 2022  |       | 2021  |       |
|-------------------------|-------|-------|-------|-------|
|                         | Score | Rank  | Score | Rank  |
| Global Gender Gap Index | 0.639 | 123rd | 0.627 | 139th |

Economic Participation and Opportunity

|  |       |      |       |      |
|--|-------|------|-------|------|
| Economic Participation and Opportunity | 0.724 | 50th | 0.687 | 78th |
|--|-------|------|-------|------|

Educational Attainment

|                        |       |       |       |       |
|------------------------|-------|-------|-------|-------|
| Educational Attainment | 0.826 | 134th | 0.806 | 146th |
|------------------------|-------|-------|-------|-------|

Health and Survival

|                     |       |      |       |       |
|---------------------|-------|------|-------|-------|
| Health and Survival | 0.967 | 97th | 0.967 | 104th |
|---------------------|-------|------|-------|-------|

Political Empowerment

|                       |       |       |       |       |
|-----------------------|-------|-------|-------|-------|
| Political Empowerment | 0.040 | 141st | 0.047 | 149th |
|-----------------------|-------|-------|-------|-------|

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 50th  | 0.724  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 62nd  | 0.804  |                                | -11.66     | 47.93          | 59.59  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 35th  | 0.726  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 117th | 0.513  |                                | -3.15k     | 3.32k          | 6.47k  | 0-150k     |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 28.85      | 35.57          | 64.43  | 0-100      |
| Professional and technical workers %           | 105th | 0.628  |                                | -22.89     | 38.56          | 61.44  | 0-100      |
| <b>Educational Attainment</b>                  | 134th | 0.826  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 128th | 0.739  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in secondary education %             | 108th | 0.952  |                                | -2.16      | 42.41          | 44.57  | 0-200      |
| Enrolment in tertiary education %              | 123rd | 0.724  |                                | -3.87      | 10.13          | 14.01  | 0-200      |
| <b>Health and Survival</b>                     | 97th  | 0.967  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 107th | 1.018  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 141st | 0.040  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 143rd | 0.037  |                                | -92.80     | 3.60           | 96.40  | 0-100      |
| Women in ministerial positions %               | 118th | 0.115  |                                | -79.31     | 10.34          | 89.66  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |        |        |
|---|--------------------------------|-------------------|--------|--------|
| Indicator   | Unit                           | Value             |        |        |
| GDP   | US\$ billions                  | 432.29            |        |        |
| GDP per capita  | constant '17, intl. \$ 1000    | 4.92              |        |        |
| Population sex ratio                                      | female/male                    | 0.97              |        |        |
| Population growth rate                                    | %                              | 2.54              |        |        |
| Indicator   | Million people                 | Female            | Male   | Value  |
| Total population  |                                | 101.67            | 104.47 | 206.14 |
| Work participation and leadership                         |                                |                   |        |        |
| Indicator   | Unit                           | Value             |        |        |
| Gender pay gap (OECD only)                                | %                              | n. a.             |        |        |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |        |        |
| Firms with female majority ownership                      | % firms                        | 13.20             |        |        |
| Firms with female top managers                            | % firms                        | 13.90             |        |        |
| Share of workers in informal sector                       | % workers                      | n. a.             |        |        |
| Indicator   | 1-7 (best)                     | Value             |        |        |
| Advancement of women to leadership roles                  |                                | 4.28              |        |        |
| Indicator   | 1 Million people               | Female            | Male   | Value  |
| Labour-force  |                                | 28.52             | 35.96  | 0.44   |
| Indicator   | Unit                           | Female            | Male   | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 8.60              | 10.36  | 9.58   |
| Workers employed part-time                                | % of employed people           | 0.37              | 0.28   | 0.32   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a.  | n. a.  |
| Access to finance   |                                |                   |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Access to financial services                              |                                | Near-equal rights |        |        |
| Inheritance rights for widows and daughters               |                                | Restricted rights |        |        |
| Access to land assets                                     |                                | Near-equal rights |        |        |
| Access to non-land assets                                 |                                | Uneven rights     |        |        |
| Civil and political freedom                               |                                |                   |        |        |
| Indicator   | Unit                           | Value             |        |        |
| Year women received right to vote                         | year                           | 1977              |        |        |
| Number of female heads of state to date                   | number                         | 0                 |        |        |
| Seats held in upper house                                 | % total seats                  | 7.30              |        |        |
| Indicator   | Yes/No                         | Value             |        |        |
| Election list quotas for women, national                  |                                | n. a.             |        |        |
| Party membership quotas, voluntary                        |                                | n. a.             |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Access to justice   |                                | Near-equal rights |        |        |
| Freedom of movement                                       |                                | Restricted rights |        |        |
| Family and care   |                                |                   |        |        |
| Indicator   | Unit                           | Value             |        |        |
| Public spending on family benefits                        | % GDP                          | n. a.             |        |        |
| Unmet family planning                                     | % women 15-49                  | 18.90             |        |        |
| Early marriage  | %                              | 30.40             |        |        |
| Mean age of women at birth of first child                 | years                          | 29.81             |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Right to divorce  |                                | Uneven rights     |        |        |
| Indicator   | Days                           | Female            | Male   | Value  |
| Length of parental leave                                  |                                | 84.00             | 0      | n. a.  |
| Education and skills                                      |                                |                   |        |        |
| Graduates   | Attainment %                   | Female            | Male   | Value  |
| STEM Graduates  |                                | n. a.             | n. a.  | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a.  | n. a.  |
| Arts & Humanities   |                                | n. a.             | n. a.  | n. a.  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a.  | n. a.  |
| Education   |                                | n. a.             | n. a.  | n. a.  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a.  | n. a.  |
| Health & Welfare  |                                | n. a.             | n. a.  | n. a.  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a.  | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a.  | n. a.  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a.  | n. a.  |
| Vocational training                                       |                                | n. a.             | n. a.  | n. a.  |
| PhD graduates   |                                | n. a.             | n. a.  | n. a.  |
| Graduates   | %                              | Female            | Male   | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a.  | n. a.  |
| Health  |                                |                   |        |        |
| Indicator   | Unit                           | Value             |        |        |
| Prevalence of gender violence in lifetime                 | % women                        | 16.20             |        |        |
| Births attended by skilled personnel                      | % live births                  | 43.30             |        |        |
| Maternal mortality  | deaths per 100,000 live births | 917.00            |        |        |
| Total fertility rate                                      | births per woman               | 5.32              |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Reproductive autonomy                                     |                                | Restricted rights |        |        |

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

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

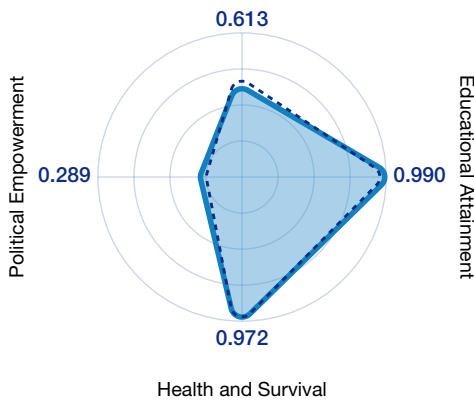


Global Gender Gap Index 2022 Edition

Overview

■ North Macedonia score    ▨ average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index



Economic Participation and Opportunity



Educational Attainment



Health and Survival



Political Empowerment



### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 106th | 0.613  | 0-1                            | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 105th | 0.668  |                                | -21.05     | 42.40          | 63.44  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 100th | 0.595  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 86th  | 0.613  |                                | -7.64k     | 12.11k         | 19.75k | 0-150k     |
| Legislators, senior officials and managers %   | 114th | 0.259  |                                | -58.84     | 20.58          | 79.42  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 8.17       | 45.91          | 54.09  | 0-100      |
| <b>Educational Attainment</b>                  | 76th  | 0.990  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 80th  | 0.979  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 78th  | 0.998  |                                | -0.18      | 99.21          | 99.39  | 0-100      |
| Enrolment in secondary education %             | 95th  | 0.979  |                                | -1.73      | 79.10          | 80.83  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 11.92      | 37.32          | 49.25  | 0-200      |
| <b>Health and Survival</b>                     | 73rd  | 0.972  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 78th  | 1.034  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 47th  | 0.289  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 20th  | 0.715  |                                | -16.60     | 41.70          | 58.30  | 0-100      |
| Women in ministerial positions %               | 75th  | 0.267  |                                | -57.89     | 21.05          | 78.95  | 0-100      |
| Years with female/male head of state (last 50) | 72nd  | 0.003  |                                | -49.73     | 0.14           | 49.86  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 12.26             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 15.93             |       |       |
| Population sex ratio                                      | female/male                    | 1.00              |       |       |
| Population growth rate                                    | %                              | -0.20             |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.04              | 1.04  | 2.07  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 19.60             |       |       |
| Firms with female top managers                            | % firms                        | 21.30             |       |       |
| Share of workers in informal sector                       | % workers                      | 11.50             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 3.94              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.37              | 0.55  | 0.40  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 16.50             | 15.75 | 16.05 |
| Workers employed part-time                                | % of employed people           | 0.28              | 0.22  | 0.25  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| 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                           | 1991              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 4.30              |       |       |
| Mean age of women at birth of first child                 | years                          | 28.96             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Equal rights      |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 270.00            | 2.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 39.49             | 60.51 | 0.65  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | 78.09             | 21.91 | 3.56  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | 74.13             | 25.87 | 2.87  |
| Information & Comm. Technologies                          |                                | 35.09             | 64.91 | 0.54  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | 61.44             | 38.56 | 1.59  |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | 0.22              | 0.29  | 0.25  |
| Graduates %   |                                | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 32.83             | 21.45 | 26.98 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 27.70             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.90             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 7.00              |       |       |
| Total fertility rate                                      | births per woman               | 1.49              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

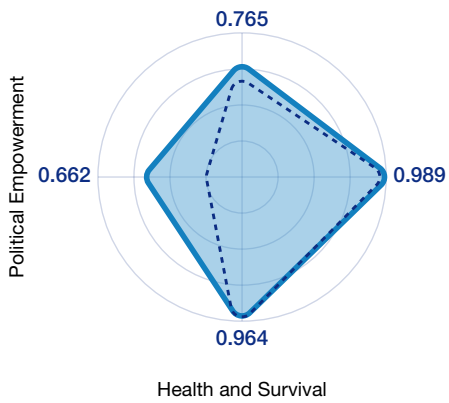
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Norway score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.845 | 3rd   | 0.849 | 3rd   |
| Economic Participation and Opportunity | 0.765 | 27th  | 0.792 | 20th  |
| Educational Attainment                 | 0.989 | 79th  | 1.000 | 33rd  |
| Health and Survival                    | 0.964 | 119th | 0.964 | 126th |
| Political Empowerment                  | 0.662 | 3rd   | 0.640 | 3rd   |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | Female         | Male   |            |
| <b>Economic Participation and Opportunity</b>  | 27th  | 0.765  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 50th  | 0.838  |                                | -11.66     | 60.29          | 71.95  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 28th  | 0.739  |                                | -19.08k    | 53.91k         | 72.99k | 0-150k     |
| Legislators, senior officials and managers %   | 72nd  | 0.516  |                                | -31.91     | 34.05          | 65.95  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 4.91       | 47.55          | 52.45  | 0-100      |
| <b>Educational Attainment</b>                  | 79th  | 0.989  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 73rd  | 0.999  |                                | -0.07      | 99.88          | 99.95  | 0-100      |
| Enrolment in secondary education %             | 109th | 0.951  |                                | -5.89      | 115.61         | 121.50 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 32.42      | 67.56          | 99.98  | 0-200      |
| <b>Health and Survival</b>                     | 119th | 0.964  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 126th | 1.008  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 3rd   | 0.662  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 12th  | 0.818  |                                | -10.00     | 45.00          | 55.00  | 0-100      |
| Women in ministerial positions %               | 29th  | 0.636  |                                | -22.22     | 38.89          | 61.11  | 0-100      |
| Years with female/male head of state (last 50) | 4th   | 0.567  |                                | -13.80     | 18.10          | 31.90  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 362.2             |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 63.55             |
| Population sex ratio                                      | female/male                    |        |       | 0.98              |
| Population growth rate                                    | %                              |        |       | 0.59              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 2.66   | 2.72  | 5.38              |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | 4.81              |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 41.50             |
| Firms with female majority ownership                      | % firms                        |        |       | n. a.             |
| Firms with female top managers                            | % firms                        |        |       | n. a.             |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 5.69              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 1.35   | 1.64  | 0.45              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 4.67   | 4.96  | 4.83              |
| Workers employed part-time                                | % of employed people           | 0.58   | 0.43  | 0.50              |
| Proportion of time spent on unpaid domestic and care work | %                              | 2.78   | 2.08  | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | Equal rights      |
| Inheritance rights for widows and daughters               |                                |        |       | Equal rights      |
| Access to land assets                                     |                                |        |       | Equal rights      |
| Access to non-land assets                                 |                                |        |       | Equal rights      |
| Civil and political freedom                               |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Year women received right to vote                         | year                           |        |       | 1913              |
| Number of female heads of state to date                   | number                         |        |       | 2.00              |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | No                |
| Party membership quotas, voluntary                        |                                |        |       | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | 3.35              |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 0.10              |
| Mean age of women at birth of first child                 | years                          |        |       | 30.65             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Near-equal rights |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 0      | 0     | 112.00            |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | 28.46  | 71.54 | 0.40              |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 55.61  | 44.39 | 1.25              |
| Arts & Humanities   |                                | 58.59  | 41.41 | 1.42              |
| Business, Admin. & Law                                    |                                | n. a.  | n. a. | n. a.             |
| Education   |                                | n. a.  | n. a. | n. a.             |
| Engineering, Manuf. & Construction                        |                                | 23.89  | 76.11 | 0.31              |
| Health & Welfare  |                                | 82.75  | 17.25 | 4.80              |
| Information & Comm. Technologies                          |                                | 15.16  | 84.84 | 0.18              |
| Natural Sci., Mathematics & Statistics                    |                                | 51.48  | 48.52 | 1.06              |
| Social Sci., Journalism & Information                     |                                | n. a.  | n. a. | n. a.             |
| Vocational training                                       |                                | 13.21  | 21.62 | 17.54             |
| PhD graduates   |                                | 0.92   | 1.25  | 1.09              |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 71.73  | 42.15 | 56.43             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 27.00             |
| Births attended by skilled personnel                      | % live births                  |        |       | 99.20             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 2.00              |
| Total fertility rate                                      | births per woman               |        |       | 1.53              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Equal rights      |

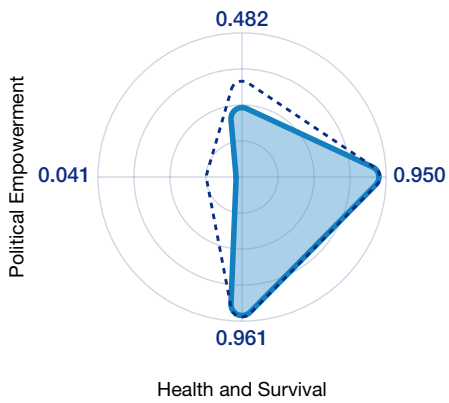
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Oman score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.609 | 139th | 0.608 | 145th |
| Economic Participation and Opportunity | 0.482 | 137th | 0.453 | 143rd |
| Educational Attainment                 | 0.950 | 113th | 0.977 | 98th  |
| Health and Survival                    | 0.961 | 130th | 0.961 | 138th |
| Political Empowerment                  | 0.041 | 140th | 0.041 | 150th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 137th | 0.482  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 137th | 0.338  |                                | -56.32     | 28.72          | 85.04  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 7th   | 0.792  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 141st | 0.208  |                                | -31.98k    | 8.42k          | 40.40k | 0-150k     |
| Legislators, senior officials and managers %   | 102nd | 0.350  |                                | -48.13     | 25.94          | 74.06  | 0-100      |
| Professional and technical workers %           | 108th | 0.586  |                                | -26.12     | 36.94          | 63.06  | 0-100      |
| <b>Educational Attainment</b>                  | 113th | 0.950  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 95th  | 0.956  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in secondary education %             | 120th | 0.919  |                                | -9.06      | 102.58         | 111.65 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 21.81      | 35.57          | 57.38  | 0-200      |
| <b>Health and Survival</b>                     | 130th | 0.961  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 138th | 1.000  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 140th | 0.041  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 144th | 0.024  |                                | -95.40     | 2.30           | 97.70  | 0-100      |
| Women in ministerial positions %               | 111th | 0.136  |                                | -76.00     | 12.00          | 88.00  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |       |
|---|--------------------------------|--------|-------|-------|
| Indicator   | Unit                           | Value  |       |       |
| GDP   | US\$ billions                  | 73.97  |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 29.50  |       |       |
| Population sex ratio                                      | female/male                    | 0.52   |       |       |
| Population growth rate                                    | %                              | 2.61   |       |       |
| Indicator   | Million people                 | Female | Male  | Value |
| Total population  |                                | 1.74   | 3.37  | 5.11  |
| Work participation and leadership                         |                                |        |       |       |
| Indicator   | Unit                           | Value  |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.  |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.  |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.  |       |       |
| Firms with female top managers                            | % firms                        | n. a.  |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.  |       |       |
| Indicator   | 1-7 (best)                     | Value  |       |       |
| Advancement of women to leadership roles                  |                                | 5.25   |       |       |
| Indicator   | 1 Million people               | Female | Male  | Value |
| Labour-force  |                                | 0.35   | 2.40  | 0.13  |
| Indicator   | Unit                           | Female | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 12.92  | 1.62  | 3.08  |
| 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                           | 2003   |       |       |
| Number of female heads of state to date                   | number                         | 0      |       |       |
| Seats held in upper house                                 | % total seats                  | 17.70  |       |       |
| Indicator   | Yes/No                         | Value  |       |       |
| Election list quotas for women, national                  |                                | n. a.  |       |       |
| Party membership quotas, voluntary                        |                                | n. a.  |       |       |
| Indicator   | 0-1 (Equal rights)             | Value  |       |       |
| Access to justice   | Restricted rights              | ◇      |       |       |
| Freedom of movement                                       | Restricted rights              | ◇      |       |       |
| Family and care   |                                |        |       |       |
| Indicator   | Unit                           | Value  |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.  |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.  |       |       |
| Early marriage  | %                              | 4.20   |       |       |
| Mean age of women at birth of first child                 | years                          | 31.14  |       |       |
| Indicator   | 0-1 (Equal rights)             | Value  |       |       |
| Right to divorce  | Unequal rights                 | ◇      |       |       |
| Indicator   | Days                           | Female | Male  | Value |
| Length of parental leave                                  |                                | 50.00  | 0     | n. a. |
| Education and skills                                      |                                |        |       |       |
| Graduates   | Attainment %                   | Female | Male  | Value |
| STEM Graduates  |                                | 55.73  | 44.27 | 1.26  |
| 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. |
| Vocational training                                       |                                | 0.53   | 0.56  | 0.54  |
| PhD graduates   |                                | 0.24   | 0.32  | 0.29  |
| Graduates   | %                              | Female | Male  | Value |
| Graduates from tertiary education                         |                                | 36.45  | 13.44 | 23.24 |
| Health  |                                |        |       |       |
| Indicator   | Unit                           | Value  |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | n. a.  |       |       |
| Births attended by skilled personnel                      | % live births                  | 98.60  |       |       |
| Maternal mortality  | deaths per 100,000 live births | 19.00  |       |       |
| Total fertility rate                                      | births per woman               | 2.84   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value  |       |       |
| Reproductive autonomy                                     | Restricted rights              | ◇      |       |       |

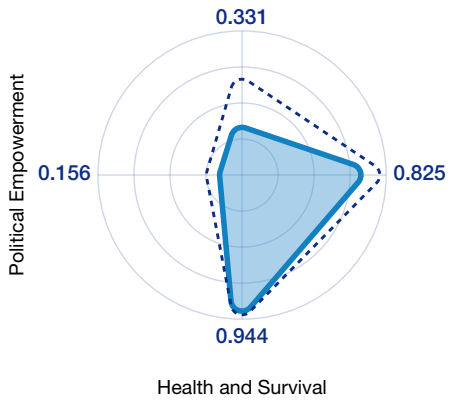
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

█ Pakistan score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.564 | 145th | 0.556 | 153rd |
| Economic Participation and Opportunity | 0.331 | 145th | 0.316 | 152nd |
| Educational Attainment                 | 0.825 | 135th | 0.811 | 144th |
| Health and Survival                    | 0.944 | 143rd | 0.944 | 153rd |
| Political Empowerment                  | 0.156 | 95th  | 0.154 | 98th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |       | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|-------|------------|
|  |       |        |                                |            | ◆              | ◆     |            |
| <b>Economic Participation and Opportunity</b>  | 145th | 0.331  |                                | -          | Min            | Max   | -          |
| Labour-force participation rate %              | 141st | 0.265  |                                | -57.35     | 20.73          | 78.08 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 86th  | 0.620  |                                | -          | -              | -     | -          |
| Estimated earned income int'l \$ 1,000         | 143rd | 0.189  |                                | -6.10k     | 1.42k          | 7.52k | 0-150k     |
| Legislators, senior officials and managers %   | 138th | 0.047  |                                | -91.05     | 4.47           | 95.53 | 0-100      |
| Professional and technical workers %           | 130th | 0.305  |                                | -53.23     | 23.39          | 76.61 | 0-100      |
| <b>Educational Attainment</b>                  | 135th | 0.825  |                                | -          | -              | -     | -          |
| Literacy rate %                                | 133rd | 0.671  |                                | -          | -              | -     | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -     | -          |
| Enrolment in secondary education %             | 124th | 0.868  |                                | -6.30      | 41.59          | 47.90 | 0-200      |
| Enrolment in tertiary education %              | 102nd | 0.984  |                                | -0.20      | 12.12          | 12.32 | 0-200      |
| <b>Health and Survival</b>                     | 143rd | 0.944  |                                | -          | -              | -     | -          |
| Sex ratio at birth** %                         | 141st | 0.920  |                                | -          | -              | -     | -          |
| Healthy life expectancy** years                | 140th | 0.999  |                                | -          | -              | -     | -          |
| <b>Political Empowerment</b>                   | 95th  | 0.156  |                                | -          | -              | -     | -          |
| Women in parliament %                          | 94th  | 0.258  |                                | -59.00     | 20.50          | 79.50 | 0-100      |
| Women in ministerial positions %               | 114th | 0.120  |                                | -78.57     | 10.71          | 89.29 | 0-100      |
| Years with female/male head of state (last 50) | 31st  | 0.104  |                                | -40.55     | 4.73           | 45.27 | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |        |        |
|---|--------------------------------|-------------------|--------|--------|
| Indicator   | Unit                           | Value             |        |        |
| GDP   | US\$ billions                  | 262.61            |        |        |
| GDP per capita  | constant '17, intl. \$ 1000    | 4.56              |        |        |
| Population sex ratio                                      | female/male                    | 0.94              |        |        |
| Population growth rate                                    | %                              | 1.98              |        |        |
| Indicator   | Million people                 | Female            | Male   | Value  |
| Total population  |                                | 107.22            | 113.67 | 220.89 |
| Work participation and leadership                         |                                |                   |        |        |
| Indicator   | Unit                           | Value             |        |        |
| Gender pay gap (OECD only)                                | %                              | n. a.             |        |        |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |        |        |
| Firms with female majority ownership                      | % firms                        | 8.00              |        |        |
| Firms with female top managers                            | % firms                        | 6.00              |        |        |
| Share of workers in informal sector                       | % workers                      | 82.20             |        |        |
| Indicator   | 1-7 (best)                     | Value             |        |        |
| Advancement of women to leadership roles                  |                                | 4.33              |        |        |
| Indicator   | 1 Million people               | Female            | Male   | Value  |
| Labour-force  |                                | 14.88             | 58.90  | 0.20   |
| Indicator   | Unit                           | Female            | Male   | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 4.98              | 4.00   | 4.20   |
| Workers employed part-time                                | % of employed people           | 0.49              | 0.05   | 0.15   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a.  | n. a.  |
| Access to finance   |                                |                   |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Access to financial services                              |                                | Near-equal rights |        |        |
| Inheritance rights for widows and 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                           | 1952              |        |        |
| Number of female heads of state to date                   | number                         | 1.00              |        |        |
| Seats held in upper house                                 | % total seats                  | 19.00             |        |        |
| Indicator   | Yes/No                         | Value             |        |        |
| Election list quotas for women, national                  |                                | No                |        |        |
| Party membership quotas, voluntary                        |                                | No                |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Access to justice   |                                | Restricted rights |        |        |
| Freedom of movement                                       |                                | Restricted rights |        |        |
| Family and care   |                                |                   |        |        |
| Indicator   | Unit                           | Value             |        |        |
| Public spending on family benefits                        | % GDP                          | n. a.             |        |        |
| Unmet family planning                                     | % women 15-49                  | 17.30             |        |        |
| Early marriage  | %                              | 13.40             |        |        |
| Mean age of women at birth of first child                 | years                          | 28.58             |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Right to divorce  |                                | Restricted rights |        |        |
| Indicator   | Days                           | Female            | Male   | Value  |
| Length of parental leave                                  |                                | 112.00            | 0      | n. a.  |
| Education and skills                                      |                                |                   |        |        |
| Graduates   | Attainment %                   | Female            | Male   | Value  |
| STEM Graduates  |                                | n. a.             | n. a.  | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a.  | n. a.  |
| Arts & Humanities   |                                | n. a.             | n. a.  | n. a.  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a.  | n. a.  |
| Education   |                                | n. a.             | n. a.  | n. a.  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a.  | n. a.  |
| Health & Welfare  |                                | n. a.             | n. a.  | n. a.  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a.  | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a.  | n. a.  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a.  | n. a.  |
| Vocational training                                       |                                | n. a.             | n. a.  | n. a.  |
| PhD graduates   |                                | n. a.             | n. a.  | n. a.  |
| Graduates   | %                              | Female            | Male   | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a.  | n. a.  |
| Health  |                                |                   |        |        |
| Indicator   | Unit                           | Value             |        |        |
| Prevalence of gender violence in lifetime                 | % women                        | 85.00             |        |        |
| Births attended by skilled personnel                      | % live births                  | 69.30             |        |        |
| Maternal mortality  | deaths per 100,000 live births | 140.00            |        |        |
| Total fertility rate                                      | births per woman               | 3.45              |        |        |
| Indicator   | 0-1 (Equal rights)             | Value             |        |        |
| Reproductive autonomy                                     |                                | Restricted rights |        |        |

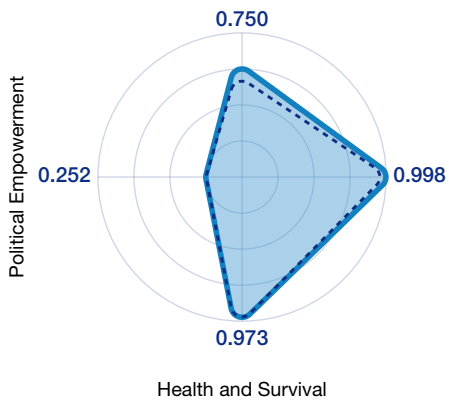
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Panama score    ··· average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.743 | 40th | 0.737 | 44th |
| Economic Participation and Opportunity | 0.750 | 32nd | 0.731 | 45th |
| Educational Attainment                 | 0.998 | 35th | 0.994 | 66th |
| Health and Survival                    | 0.973 | 62nd | 0.973 | 69th |
| Political Empowerment                  | 0.252 | 54th | 0.252 | 57th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank | Score* | Compare with Global average | Gap F-M | Female vs Male   | Min Max |
|--|------|--------|-----------------------------|---------|------------------|---------|
| <b>Economic Participation and Opportunity</b>  | 32nd | 0.750  |                             | -       | Min - Max        | -       |
| Labour-force participation rate %              | 98th | 0.694  |                             | -22.18  | 50.39 vs 72.57   | 0-100   |
| Wage equality for similar work 1-7 (best)      | 88th | 0.618  |                             | -       | -                | -       |
| Estimated earned income int'l \$ 1,000         | 21st | 0.776  |                             | -6.39k  | 22.19k vs 28.58k | 0-150k  |
| Legislators, senior officials and managers %   | 19th | 0.856  |                             | -7.78   | 46.11 vs 53.89   | 0-100   |
| Professional and technical workers %           | 1st  | 1.000  |                             | 12.06   | 43.97 vs 56.03   | 0-100   |
| <b>Educational Attainment</b>                  | 35th | 0.998  |                             | -       | -                | -       |
| Literacy rate %                                | 67th | 0.992  |                             | -       | -                | -       |
| Enrolment in primary education %               | 1st  | 1.000  |                             | 1.81    | 87.81 vs 89.62   | 0-100   |
| Enrolment in secondary education %             | 1st  | 1.000  |                             | 2.05    | 77.48 vs 79.53   | 0-200   |
| Enrolment in tertiary education %              | 1st  | 1.000  |                             | 21.28   | 37.31 vs 58.59   | 0-200   |
| <b>Health and Survival</b>                     | 62nd | 0.973  |                             | -       | -                | -       |
| Sex ratio at birth** %                         | 1st  | 0.944  |                             | -       | -                | -       |
| Healthy life expectancy** years                | 68th | 1.039  |                             | -       | -                | -       |
| <b>Political Empowerment</b>                   | 54th | 0.252  |                             | -       | -                | -       |
| Women in parliament %                          | 85th | 0.290  |                             | -55.00  | 22.50 vs 77.50   | 0-100   |
| Women in ministerial positions %               | 46th | 0.455  |                             | -37.50  | 31.25 vs 68.75   | 0-100   |
| Years with female/male head of state (last 50) | 29th | 0.111  |                             | -39.99  | 5.01 vs 44.99    | 0-50    |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |               |
|---|--------------------------------|--------|-------|---------------|
| Indicator   | Unit                           |        |       | Value         |
| GDP   | US\$ billions                  |        |       | 53.98         |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 25.39         |
| Population sex ratio                                      | female/male                    |        |       | 1.00          |
| Population growth rate                                    | %                              |        |       | 1.60          |
| Indicator   | Million people                 | Female | Male  | Value         |
| Total population  |                                | 2.15   | 2.16  | 4.31          |
| Work participation and leadership                         |                                |        |       |               |
| Indicator   | Unit                           |        |       | Value         |
| Gender pay gap (OECD only)                                | %                              |        |       | n. a.         |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | n. a.         |
| Firms with female majority ownership                      | % firms                        |        |       | n. a.         |
| Firms with female top managers                            | % firms                        |        |       | n. a.         |
| Share of workers in informal sector                       | % workers                      |        |       | 55.70         |
| Indicator   | 1-7 (best)                     |        |       | Value         |
| Advancement of women to leadership roles                  |                                |        |       | 4.64          |
| Indicator   | 1 Million people               | Female | Male  | Value         |
| Labour-force  |                                | 0.82   | 1.16  | 0.41          |
| Indicator   | Unit                           | Female | Male  | Value         |
| Unemployed adults (15-64)                                 | % of labour force              | 15.20  | 9.14  | 11.67         |
| Workers employed part-time                                | % of employed people           | 0.38   | 0.33  | 0.35          |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.         |
| Access to finance   |                                |        |       |               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Access to financial services                              |                                |        |       | 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                         |        |       | 1.00          |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.         |
| Indicator   | Yes/No                         |        |       | Value         |
| Election list quotas for women, national                  |                                |        |       | Yes           |
| Party membership quotas, voluntary                        |                                |        |       | No            |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Access to justice   |                                |        |       | Equal rights  |
| Freedom of movement                                       |                                |        |       | Equal rights  |
| Family and care   |                                |        |       |               |
| Indicator   | Unit                           |        |       | Value         |
| Public spending on family benefits                        | % GDP                          |        |       | n. a.         |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.         |
| Early marriage  | %                              |        |       | 3.90          |
| Mean age of women at birth of first child                 | years                          |        |       | 26.71         |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Right to divorce  |                                |        |       | Equal rights  |
| Indicator   | Days                           | Female | Male  | Value         |
| Length of parental leave                                  |                                | 98.00  | 3.00  | n. a.         |
| Education and skills                                      |                                |        |       |               |
| Graduates   | Attainment %                   | Female | Male  | Value         |
| STEM Graduates  |                                | 43.22  | 56.78 | 0.76          |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 42.86  | 57.14 | 0.75          |
| Arts & Humanities   |                                | 64.66  | 35.34 | 1.83          |
| Business, Admin. & Law                                    |                                | n. a.  | n. a. | n. a.         |
| Education   |                                | n. a.  | n. a. | n. a.         |
| Engineering, Manuf. & Construction                        |                                | 40.01  | 59.99 | 0.67          |
| Health & Welfare  |                                | 76.68  | 23.32 | 3.29          |
| Information & Comm. Technologies                          |                                | 43.91  | 56.09 | 0.78          |
| Natural Sci., Mathematics & Statistics                    |                                | 59.91  | 40.09 | 1.49          |
| Social Sci., Journalism & Information                     |                                | 68.81  | 31.19 | 2.21          |
| Vocational training                                       |                                | 6.85   | 7.63  | 7.25          |
| PhD graduates   |                                | 0.19   | 0.28  | 0.23          |
| Graduates   | %                              | Female | Male  | Value         |
| Graduates from tertiary education                         |                                | 34.33  | 16.52 | 25.31         |
| Health  |                                |        |       |               |
| Indicator   | Unit                           |        |       | Value         |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | n. a.         |
| Births attended by skilled personnel                      | % live births                  |        |       | 92.90         |
| Maternal mortality  | deaths per 100,000 live births |        |       | 52.00         |
| Total fertility rate                                      | births per woman               |        |       | 2.44          |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Reproductive autonomy                                     |                                |        |       | Uneven rights |

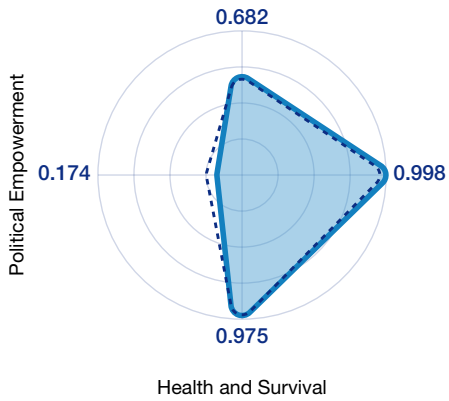
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Paraguay score | average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.707 | 80th | 0.702 | 86th |
| Economic Participation and Opportunity | 0.682 | 78th | 0.672 | 85th |
| Educational Attainment                 | 0.998 | 38th | 0.998 | 47th |
| Health and Survival                    | 0.975 | 58th | 0.974 | 62nd |
| Political Empowerment                  | 0.174 | 84th | 0.164 | 94th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 78th  | 0.682  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 94th  | 0.708  |                                | -24.58     | 59.64          | 84.21  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 112th | 0.575  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 70th  | 0.647  |                                | -5.30k     | 9.70k          | 15.00k | 0-150k     |
| Legislators, senior officials and managers %   | 36th  | 0.665  |                                | -20.09     | 39.96          | 60.04  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 9.10       | 45.45          | 54.55  | 0-100      |
| <b>Educational Attainment</b>                  | 38th  | 0.998  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 65th  | 0.992  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 65th  | 1.000  |                                | 0          | 80.34          | 80.34  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 5.53       | 74.12          | 79.65  | 0-200      |
| Enrolment in tertiary education %              | -     | -      | -                              | -          | -              | -      | -          |
| <b>Health and Survival</b>                     | 58th  | 0.975  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 64th  | 1.045  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 84th  | 0.174  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 108th | 0.212  |                                | -65.00     | 17.50          | 82.50  | 0-100      |
| Women in ministerial positions %               | 50th  | 0.440  |                                | -38.89     | 30.56          | 69.44  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 35.67             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 12.39             |       |       |
| Population sex ratio                                      | female/male                    | 0.97              |       |       |
| Population growth rate                                    | %                              | 1.24              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 3.51              | 3.62  | 7.13  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 18.50             |       |       |
| Firms with female top managers                            | % firms                        | 19.60             |       |       |
| Share of workers in informal sector                       | % workers                      | 69.20             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 3.92              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 1.52              | 2.20  | 0.41  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 9.42              | 5.57  | 7.15  |
| Workers employed part-time                                | % of employed people           | 0.36              | 0.17  | 0.25  |
| Proportion of time spent on unpaid domestic and care work | %                              | 4.44              | 1.94  | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and daughters               |                                | Uneven rights     |       |       |
| Access to land assets                                     |                                | Uneven rights     |       |       |
| Access to non-land assets                                 |                                | Uneven rights     |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1961              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 15.60             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 13.20             |       |       |
| Mean age of women at birth of first child                 | years                          | 27.85             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Uneven rights     |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 126.00            | 14.00 | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 5.06              | 4.77  | 4.91  |
| PhD graduates   |                                | 0.01              | 0.17  | 0.09  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 17.90             |       |       |
| Births attended by skilled personnel                      | % live births                  | 97.70             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 84.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.40              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

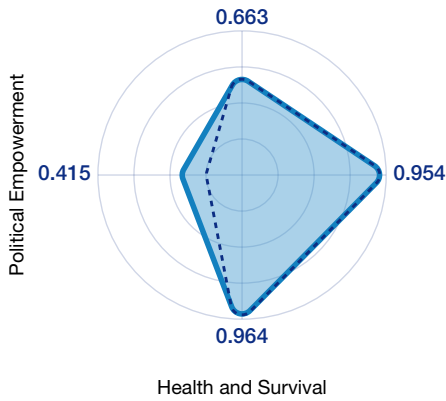
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

\*\*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.

Global Gender Gap Index 2022 Edition

■ Peru score    ▬ average score

Economic Participation and Opportunity



Overview

| Index and Subindex                            | 2022  |       | 2021  |       |
|---|-------|-------|-------|-------|
|   | Score | Rank  | Score | Rank  |
| <b>Global Gender Gap Index</b>                | 0.749 | 37th  | 0.721 | 62nd  |
| <b>Economic Participation and Opportunity</b> | 0.663 | 86th  | 0.629 | 109th |
| <b>Educational Attainment</b>                 | 0.954 | 112th | 0.981 | 95th  |
| <b>Health and Survival</b>                    | 0.964 | 120th | 0.964 | 125th |
| <b>Political Empowerment</b>                  | 0.415 | 27th  | 0.310 | 43rd  |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 86th  | 0.663  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 61st  | 0.807  |                                | -15.81     | 66.07          | 81.88  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 115th | 0.563  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 48th  | 0.700  |                                | -3.97k     | 9.29k          | 13.26k | 0-150k     |
| Legislators, senior officials and managers %   | 69th  | 0.527  |                                | -31.00     | 34.50          | 65.50  | 0-100      |
| Professional and technical workers %           | 95th  | 0.782  |                                | -12.26     | 43.87          | 56.13  | 0-100      |
| <b>Educational Attainment</b>                  | 112th | 0.954  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 98th  | 0.949  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in secondary education %             | 116th | 0.934  |                                | -7.50      | 106.91         | 114.41 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 3.94       | 68.73          | 72.67  | 0-200      |
| <b>Health and Survival</b>                     | 120th | 0.964  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 127th | 1.008  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 27th  | 0.415  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 25th  | 0.667  |                                | -20.00     | 40.00          | 60.00  | 0-100      |
| Women in ministerial positions %               | 20th  | 0.727  |                                | -15.79     | 42.11          | 57.89  | 0-100      |
| Years with female/male head of state (last 50) | 43rd  | 0.065  |                                | -43.86     | 3.07           | 46.93  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 202.01            |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 11.26             |
| Population sex ratio                                      | female/male                    |        |       | 1.01              |
| Population growth rate                                    | %                              |        |       | 1.41              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 16.59  | 16.38 | 32.97             |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | n. a.             |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | n. a.             |
| Firms with female majority ownership                      | % firms                        |        |       | 19.40             |
| Firms with female top managers                            | % firms                        |        |       | 19.90             |
| Share of workers in informal sector                       | % workers                      |        |       | 68.40             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 4.17              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 8.39   | 10.17 | 0.45              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 5.20   | 3.37  | 4.20              |
| Workers employed part-time                                | % of employed people           | 0.45   | 0.28  | 0.35              |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | 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                           |        |       | 1979              |
| Number of female heads of state to date                   | number                         |        |       | 0                 |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | Yes               |
| Party membership quotas, voluntary                        |                                |        |       | No                |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | n. a.             |
| Unmet family planning                                     | % women 15-49                  |        |       | 9.30              |
| Early marriage  | %                              |        |       | 12.90             |
| Mean age of women at birth of first child                 | years                          |        |       | 28.61             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Restricted rights |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 98.00  | 14.00 | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | n. a.  | n. a. | n. a.             |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 40.60  | 59.40 | 0.68              |
| Arts & Humanities   |                                | n. a.  | n. a. | n. a.             |
| Business, Admin. & Law                                    |                                | 58.02  | 41.98 | 1.38              |
| Education   |                                | 69.65  | 30.35 | 2.29              |
| Engineering, Manuf. & Construction                        |                                | n. a.  | n. a. | n. a.             |
| Health & Welfare  |                                | n. a.  | n. a. | n. a.             |
| Information & Comm. Technologies                          |                                | 49.56  | 50.44 | 0.98              |
| Natural Sci., Mathematics & Statistics                    |                                | 45.97  | 54.03 | 0.85              |
| Social Sci., Journalism & Information                     |                                | 51.46  | 48.54 | 1.06              |
| Vocational training                                       |                                | 0.69   | 0.65  | 0.67              |
| PhD graduates   |                                | n. a.  | n. a. | n. a.             |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | n. a.  | n. a. | n. a.             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 33.20             |
| Births attended by skilled personnel                      | % live births                  |        |       | 92.10             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 88.00             |
| Total fertility rate                                      | births per woman               |        |       | 2.23              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Restricted rights |

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

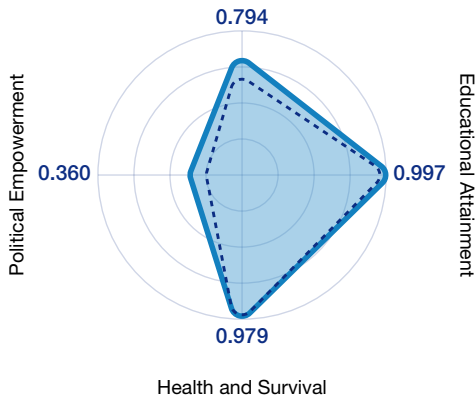
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

■ Philippines score    ▬ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.783 | 19th | 0.784 | 17th |
| Economic Participation and Opportunity | 0.794 | 16th | 0.795 | 18th |
| Educational Attainment                 | 0.997 | 46th | 0.999 | 39th |
| Health and Survival                    | 0.979 | 30th | 0.979 | 34th |
| Political Empowerment                  | 0.360 | 35th | 0.362 | 33rd |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |       | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|-------|------------|
|  |       |        |                                |            | ◆              | ◆     |            |
| <b>Economic Participation and Opportunity</b>  | 16th  | 0.794  |                                | -          | Min            | Max   | -          |
| Labour-force participation rate %              | 111th | 0.642  |                                | -24.47     | 43.84          | 68.30 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 12th  | 0.772  |                                | -          | -              | -     | -          |
| Estimated earned income int'l \$ 1,000         | 43rd  | 0.710  |                                | -2.69k     | 6.60k          | 9.30k | 0-150k     |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 5.91       | 47.05          | 52.95 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 17.77      | 41.12          | 58.88 | 0-100      |
| <b>Educational Attainment</b>                  | 46th  | 0.997  |                                | -          | -              | -     | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -     | -          |
| Enrolment in primary education %               | 89th  | 0.993  |                                | -0.68      | 96.60          | 97.28 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 8.02       | 85.88          | 93.91 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 11.05      | 30.17          | 41.22 | 0-200      |
| <b>Health and Survival</b>                     | 30th  | 0.979  |                                | -          | -              | -     | -          |
| Sex ratio at birth** %                         | 111th | 0.943  |                                | -          | -              | -     | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -     | -          |
| <b>Political Empowerment</b>                   | 35th  | 0.360  |                                | -          | -              | -     | -          |
| Women in parliament %                          | 63rd  | 0.383  |                                | -44.60     | 27.70          | 72.30 | 0-100      |
| Women in ministerial positions %               | 108th | 0.150  |                                | -73.91     | 13.04          | 86.96 | 0-100      |
| Years with female/male head of state (last 50) | 6th   | 0.462  |                                | -18.41     | 15.79          | 34.21 | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           |                   |       | Value  |
| GDP   | US\$ billions                  |                   |       | 361.49 |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 7.95   |
| Population sex ratio                                      | female/male                    |                   |       | 0.99   |
| Population growth rate                                    | %                              |                   |       | 1.34   |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 54.55             | 55.03 | 109.58 |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |                   |       | 31.50  |
| Firms with female top managers                            | % firms                        |                   |       | 29.90  |
| Share of workers in informal sector                       | % workers                      |                   |       | n. a.  |
| Indicator   | 1-7 (best)                     |                   |       | Value  |
| Advancement of women to leadership roles                  |                                |                   |       | 5.68   |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 17.24             | 26.59 | 0.39   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 2.62              | 2.16  | 2.35   |
| Workers employed part-time                                | % of employed people           | 0.39              | 0.37  | 0.38   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to financial services                              |                                | Near-equal rights |       | ◆      |
| Inheritance rights for widows and daughters               |                                | Uneven rights     |       | ◆      |
| Access to land assets                                     |                                | Unequal rights    |       | ◆      |
| Access to non-land assets                                 |                                | Unequal rights    |       | ◆      |
| Civil and political freedom                               |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Year women received right to vote                         | year                           |                   |       | 1973   |
| Number of female heads of state to date                   | number                         |                   |       | 2.00   |
| Seats held in upper house                                 | % total seats                  |                   |       | 29.20  |
| Indicator   | Yes/No                         |                   |       | Value  |
| Election list quotas for women, national                  |                                | No                |       |        |
| Party membership quotas, voluntary                        |                                | Yes               |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to justice   |                                | Near-equal rights |       | ◆      |
| Freedom of movement                                       |                                | Restricted rights |       | ◆      |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |                   |       | 16.70  |
| Early marriage  | %                              |                   |       | 4.80   |
| Mean age of women at birth of first child                 | years                          |                   |       | 28.90  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Right to divorce  |                                | Unequal rights    |       | ◆      |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 105.00            | 9.00  | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 53.37             | 46.63 | 1.14   |
| Arts & Humanities   |                                | 57.02             | 42.98 | 1.33   |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a.  |
| Education   |                                | 76.68             | 23.32 | 3.29   |
| Engineering, Manuf. & Construction                        |                                | 24.48             | 75.52 | 0.32   |
| Health & Welfare  |                                | 71.87             | 28.13 | 2.55   |
| Information & Comm. Technologies                          |                                | 48.13             | 51.87 | 0.93   |
| Natural Sci., Mathematics & Statistics                    |                                | 61.97             | 38.03 | 1.63   |
| Social Sci., Journalism & Information                     |                                | 69.98             | 30.02 | 2.33   |
| Vocational training                                       |                                | 2.86              | 3.30  | 3.08   |
| PhD graduates   |                                | 0.13              | 0.10  | 0.11   |
| Graduates   | %                              | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a.  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 16.90  |
| Births attended by skilled personnel                      | % live births                  |                   |       | 84.40  |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 121.00 |
| Total fertility rate                                      | births per woman               |                   |       | 2.53   |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Reproductive autonomy                                     |                                | Restricted rights |       | ◆      |

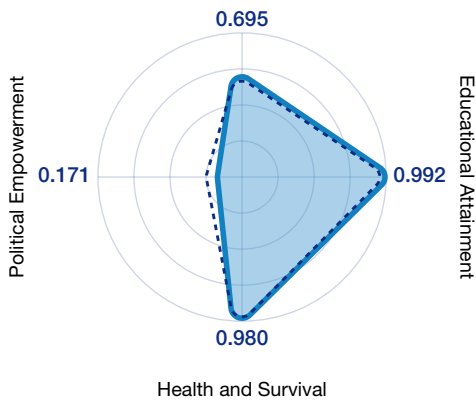
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

\*\*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.

Global Gender Gap Index 2022 Edition

Poland score      average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.709 | 77th | 0.713 | 75th |
| Economic Participation and Opportunity | 0.695 | 74th | 0.705 | 63rd |
| Educational Attainment                 | 0.992 | 70th | 0.996 | 60th |
| Health and Survival                    | 0.980 | 1st  | 0.980 | 1st  |
| Political Empowerment                  | 0.171 | 87th | 0.171 | 89th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 74th  | 0.695  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 82nd  | 0.751  |                                | -16.29     | 49.20          | 65.49  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 119th | 0.549  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 75th  | 0.636  |                                | -14.52k    | 25.37k         | 39.88k | 0-150k     |
| Legislators, senior officials and managers %   | 26th  | 0.764  |                                | -13.37     | 43.32          | 56.68  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 14.18      | 42.91          | 57.09  | 0-100      |
| <b>Educational Attainment</b>                  | 70th  | 0.992  |                                | -          | -              | -      | -          |
| Literacy rate %                                | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.38       | 98.67          | 99.05  | 0-100      |
| Enrolment in secondary education %             | 99th  | 0.971  |                                | -3.28      | 110.13         | 113.41 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 28.75      | 55.06          | 83.81  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 87th  | 0.171  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 60th  | 0.395  |                                | -43.40     | 28.30          | 71.70  | 0-100      |
| Women in ministerial positions %               | 134th | 0.050  |                                | -90.48     | 4.76           | 95.24  | 0-100      |
| Years with female/male head of state (last 50) | 37th  | 0.082  |                                | -42.43     | 3.78           | 46.22  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |               |
|---|--------------------------------|--------|-------|---------------|
| Indicator   | Unit                           |        |       | Value         |
| GDP   | US\$ billions                  |        |       | 596.62        |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 32.35         |
| Population sex ratio                                      | female/male                    |        |       | 1.06          |
| Population growth rate                                    | %                              |        |       | -0.17         |
| Indicator   | Million people                 | Female | Male  | Value         |
| Total population  |                                | 19.54  | 18.36 | 37.90         |
| Work participation and leadership                         |                                |        |       |               |
| Indicator   | Unit                           |        |       | Value         |
| Gender pay gap (OECD only)                                | %                              |        |       | 8.69          |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 24.70         |
| Firms with female majority ownership                      | % firms                        |        |       | 21.20         |
| Firms with female top managers                            | % firms                        |        |       | 27.80         |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.         |
| Indicator   | 1-7 (best)                     |        |       | Value         |
| Advancement of women to leadership roles                  |                                |        |       | 4.21          |
| Indicator   | 1 Million people               | Female | Male  | Value         |
| Labour-force  |                                | 8.20   | 10.06 | 0.45          |
| Indicator   | Unit                           | Female | Male  | Value         |
| Unemployed adults (15-64)                                 | % of labour force              | 2.94   | 2.71  | 2.81          |
| Workers employed part-time                                | % of employed people           | 0.36   | 0.23  | 0.29          |
| Proportion of time spent on unpaid domestic and care work | %                              | 3.26   | 1.46  | n. a.         |
| Access to finance   |                                |        |       |               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Access to financial services                              |                                |        |       | Equal rights  |
| Inheritance rights for widows and 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                         |        |       | 3.00          |
| Seats held in upper house                                 | % total seats                  |        |       | 24.00         |
| Indicator   | Yes/No                         |        |       | Value         |
| Election list quotas for women, national                  |                                |        |       | Yes           |
| Party membership quotas, voluntary                        |                                |        |       | No            |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Access to justice   |                                |        |       | Equal rights  |
| Freedom of movement                                       |                                |        |       | Equal rights  |
| Family and care   |                                |        |       |               |
| Indicator   | Unit                           |        |       | Value         |
| Public spending on family benefits                        | % GDP                          |        |       | 2.99          |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.         |
| Early marriage  | %                              |        |       | 1.20          |
| Mean age of women at birth of first child                 | years                          |        |       | 29.47         |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Right to divorce  |                                |        |       | Equal rights  |
| Indicator   | Days                           | Female | Male  | Value         |
| Length of parental leave                                  |                                | 140.00 | 14.00 | n. a.         |
| Education and skills                                      |                                |        |       |               |
| Graduates   | Attainment %                   | Female | Male  | Value         |
| STEM Graduates  |                                | n. a.  | n. a. | n. a.         |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 56.79  | 43.21 | 1.31          |
| Arts & Humanities   |                                | 75.21  | 24.79 | 3.03          |
| Business, Admin. & Law                                    |                                | 68.27  | 31.73 | 2.15          |
| Education   |                                | 86.45  | 13.55 | 6.38          |
| Engineering, Manuf. & Construction                        |                                | 42.07  | 57.93 | 0.73          |
| Health & Welfare  |                                | 72.17  | 27.83 | 2.59          |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a.         |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.  | n. a. | n. a.         |
| Social Sci., Journalism & Information                     |                                | 72.11  | 27.89 | 2.59          |
| Vocational training                                       |                                | 17.36  | 22.13 | 19.79         |
| PhD graduates   |                                | 0.58   | 0.73  | 0.65          |
| Graduates %   |                                | Female | Male  | Value         |
| Graduates from tertiary education                         |                                | 56.81  | 35.04 | 45.77         |
| 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 |        |       | 2.00          |
| Total fertility rate                                      | births per woman               |        |       | 1.42          |
| Indicator   | 0-1 (Equal rights)             |        |       | Value         |
| Reproductive autonomy                                     |                                |        |       | Uneven rights |

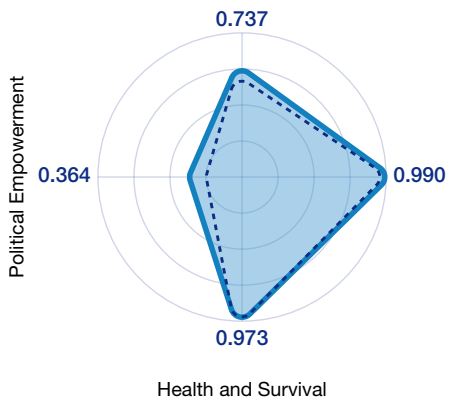
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Portugal score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.766 | 29th | 0.775 | 22nd |
| Economic Participation and Opportunity | 0.737 | 41st | 0.746 | 38th |
| Educational Attainment                 | 0.990 | 75th | 0.992 | 76th |
| Health and Survival                    | 0.973 | 67th | 0.972 | 73rd |
| Political Empowerment                  | 0.364 | 33rd | 0.390 | 26th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 41st  | 0.737  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 34th  | 0.868  |                                | -8.23      | 53.98          | 62.21  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 84th  | 0.623  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 24th  | 0.758  |                                | -8.88k     | 27.76k         | 36.64k | 0-150k     |
| Legislators, senior officials and managers %   | 59th  | 0.554  |                                | -28.71     | 35.65          | 64.35  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 7.29       | 46.35          | 53.65  | 0-100      |
| <b>Educational Attainment</b>                  | 75th  | 0.990  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 81st  | 0.977  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 95th  | 0.989  |                                | -1.14      | 98.80          | 99.94  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.56       | 120.35         | 120.91 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 10.33      | 62.77          | 73.10  | 0-200      |
| <b>Health and Survival</b>                     | 67th  | 0.973  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 111th | 0.943  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 72nd  | 1.038  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 33rd  | 0.364  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 35th  | 0.582  |                                | -26.40     | 36.80          | 63.20  | 0-100      |
| Women in ministerial positions %               | 20th  | 0.727  |                                | -15.79     | 42.11          | 57.89  | 0-100      |
| Years with female/male head of state (last 50) | 66th  | 0.009  |                                | -49.15     | 0.42           | 49.58  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |              |
|---|--------------------------------|--------|-------|--------------|
| Indicator   | Unit                           |        |       | Value        |
| GDP   | US\$ billions                  |        |       | 228.54       |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 31.94        |
| Population sex ratio                                      | female/male                    |        |       | 1.11         |
| Population growth rate                                    | %                              |        |       | 0.10         |
| Indicator   | Million people                 | Female | Male  | Value        |
| Total population  |                                | 5.43   | 4.87  | 10.30        |
| Work participation and leadership                         |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Gender pay gap (OECD only)                                | %                              |        |       | 11.72        |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 31.00        |
| Firms with female majority ownership                      | % firms                        |        |       | 8.00         |
| Firms with female top managers                            | % firms                        |        |       | 14.00        |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.        |
| Indicator   | 1-7 (best)                     |        |       | Value        |
| Advancement of women to leadership roles                  |                                |        |       | 4.73         |
| Indicator   | 1 Million people               | Female | Male  | Value        |
| Labour-force  |                                | 2.55   | 2.58  | 0.50         |
| Indicator   | Unit                           | Female | Male  | Value        |
| Unemployed adults (15-64)                                 | % of labour force              | 6.33   | 5.67  | 6.00         |
| Workers employed part-time                                | % of employed people           | 0.39   | 0.30  | 0.34         |
| Proportion of time spent on unpaid domestic and care work | %                              | 5.29   | 2.94  | n. a.        |
| Access to finance   |                                |        |       |              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Access to financial services                              |                                |        |       | Equal rights |
| Inheritance rights for widows and daughters               |                                |        |       | Equal rights |
| Access to land assets                                     |                                |        |       | Equal rights |
| Access to non-land assets                                 |                                |        |       | Equal rights |
| Civil and political freedom                               |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Year women received right to vote                         | year                           |        |       | 1975         |
| Number of female heads of state to date                   | number                         |        |       | 1.00         |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.        |
| Indicator   | Yes/No                         |        |       | Value        |
| Election list quotas for women, national                  |                                |        |       | Yes          |
| Party membership quotas, voluntary                        |                                |        |       | Yes          |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Access to justice   |                                |        |       | Equal rights |
| Freedom of movement                                       |                                |        |       | Equal rights |
| Family and care   |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Public spending on family benefits                        | % GDP                          |        |       | 1.69         |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.        |
| Early marriage  | %                              |        |       | 0.70         |
| Mean age of women at birth of first child                 | years                          |        |       | 30.91        |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Right to divorce  |                                |        |       | Equal rights |
| Indicator   | Days                           | Female | Male  | Value        |
| Length of parental leave                                  |                                | 0      | 0     | 78.00        |
| Education and skills                                      |                                |        |       |              |
| Graduates   | Attainment %                   | Female | Male  | Value        |
| STEM Graduates  |                                | n. a.  | n. a. | n. a.        |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 58.09  | 41.91 | 1.39         |
| Arts & Humanities   |                                | 61.86  | 38.14 | 1.62         |
| Business, Admin. & Law                                    |                                | 60.15  | 39.85 | 1.51         |
| Education   |                                | 80.01  | 19.99 | 4.00         |
| Engineering, Manuf. & Construction                        |                                | n. a.  | n. a. | n. a.        |
| Health & Welfare  |                                | 77.86  | 22.14 | 3.52         |
| Information & Comm. Technologies                          |                                | 17.44  | 82.56 | 0.21         |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.  | n. a. | n. a.        |
| Social Sci., Journalism & Information                     |                                | n. a.  | n. a. | n. a.        |
| Vocational training                                       |                                | 13.11  | 19.38 | 16.26        |
| PhD graduates   |                                | 0.68   | 0.86  | 0.76         |
| Graduates   | %                              | Female | Male  | Value        |
| Graduates from tertiary education                         |                                | 61.57  | 43.95 | 52.77        |
| Health  |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 19.00        |
| Births attended by skilled personnel                      | % live births                  |        |       | 98.70        |
| Maternal mortality  | deaths per 100,000 live births |        |       | 8.00         |
| Total fertility rate                                      | births per woman               |        |       | 1.42         |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Reproductive autonomy                                     |                                |        |       | Equal rights |

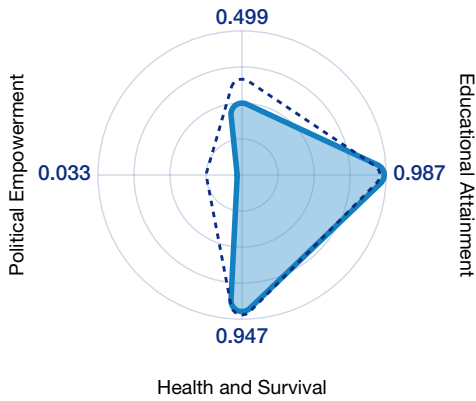
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Qatar score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.617 | 137th | 0.624 | 142nd |
| Economic Participation and Opportunity | 0.499 | 133rd | 0.504 | 136th |
| Educational Attainment                 | 0.987 | 83rd  | 0.990 | 86th  |
| Health and Survival                    | 0.947 | 142nd | 0.948 | 151st |
| Political Empowerment                  | 0.033 | 143rd | 0.053 | 148th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 133rd | 0.499  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 117th | 0.599  |                                | -38.24     | 57.22          | 95.46  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 21st  | 0.747  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 126th | 0.455  |                                | -53.80k    | 44.97k         | 98.76k | 0-150k     |
| Legislators, senior officials and managers %   | 132nd | 0.120  |                                | -78.50     | 10.75          | 89.25  | 0-100      |
| Professional and technical workers %           | 135th | 0.246  |                                | -60.56     | 19.72          | 80.28  | 0-100      |
| <b>Educational Attainment</b>                  | 83rd  | 0.987  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 3.04       | 96.61          | 99.65  | 0-100      |
| Enrolment in secondary education %             | 115th | 0.942  |                                | -0.03      | 0.48           | 0.52   | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 50.72      | 8.04           | 58.77  | 0-200      |
| <b>Health and Survival</b>                     | 142nd | 0.947  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 146th | 0.955  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 143rd | 0.033  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 142nd | 0.046  |                                | -91.20     | 4.40           | 95.60  | 0-100      |
| Women in ministerial positions %               | 128th | 0.077  |                                | -85.71     | 7.14           | 92.86  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 144.41            |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 85.29             |       |       |
| Population sex ratio                                      | female/male                    | 0.33              |       |       |
| Population growth rate                                    | %                              | 1.72              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 0.72              | 2.17  | 2.88  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.22              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.31              | 1.90  | 0.14  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 0.28              | 0.08  | 0.11  |
| Workers employed part-time                                | % of employed people           | 0.03              | 0.01  | 0.02  |
| Proportion of time spent on unpaid domestic and care work | %                              | 1.94              | 0.14  | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | 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                           | 2003              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Unequal rights    |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 3.60              |       |       |
| Mean age of women at birth of first child                 | years                          | 29.87             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Unequal rights    |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 50.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | 71.77             | 28.23 | 2.54  |
| Business, Admin. & Law                                    |                                | 65.84             | 34.16 | 1.93  |
| Education   |                                | 94.34             | 5.66  | 16.67 |
| Engineering, Manuf. & Construction                        |                                | 37.21             | 62.79 | 0.59  |
| Health & Welfare  |                                | 88.08             | 11.92 | 7.39  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | 77.54             | 22.46 | 3.45  |
| Vocational training                                       |                                | 0.10              | 0.34  | 0.28  |
| PhD graduates   |                                | 0.52              | 0.42  | 0.44  |
| Graduates %   |                                | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 28.80             | 2.49  | 7.89  |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | n. a.             |       |       |
| Births attended by skilled personnel                      | % live births                  | 100.00            |       |       |
| Maternal mortality  | deaths per 100,000 live births | 9.00              |       |       |
| Total fertility rate                                      | births per woman               | 1.85              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

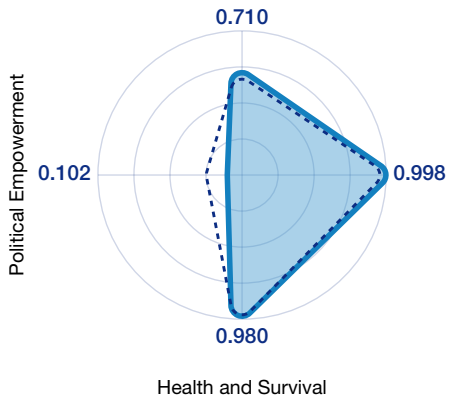
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Romania score    ··· average score

Economic Participation and Opportunity



Overview

| Index and Subindex                            | 2022  |       | 2021  |       |
|---|-------|-------|-------|-------|
|   | Score | Rank  | Score | Rank  |
| <b>Global Gender Gap Index</b>                | 0.698 | 90th  | 0.700 | 88th  |
| <b>Economic Participation and Opportunity</b> | 0.710 | 63rd  | 0.723 | 50th  |
| <b>Educational Attainment</b>                 | 0.998 | 39th  | 0.997 | 54th  |
| <b>Health and Survival</b>                    | 0.980 | 1st   | 0.980 | 1st   |
| <b>Political Empowerment</b>                  | 0.102 | 122nd | 0.100 | 129th |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 63rd  | 0.710  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 100th | 0.686  |                                | -19.55     | 42.80          | 62.34  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 43rd  | 0.708  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 50th  | 0.692  |                                | -10.57k    | 23.73k         | 34.30k | 0-150k     |
| Legislators, senior officials and managers %   | 67th  | 0.538  |                                | -30.07     | 34.96          | 65.04  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 11.46      | 44.27          | 55.73  | 0-100      |
| <b>Educational Attainment</b>                  | 39th  | 0.998  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 62nd  | 0.995  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 77th  | 0.998  |                                | -0.16      | 87.24          | 87.39  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.29       | 87.93          | 88.22  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 12.93      | 45.12          | 58.05  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 122nd | 0.102  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 101st | 0.236  |                                | -61.80     | 19.10          | 80.90  | 0-100      |
| Women in ministerial positions %               | 133rd | 0.053  |                                | -90.00     | 5.00           | 95.00  | 0-100      |
| Years with female/male head of state (last 50) | 54th  | 0.037  |                                | -46.47     | 1.76           | 48.24  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 248.72            |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 28.83             |
| Population sex ratio                                      | female/male                    |        |       | 1.06              |
| Population growth rate                                    | %                              |        |       | -0.59             |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 9.89   | 9.36  | 19.26             |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | 3.50              |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | n. a.             |
| Firms with female majority ownership                      | % firms                        |        |       | 11.70             |
| Firms with female top managers                            | % firms                        |        |       | 17.20             |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 4.97              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 3.59   | 4.85  | 0.43              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 5.15   | 4.38  | 4.70              |
| Workers employed part-time                                | % of employed people           | 0.20   | 0.14  | 0.17              |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | Equal rights      |
| Inheritance rights for widows and 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                         |        |       | 1.00              |
| Seats held in upper house                                 | % total seats                  |        |       | 18.40             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | No                |
| Party membership quotas, voluntary                        |                                |        |       | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | n. a.             |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 6.80              |
| Mean age of women at birth of first child                 | years                          |        |       | 27.82             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Near-equal rights |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 126.00 | 21.00 | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | 41.22  | 58.78 | 0.70              |
| 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.             |
| Vocational training                                       |                                | 17.60  | 19.75 | 18.71             |
| PhD graduates   |                                | n. a.  | n. a. | n. a.             |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 48.78  | 32.66 | 40.43             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 24.00             |
| Births attended by skilled personnel                      | % live births                  |        |       | 97.10             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 19.00             |
| Total fertility rate                                      | births per woman               |        |       | 1.76              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Equal rights      |

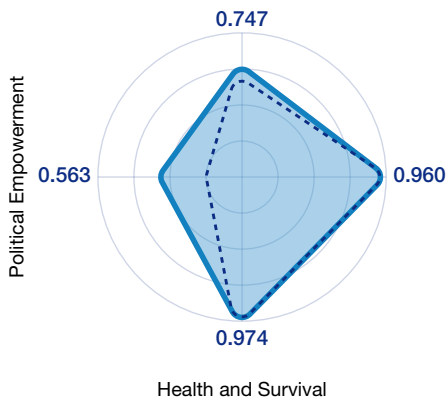
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Rwanda score     average score

Economic Participation and Opportunity



Overview

| Index and Subindex                            | 2022  |       | 2021  |       |
|---|-------|-------|-------|-------|
|   | Score | Rank  | Score | Rank  |
| <b>Global Gender Gap Index</b>                | 0.811 | 6th   | 0.805 | 7th   |
| <b>Economic Participation and Opportunity</b> | 0.747 | 33rd  | 0.726 | 48th  |
| <b>Educational Attainment</b>                 | 0.960 | 108th | 0.957 | 115th |
| <b>Health and Survival</b>                    | 0.974 | 59th  | 0.974 | 63rd  |
| <b>Political Empowerment</b>                  | 0.563 | 7th   | 0.563 | 6th   |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 33rd  | 0.747  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 1st   | 1.000  |                                | 0.28       | 82.23          | 82.50  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 6th   | 0.798  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 74th  | 0.640  |                                | -925.80    | 1.64k          | 2.57k  | 0-150k     |
| Legislators, senior officials and managers %   | 76th  | 0.500  |                                | -33.34     | 33.33          | 66.67  | 0-100      |
| Professional and technical workers %           | 99th  | 0.703  |                                | -17.44     | 41.28          | 58.72  | 0-100      |
| <b>Educational Attainment</b>                  | 108th | 0.960  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 107th | 0.895  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.29       | 93.51          | 93.80  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 5.48       | 41.56          | 47.05  | 0-200      |
| Enrolment in tertiary education %              | 111th | 0.836  |                                | -1.12      | 5.68           | 6.80   | 0-200      |
| <b>Health and Survival</b>                     | 59th  | 0.974  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 66th  | 1.042  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 7th   | 0.563  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 1st   | 1.000  |                                | 22.60      | 38.70          | 61.30  | 0-100      |
| Women in ministerial positions %               | 1st   | 1.000  |                                | 9.68       | 45.16          | 54.84  | 0-100      |
| Years with female/male head of state (last 50) | 63rd  | 0.015  |                                | -48.56     | 0.72           | 49.28  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 10.33             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 2.10              |       |       |
| Population sex ratio                                      | female/male                    | 1.03              |       |       |
| Population growth rate                                    | %                              | 2.54              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 6.58              | 6.37  | 12.95 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 13.90             |       |       |
| Firms with female top managers                            | % firms                        | 21.80             |       |       |
| Share of workers in informal sector                       | % workers                      | 87.80             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.64              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 3.43              | 3.22  | 0.52  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 1.64              | 1.34  | 1.50  |
| Workers employed part-time                                | % of employed people           | 0.48              | 0.46  | 0.47  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | 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                           | 1962              |       |       |
| Number of female heads of state to date                   | number                         | 1.00              |       |       |
| Seats held in upper house                                 | % total seats                  | 34.60             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 13.60             |       |       |
| Early marriage  | %                              | 4.00              |       |       |
| Mean age of women at birth of first child                 | years                          | 30.32             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Restricted rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 84.00             | 4.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 35.36             | 64.64 | 0.55  |
| 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. |
| Vocational training                                       |                                | 3.49              | 4.41  | 3.95  |
| PhD graduates   |                                | n. a.             | 0.04  | 0.02  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 5.63              | 6.08  | 5.86  |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 34.40             |       |       |
| Births attended by skilled personnel                      | % live births                  | 90.70             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 248.00            |       |       |
| Total fertility rate                                      | births per woman               | 3.99              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Uneven rights     |       |       |

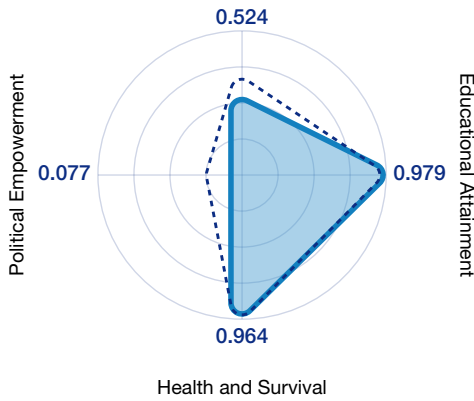
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Saudi Arabia score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.636 | 127th | 0.603 | 147th |
| Economic Participation and Opportunity | 0.524 | 128th | 0.390 | 149th |
| Educational Attainment                 | 0.979 | 93rd  | 0.980 | 97th  |
| Health and Survival                    | 0.964 | 116th | 0.964 | 123rd |
| Political Empowerment                  | 0.077 | 132nd | 0.077 | 138th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 128th | 0.524  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 135th | 0.386  |                                | -49.21     | 30.94          | 80.15  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 16th  | 0.758  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 135th | 0.320  |                                | -42.23k    | 19.91k         | 62.14k | 0-150k     |
| Legislators, senior officials and managers %   | -     | -      | -                              | -          | -              | -      | -          |
| Professional and technical workers %           | -     | -      | -                              | -          | -              | -      | -          |
| <b>Educational Attainment</b>                  | 93rd  | 0.979  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 84th  | 0.974  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.41       | 94.62          | 95.03  | 0-100      |
| Enrolment in secondary education %             | 119th | 0.928  |                                | -8.40      | 108.31         | 116.71 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 5.63       | 67.93          | 73.56  | 0-200      |
| <b>Health and Survival</b>                     | 116th | 0.964  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 123rd | 1.009  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 132nd | 0.077  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 98th  | 0.248  |                                | -60.20     | 19.90          | 80.10  | 0-100      |
| Women in ministerial positions %               | 140th | 0.000  |                                | -100.00    | 0              | 100.00 | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 700.12            |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 44.33             |       |       |
| Population sex ratio                                      | female/male                    | 0.73              |       |       |
| Population growth rate                                    | %                              | 1.58              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 14.68             | 20.13 | 34.81 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.30              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 3.29              | 12.85 | 0.20  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 20.68             | 3.11  | 6.66  |
| 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                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Unequal rights    |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 5.80              |       |       |
| Mean age of women at birth of first child                 | years                          | 32.19             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Unequal rights    |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 70.00             | 3.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 36.82             | 63.18 | 0.58  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | 2.68              | 97.32 | 0.03  |
| Health & Welfare  |                                | 60.43             | 39.57 | 1.53  |
| Information & Comm. Technologies                          |                                | 46.02             | 53.98 | 0.85  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 1.33              | 5.65  | 3.58  |
| PhD graduates   |                                | 0.66              | 1.46  | 1.15  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 58.13             | 36.29 | 46.64 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | n. a.             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.40             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 17.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.27              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

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

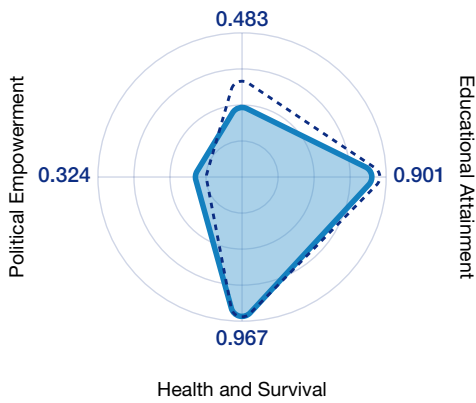
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

Senegal score    average score

Economic Participation and Opportunity



Overview

| Index and Subindex                     | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.668 | 112th | 0.684 | 104th |
| Economic Participation and Opportunity | 0.483 | 136th | 0.554 | 131st |
| Educational Attainment                 | 0.901 | 127th | 0.888 | 136th |
| Health and Survival                    | 0.967 | 96th  | 0.967 | 103rd |
| Political Empowerment                  | 0.324 | 39th  | 0.327 | 38th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 136th | 0.483  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 119th | 0.591  |                                | -23.22     | 33.51          | 56.73  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 65th  | 0.671  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 131st | 0.369  |                                | -3.10k     | 1.81k          | 4.90k  | 0-150k     |
| Legislators, senior officials and managers %   | 127th | 0.180  |                                | -69.56     | 15.22          | 84.78  | 0-100      |
| Professional and technical workers %           | 127th | 0.405  |                                | -42.38     | 28.81          | 71.19  | 0-100      |
| <b>Educational Attainment</b>                  | 127th | 0.901  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 136th | 0.614  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 10.17      | 70.33          | 80.51  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 6.99       | 43.10          | 50.09  | 0-200      |
| Enrolment in tertiary education %              | 117th | 0.783  |                                | -3.42      | 12.32          | 15.74  | 0-200      |
| <b>Health and Survival</b>                     | 96th  | 0.967  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 106th | 1.019  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 39th  | 0.324  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 16th  | 0.745  |                                | -14.60     | 42.70          | 57.30  | 0-100      |
| Women in ministerial positions %               | 73rd  | 0.280  |                                | -56.25     | 21.88          | 78.13  | 0-100      |
| Years with female/male head of state (last 50) | 49th  | 0.053  |                                | -44.95     | 2.52           | 47.48  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 24.64             |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 3.32              |
| Population sex ratio                                      | female/male                    |        |       | 1.05              |
| Population growth rate                                    | %                              |        |       | 2.71              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 8.57   | 8.17  | 16.74             |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | n. a.             |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | n. a.             |
| Firms with female majority ownership                      | % firms                        |        |       | 11.80             |
| Firms with female top managers                            | % firms                        |        |       | 14.10             |
| Share of workers in informal sector                       | % workers                      |        |       | 90.20             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 4.43              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 1.75   | 2.67  | 0.40              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 3.85   | 3.43  | 3.60              |
| Workers employed part-time                                | % of employed people           | 0.75   | 0.57  | 0.64              |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.             |
| Access to finance   |                                |        |       |                   |
| 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                         |        |       | 2.00              |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | Yes               |
| Party membership quotas, voluntary                        |                                |        |       | No                |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | n. a.             |
| Unmet family planning                                     | % women 15-49                  |        |       | 21.70             |
| Early marriage  | %                              |        |       | 25.00             |
| Mean age of women at birth of first child                 | years                          |        |       | 30.26             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Near-equal rights |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 98.00  | 1.00  | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | n. a.  | n. a. | n. a.             |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.  | n. a. | n. a.             |
| Arts & Humanities   |                                | n. a.  | n. a. | n. a.             |
| Business, Admin. & Law                                    |                                | n. a.  | n. a. | n. a.             |
| Education   |                                | n. a.  | n. a. | n. a.             |
| Engineering, Manuf. & Construction                        |                                | n. a.  | n. a. | n. a.             |
| Health & Welfare  |                                | n. a.  | n. a. | n. a.             |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a.             |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.  | n. a. | n. a.             |
| Social Sci., Journalism & Information                     |                                | n. a.  | n. a. | n. a.             |
| Vocational training                                       |                                | 2.20   | 2.09  | 2.14              |
| PhD graduates   |                                | 0.04   | 0.10  | 0.07              |
| Graduates %   |                                | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | n. a.  | n. a. | n. a.             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 78.00             |
| Births attended by skilled personnel                      | % live births                  |        |       | 74.50             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 315.00            |
| Total fertility rate                                      | births per woman               |        |       | 4.56              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Unequal rights    |

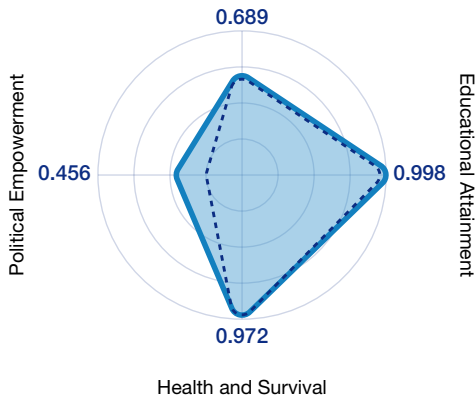
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Serbia score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

| Indicator                              | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.779 | 23rd | 0.780 | 19th |
| Economic Participation and Opportunity | 0.689 | 77th | 0.716 | 54th |
| Educational Attainment                 | 0.998 | 37th | 0.998 | 52nd |
| Health and Survival                    | 0.972 | 71st | 0.969 | 89th |
| Political Empowerment                  | 0.456 | 21st | 0.437 | 21st |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 77th  | 0.689  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 85th  | 0.749  |                                | -15.65     | 46.62          | 62.27  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 73rd  | 0.655  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 62nd  | 0.666  |                                | -7.35k     | 14.66k         | 22.01k | 0-150k     |
| Legislators, senior officials and managers %   | 85th  | 0.460  |                                | -37.03     | 31.48          | 68.52  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 12.14      | 43.93          | 56.07  | 0-100      |
| <b>Educational Attainment</b>                  | 37th  | 0.998  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 63rd  | 0.992  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 69th  | 1.000  |                                | -0.04      | 97.09          | 97.13  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.36       | 91.58          | 92.94  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 22.95      | 56.99          | 79.94  | 0-200      |
| <b>Health and Survival</b>                     | 71st  | 0.972  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 131st | 0.939  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 58th  | 1.046  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 21st  | 0.456  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 25th  | 0.667  |                                | -20.00     | 40.00          | 60.00  | 0-100      |
| Women in ministerial positions %               | 17th  | 0.769  |                                | -13.04     | 43.48          | 56.52  | 0-100      |
| Years with female/male head of state (last 50) | 22nd  | 0.134  |                                | -38.15     | 5.93           | 44.07  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           |                   |       | Value |
| GDP   | US\$ billions                  |                   |       | 53.34 |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 18.23 |
| Population sex ratio                                      | female/male                    |                   |       | 1.04  |
| Population growth rate                                    | %                              |                   |       | -0.67 |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 3.52              | 3.38  | 6.90  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a. |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a. |
| Firms with female majority ownership                      | % firms                        |                   |       | 13.70 |
| Firms with female top managers                            | % firms                        |                   |       | 18.20 |
| Share of workers in informal sector                       | % workers                      |                   |       | 17.00 |
| Indicator   | 1-7 (best)                     |                   |       | Value |
| Advancement of women to leadership roles                  |                                |                   |       | 4.64  |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 1.77              | 2.23  | 0.44  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 11.41             | 9.96  | 10.61 |
| Workers employed part-time                                | % of employed people           | 0.25              | 0.18  | 0.21  |
| Proportion of time spent on unpaid domestic and care work | %                              | 4.01              | 1.68  | 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                           |                   |       | 1945  |
| Number of female heads of state to date                   | number                         |                   |       | 1.00  |
| Seats held in upper house                                 | % total seats                  |                   |       | n. a. |
| Indicator   | Yes/No                         |                   |       | Value |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a. |
| Unmet family planning                                     | % women 15-49                  |                   |       | n. a. |
| Early marriage  | %                              |                   |       | 3.50  |
| Mean age of women at birth of first child                 | years                          |                   |       | 29.38 |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 135.00            | 7.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | 69.18             | 30.82 | 2.25  |
| Business, Admin. & Law                                    |                                | 60.00             | 40.00 | 1.50  |
| Education   |                                | 84.12             | 15.88 | 5.30  |
| Engineering, Manuf. & Construction                        |                                | 38.53             | 61.47 | 0.63  |
| Health & Welfare  |                                | 74.91             | 25.09 | 2.99  |
| Information & Comm. Technologies                          |                                | 28.55             | 71.45 | 0.40  |
| Natural Sci., Mathematics & Statistics                    |                                | 71.16             | 28.84 | 2.47  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 23.08             | 25.93 | 24.54 |
| PhD graduates   |                                | 0.36              | 0.14  | 0.26  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 23.70 |
| Births attended by skilled personnel                      | % live births                  |                   |       | 98.40 |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 12.00 |
| Total fertility rate                                      | births per woman               |                   |       | 1.52  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

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

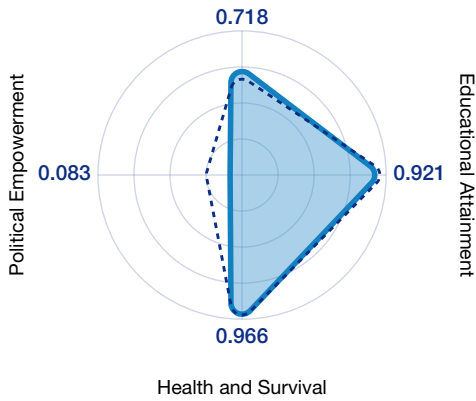
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

■ Sierra Leone score    ⋮ average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.672 | 109th | 0.655 | 121st |
| Economic Participation and Opportunity | 0.718 | 56th  | 0.713 | 56th  |
| Educational Attainment                 | 0.921 | 124th | 0.860 | 140th |
| Health and Survival                    | 0.966 | 103rd | 0.966 | 108th |
| Political Empowerment                  | 0.083 | 131st | 0.083 | 136th |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 56th  | 0.718  |                                | -          | Min - Max      | -          |
| Labour-force participation rate %              | 1st   | 1.000  |                                | 0.16       | 55.93 vs 56.09 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 68th  | 0.661  |                                | -          | -              | -          |
| Estimated earned income int'l \$ 1,000         | 16th  | 0.805  |                                | -353.04    | 1.46k vs 1.81k | 0-150k     |
| Legislators, senior officials and managers %   | 57th  | 0.560  |                                | -28.17     | 35.91 vs 64.08 | 0-100      |
| Professional and technical workers %           | 123rd | 0.435  |                                | -39.36     | 30.32 vs 69.68 | 0-100      |
| <b>Educational Attainment</b>                  | 124th | 0.921  |                                | -          | -              | -          |
| Literacy rate %                                | 131st | 0.675  |                                | -          | -              | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.20       | 98.26 vs 98.46 | 0-100      |
| Enrolment in secondary education %             | 103rd | 0.966  |                                | -1.47      | 41.06 vs 42.53 | 0-200      |
| Enrolment in tertiary education %              | -     | -      |                                | -          | -              | -          |
| <b>Health and Survival</b>                     | 103rd | 0.966  |                                | -          | -              | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -          |
| Healthy life expectancy** years                | 113th | 1.015  |                                | -          | -              | -          |
| <b>Political Empowerment</b>                   | 131st | 0.083  |                                | -          | -              | -          |
| Women in parliament %                          | 127th | 0.140  |                                | -75.40     | 12.30 vs 87.70 | 0-100      |
| Women in ministerial positions %               | 104th | 0.160  |                                | -72.41     | 13.79 vs 86.21 | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0 vs 50.00     | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           |                   |       | Value |
| GDP   | US\$ billions                  |                   |       | 4.06  |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 1.64  |
| Population sex ratio                                      | female/male                    |                   |       | 1.00  |
| Population growth rate                                    | %                              |                   |       | 2.08  |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 4.00              | 3.98  | 7.98  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a. |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a. |
| Firms with female majority ownership                      | % firms                        |                   |       | 16.90 |
| Firms with female top managers                            | % firms                        |                   |       | 15.90 |
| Share of workers in informal sector                       | % workers                      |                   |       | 93.10 |
| Indicator   | 1-7 (best)                     |                   |       | Value |
| Advancement of women to leadership roles                  |                                |                   |       | 3.52  |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 1.38              | 1.36  | 0.50  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 4.35              | 5.67  | 5.01  |
| Workers employed part-time                                | % of employed people           | 0.28              | 0.22  | 0.25  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Uneven rights     |       |       |
| Access to land assets                                     |                                | Uneven rights     |       |       |
| Access to non-land assets                                 |                                | Uneven rights     |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Year women received right to vote                         | year                           |                   |       | 1961  |
| Number of female heads of state to date                   | number                         |                   |       | 0     |
| Seats held in upper house                                 | % total seats                  |                   |       | n. a. |
| Indicator   | Yes/No                         |                   |       | Value |
| Election list quotas for women, national                  |                                |                   |       | No    |
| Party membership quotas, voluntary                        |                                |                   |       | No    |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a. |
| Unmet family planning                                     | % women 15-49                  |                   |       | 24.80 |
| Early marriage  | %                              |                   |       | 19.00 |
| Mean age of women at birth of first child                 | years                          |                   |       | 28.73 |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Right to divorce  |                                | Restricted rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 84.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           |                   |       | Value |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 45.30 |
| Births attended by skilled personnel                      | % live births                  |                   |       | 86.90 |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 1.12  |
| Total fertility rate                                      | births per woman               |                   |       | 4.17  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

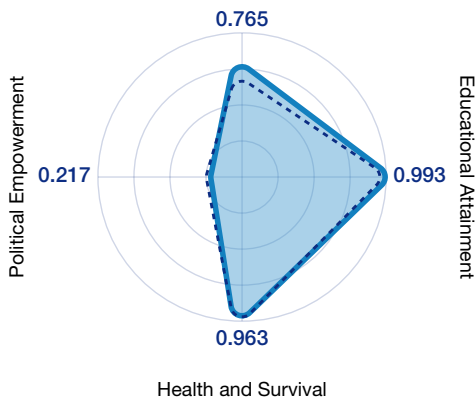
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Singapore score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.734 | 49th  | 0.727 | 54th  |
| Economic Participation and Opportunity | 0.765 | 28th  | 0.749 | 33rd  |
| Educational Attainment                 | 0.993 | 65th  | 0.990 | 87th  |
| Health and Survival                    | 0.963 | 123rd | 0.963 | 132nd |
| Political Empowerment                  | 0.217 | 66th  | 0.208 | 72nd  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |         | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|---------|------------|
|  |       |        |                                |            | ◆              | ◆       |            |
| <b>Economic Participation and Opportunity</b>  | 28th  | 0.765  | 0   1                          | -          | Min            | Max     | -          |
| Labour-force participation rate %              | 72nd  | 0.773  |                                | -17.42     | 59.41          | 76.83   | 0-100      |
| Wage equality for similar work 1-7 (best)      | 5th   | 0.805  |                                | -          | -              | -       | -          |
| Estimated earned income int'l \$ 1,000         | 42nd  | 0.714  |                                | -30.95k    | 77.21k         | 108.17k | 0-150k     |
| Legislators, senior officials and managers %   | 50th  | 0.592  |                                | -25.66     | 37.17          | 62.83   | 0-100      |
| Professional and technical workers %           | 75th  | 0.955  |                                | -2.29      | 48.86          | 51.14   | 0-100      |
| <b>Educational Attainment</b>                  | 65th  | 0.993  |                                | -          | -              | -       | -          |
| Literacy rate %                                | 86th  | 0.972  |                                | -          | -              | -       | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.14       | 99.73          | 99.87   | 0-100      |
| Enrolment in secondary education %             | 84th  | 0.992  |                                | -0.85      | 104.28         | 105.13  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 11.51      | 85.58          | 97.09   | 0-200      |
| <b>Health and Survival</b>                     | 123rd | 0.963  |                                | -          | -              | -       | -          |
| Sex ratio at birth** %                         | 139th | 0.932  |                                | -          | -              | -       | -          |
| Healthy life expectancy** years                | 80th  | 1.032  |                                | -          | -              | -       | -          |
| <b>Political Empowerment</b>                   | 66th  | 0.217  |                                | -          | -              | -       | -          |
| Women in parliament %                          | 56th  | 0.410  |                                | -41.80     | 29.10          | 70.90   | 0-100      |
| Women in ministerial positions %               | 92nd  | 0.188  |                                | -68.42     | 15.79          | 84.21   | 0-100      |
| Years with female/male head of state (last 50) | 33rd  | 0.098  |                                | -41.07     | 4.46           | 45.54   | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 340               |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 93.40             |
| Population sex ratio                                      | female/male                    |        |       | 0.91              |
| Population growth rate                                    | %                              |        |       | -0.31             |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 2.71   | 2.98  | 5.69              |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | n. a.             |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | n. a.             |
| Firms with female majority ownership                      | % firms                        |        |       | n. a.             |
| Firms with female top managers                            | % firms                        |        |       | n. a.             |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 5.71              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 1.46   | 2.08  | 0.41              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 4.28   | 3.69  | 3.94              |
| Workers employed part-time                                | % of employed people           | 0.14   | 0.08  | 0.11              |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | Equal rights      |
| Inheritance rights for widows and daughters               |                                |        |       | Near-equal rights |
| Access to land assets                                     |                                |        |       | Equal rights      |
| Access to non-land assets                                 |                                |        |       | Equal rights      |
| Civil and political freedom                               |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Year women received right to vote                         | year                           |        |       | 1965              |
| Number of female heads of state to date                   | number                         |        |       | 1.00              |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | n. a.             |
| Party membership quotas, voluntary                        |                                |        |       | n. a.             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | n. a.             |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 0.40              |
| Mean age of women at birth of first child                 | years                          |        |       | 31.32             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Equal rights      |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 84.00  | 14.00 | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | n. a.  | n. a. | n. a.             |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 64.96  | 35.04 | 1.85              |
| Arts & Humanities   |                                | 65.91  | 34.09 | 1.93              |
| Business, Admin. & Law                                    |                                | 58.27  | 41.73 | 1.40              |
| Education   |                                | 83.21  | 16.79 | 4.95              |
| Engineering, Manuf. & Construction                        |                                | n. a.  | n. a. | n. a.             |
| Health & Welfare  |                                | n. a.  | n. a. | n. a.             |
| Information & Comm. Technologies                          |                                | 32.22  | 67.78 | 0.48              |
| Natural Sci., Mathematics & Statistics                    |                                | 61.72  | 38.28 | 1.61              |
| Social Sci., Journalism & Information                     |                                | 65.76  | 34.24 | 1.92              |
| Vocational training                                       |                                | 22.73  | 24.74 | 23.77             |
| PhD graduates   |                                | n. a.  | n. a. | n. a.             |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 69.21  | 53.76 | 61.09             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 6.10              |
| Births attended by skilled personnel                      | % live births                  |        |       | 99.50             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 8.00              |
| Total fertility rate                                      | births per woman               |        |       | 1.14              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Equal rights      |

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

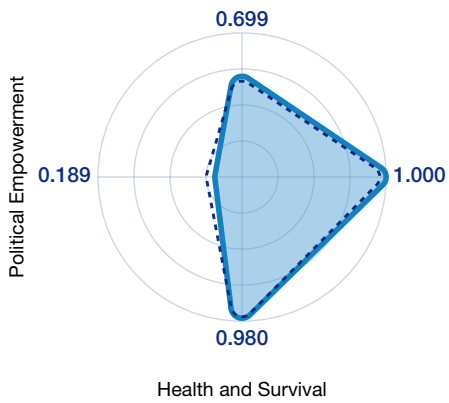
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

█ Slovak Republic score    ⋮ average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index



Economic Participation and Opportunity



Educational Attainment



Health and Survival



Political Empowerment



2022    ▼ 2021  
Score Rank    Score Rank

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 70th  | 0.699  | 0 1                            | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 56th  | 0.824  |                                | -11.67     | 54.74          | 66.42  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 102nd | 0.592  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 59th  | 0.670  |                                | -12.14k    | 24.60k         | 36.74k | 0-150k     |
| Legislators, senior officials and managers %   | 61st  | 0.551  |                                | -28.95     | 35.53          | 64.47  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 7.73       | 46.14          | 53.86  | 0-100      |
| <b>Educational Attainment</b>                  | 24th  | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 68th  | 1.000  |                                | -0.02      | 96.70          | 96.72  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.21       | 90.22          | 91.43  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 18.91      | 37.21          | 56.13  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 83rd  | 0.189  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 90th  | 0.271  |                                | -57.40     | 21.30          | 78.70  | 0-100      |
| Women in ministerial positions %               | 78th  | 0.250  |                                | -60.00     | 20.00          | 80.00  | 0-100      |
| Years with female/male head of state (last 50) | 34th  | 0.098  |                                | -41.09     | 4.45           | 45.55  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 105.17            |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 30.51             |
| Population sex ratio                                      | female/male                    |        |       | 1.05              |
| Population growth rate                                    | %                              |        |       | 0.09              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 2.80   | 2.66  | 5.46              |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | 11.01             |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 27.70             |
| Firms with female majority ownership                      | % firms                        |        |       | 11.80             |
| Firms with female top managers                            | % firms                        |        |       | 22.90             |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 4.56              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 1.31   | 1.48  | 0.47              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 6.43   | 6.00  | 6.20              |
| Workers employed part-time                                | % of employed people           | 0.34   | 0.25  | 0.29              |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | Equal 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                         |        |       | 2.00              |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | No                |
| Party membership quotas, voluntary                        |                                |        |       | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Near-equal rights |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | 2.01              |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 1.10              |
| Mean age of women at birth of first child                 | years                          |        |       | 29.07             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Equal rights      |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 238.00 | 0     | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | 35.22  | 64.78 | 0.54              |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 59.28  | 40.72 | 1.46              |
| Arts & Humanities   |                                | 68.39  | 31.61 | 2.16              |
| Business, Admin. & Law                                    |                                | n. a.  | n. a. | n. a.             |
| Education   |                                | 81.80  | 18.20 | 4.50              |
| Engineering, Manuf. & Construction                        |                                | 28.16  | 71.84 | 0.39              |
| Health & Welfare  |                                | 77.00  | 23.00 | 3.35              |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a.             |
| Natural Sci., Mathematics & Statistics                    |                                | 63.71  | 36.29 | 1.76              |
| Social Sci., Journalism & Information                     |                                | 70.79  | 29.21 | 2.42              |
| Vocational training                                       |                                | 20.96  | 24.16 | 22.60             |
| PhD graduates   |                                | 0.76   | 0.92  | 0.84              |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 41.06  | 24.01 | 32.32             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 23.00             |
| Births attended by skilled personnel                      | % live births                  |        |       | 98.00             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 5.00              |
| Total fertility rate                                      | births per woman               |        |       | 1.56              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Equal rights      |

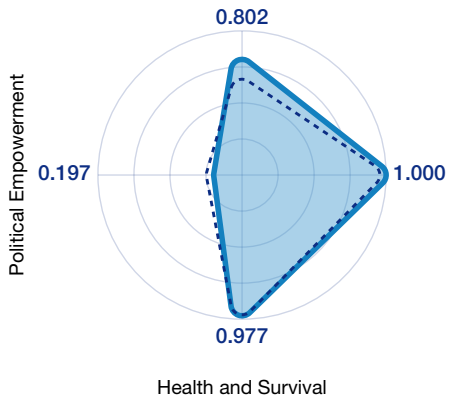
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Slovenia score    ··· average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index



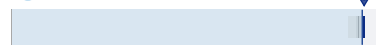
Economic Participation and Opportunity



Educational Attainment



Health and Survival



Political Empowerment



2022    ▼ 2021  
Score    Rank    Score    Rank

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male  | Min<br>Max |
|--|------|--------|--------------------------------|------------|-----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 12th | 0.802  | 0 1                            | -          | Min Max         | -          |
| Labour-force participation rate %              | 38th | 0.865  |                                | -8.43      | 53.76 ◆ 62.19   | 0-100      |
| Wage equality for similar work 1-7 (best)      | 33rd | 0.733  |                                | -          | -               | -          |
| Estimated earned income int'l \$ 1,000         | 12th | 0.824  |                                | -7.17k     | 33.50k ◆ 40.67k | 0-150k     |
| Legislators, senior officials and managers %   | 34th | 0.670  |                                | -19.79     | 40.10 ◆ 59.90   | 0-100      |
| Professional and technical workers %           | 1st  | 1.000  |                                | 9.13       | 45.43 ◆ 54.57   | 0-100      |
| <b>Educational Attainment</b>                  | 26th | 1.000  |                                | -          | -               | -          |
| Literacy rate %                                | 51st | 0.999  |                                | -          | -               | -          |
| Enrolment in primary education %               | 1st  | 1.000  |                                | 0.81       | 98.81 ◆ 99.62   | 0-100      |
| Enrolment in secondary education %             | 1st  | 1.000  |                                | 2.17       | 111.98 ◆ 114.15 | 0-200      |
| Enrolment in tertiary education %              | 1st  | 1.000  |                                | 29.18      | 63.79 ◆ 92.97   | 0-200      |
| <b>Health and Survival</b>                     | 48th | 0.977  |                                | -          | -               | -          |
| Sex ratio at birth** %                         | 1st  | 0.944  |                                | -          | -               | -          |
| Healthy life expectancy** years                | 54th | 1.050  |                                | -          | -               | -          |
| <b>Political Empowerment</b>                   | 79th | 0.197  |                                | -          | -               | -          |
| Women in parliament %                          | 57th | 0.406  |                                | -42.20     | 28.90 ◆ 71.10   | 0-100      |
| Women in ministerial positions %               | 80th | 0.231  |                                | -62.50     | 18.75 ◆ 81.25   | 0-100      |
| Years with female/male head of state (last 50) | 57th | 0.031  |                                | -47.00     | 1.50 ◆ 48.50    | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 53.59             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 37.09             |       |       |
| Population sex ratio                                      | female/male                    | 1.01              |       |       |
| Population growth rate                                    | %                              | 0.67              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.06              | 1.05  | 2.10  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | 39.76             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | 19.40             |       |       |
| Firms with female majority ownership                      | % firms                        | 11.10             |       |       |
| Firms with female top managers                            | % firms                        | 18.80             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.35              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.48              | 0.54  | 0.47  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 4.57              | 2.92  | 3.69  |
| Workers employed part-time                                | % of employed people           | 0.37              | 0.25  | 0.31  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | 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                           | 1992              |       |       |
| Number of female heads of state to date                   | number                         | 1.00              |       |       |
| 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             |       |       |
| Public spending on family benefits                        | % GDP                          | 1.85              |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 0.20              |       |       |
| Mean age of women at birth of first child                 | years                          | 30.45             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Equal rights      |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 105.00            | 30.00 | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 33.32             | 66.68 | 0.50  |
| 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  |
| Vocational training                                       |                                | 31.11             | 39.00 | 35.19 |
| PhD graduates   |                                | 3.89              | 3.27  | 3.58  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 59.46             | 34.37 | 46.47 |
| 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 | 7.00              |       |       |
| Total fertility rate                                      | births per woman               | 1.61              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

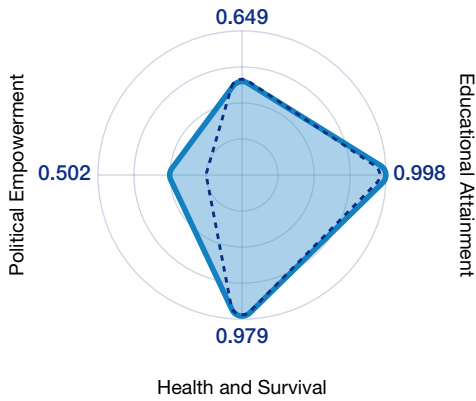
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

\*\*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.

Global Gender Gap Index 2022 Edition

■ South Africa score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.782 | 20th | 0.781 | 18th |
| Economic Participation and Opportunity | 0.649 | 92nd | 0.658 | 92nd |
| Educational Attainment                 | 0.998 | 41st | 0.994 | 69th |
| Health and Survival                    | 0.979 | 32nd | 0.979 | 37th |
| Political Empowerment                  | 0.502 | 12th | 0.493 | 14th |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 92nd  | 0.649  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 73rd  | 0.772  |                                | -13.67     | 46.21          | 59.88  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 123rd | 0.498  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 54th  | 0.683  |                                | -4.78k     | 10.31k         | 15.09k | 0-150k     |
| Legislators, senior officials and managers %   | 84th  | 0.462  |                                | -36.76     | 31.62          | 68.38  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 5.07       | 47.46          | 52.54  | 0-100      |
| <b>Educational Attainment</b>                  | 41st  | 0.998  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 70th  | 0.989  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.93       | 88.26          | 90.19  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 6.18       | 99.49          | 105.67 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 9.40       | 19.20          | 28.60  | 0-200      |
| <b>Health and Survival</b>                     | 32nd  | 0.979  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 41st  | 1.057  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 12th  | 0.502  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 8th   | 0.876  |                                | -6.60      | 46.70          | 53.30  | 0-100      |
| Women in ministerial positions %               | 12th  | 0.933  |                                | -3.45      | 48.28          | 51.72  | 0-100      |
| Years with female/male head of state (last 50) | 77th  | 0.000  |                                | -49.99     | 0.00           | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 335.44            |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 12.67             |       |       |
| Population sex ratio                                      | female/male                    | 1.03              |       |       |
| Population growth rate                                    | %                              | 1.27              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 30.09             | 29.22 | 59.31 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | 34.00             |       |       |
| Firms with female majority ownership                      | % firms                        | 8.70              |       |       |
| Firms with female top managers                            | % firms                        | 38.50             |       |       |
| Share of workers in informal sector                       | % workers                      | 41.60             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.26              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 10.16             | 12.51 | 0.45  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 35.66             | 31.74 | 33.51 |
| Workers employed part-time                                | % of employed people           | 0.18              | 0.11  | 0.14  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and 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                           | 1994              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 37.00             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | No                |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 14.90             |       |       |
| Early marriage  | %                              | 6.30              |       |       |
| Mean age of women at birth of first child                 | years                          | 27.72             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 120.00            | 14.00 | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 42.76             | 57.24 | 0.75  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 52.22             | 47.78 | 1.09  |
| Arts & Humanities   |                                | 61.96             | 38.04 | 1.63  |
| Business, Admin. & Law                                    |                                | 57.28             | 42.72 | 1.34  |
| Education   |                                | 76.12             | 23.88 | 3.19  |
| Engineering, Manuf. & Construction                        |                                | 32.24             | 67.76 | 0.48  |
| Health & Welfare  |                                | 74.89             | 25.11 | 2.98  |
| Information & Comm. Technologies                          |                                | 38.43             | 61.57 | 0.62  |
| Natural Sci., Mathematics & Statistics                    |                                | 56.35             | 43.65 | 1.29  |
| Social Sci., Journalism & Information                     |                                | 68.30             | 31.70 | 2.15  |
| Vocational training                                       |                                | 5.90              | 4.53  | 5.21  |
| PhD graduates   |                                | 0.18              | 0.92  | 0.69  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 14.35             | 8.45  | 11.38 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 20.60             |       |       |
| Births attended by skilled personnel                      | % live births                  | 96.70             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 119.00            |       |       |
| Total fertility rate                                      | births per woman               | 2.38              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

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

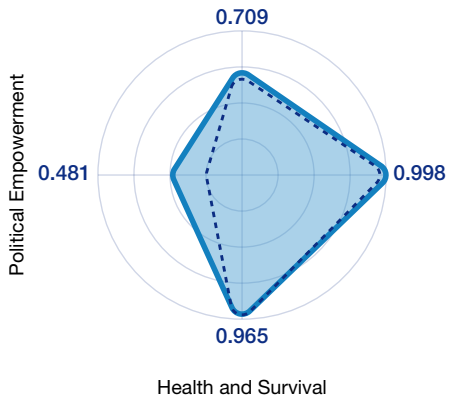
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

Spain score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.788 | 17th  | 0.788 | 14th  |
| Economic Participation and Opportunity | 0.709 | 64th  | 0.699 | 71st  |
| Educational Attainment                 | 0.998 | 36th  | 0.998 | 44th  |
| Health and Survival                    | 0.965 | 107th | 0.965 | 114th |
| Political Empowerment                  | 0.481 | 17th  | 0.491 | 15th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male   | Min<br>Max |
|--|-------|--------|--------------------------------|------------|------------------|------------|
| <b>Economic Participation and Opportunity</b>  | 64th  | 0.709  |                                | -          | Min - Max        | -          |
| Labour-force participation rate %              | 49th  | 0.844  |                                | -9.76      | 52.65 vs 62.41   | 0-100      |
| Wage equality for similar work 1-7 (best)      | 89th  | 0.616  |                                | -          | -                | -          |
| Estimated earned income int'l \$ 1,000         | 58th  | 0.674  |                                | -14.16k    | 29.25k vs 43.41k | 0-150k     |
| Legislators, senior officials and managers %   | 66th  | 0.538  |                                | -30.05     | 34.97 vs 65.02   | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 0.72       | 49.64 vs 50.36   | 0-100      |
| <b>Educational Attainment</b>                  | 36th  | 0.998  |                                | -          | -                | -          |
| Literacy rate %                                | 68th  | 0.992  |                                | -          | -                | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.42       | 97.00 vs 97.42   | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 3.59       | 124.20 vs 127.79 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 18.06      | 84.07 vs 102.13  | 0-200      |
| <b>Health and Survival</b>                     | 107th | 0.965  |                                | -          | -                | -          |
| Sex ratio at birth** %                         | 129th | 0.940  |                                | -          | -                | -          |
| Healthy life expectancy** years                | 100th | 1.022  |                                | -          | -                | -          |
| <b>Political Empowerment</b>                   | 17th  | 0.481  |                                | -          | -                | -          |
| Women in parliament %                          | 15th  | 0.754  |                                | -14.00     | 43.00 vs 57.00   | 0-100      |
| Women in ministerial positions %               | 1st   | 1.000  |                                | 0          | 50.00 vs 50.00   | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0 vs 50.00       | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |        |                   |
|---|--------------------------------|--------|--------|-------------------|
| Indicator   | Unit                           |        |        | Value             |
| GDP   | US\$ billions                  |        |        | 1,281.48          |
| GDP per capita  | constant '17, intl. \$ 1000    |        |        | 36.22             |
| Population sex ratio                                      | female/male                    |        |        | 1.03              |
| Population growth rate                                    | %                              |        |        | 0.48              |
| Indicator   | Million people                 | Female | Male   | Value             |
| Total population  |                                | 24.09  | 23.28  | 47.36             |
| Work participation and leadership                         |                                |        |        |                   |
| Indicator   | Unit                           |        |        | Value             |
| Gender pay gap (OECD only)                                | %                              |        |        | 28.81             |
| Share of women's membership in boards                     | % (OECD countries only)        |        |        | 32.60             |
| Firms with female majority ownership                      | % firms                        |        |        | n. a.             |
| Firms with female top managers                            | % firms                        |        |        | n. a.             |
| Share of workers in informal sector                       | % workers                      |        |        | n. a.             |
| Indicator   | 1-7 (best)                     |        |        | Value             |
| Advancement of women to leadership roles                  |                                |        |        | 4.56              |
| Indicator   | 1 Million people               | Female | Male   | Value             |
| Labour-force  |                                | 10.82  | 12.20  | 0.47              |
| Indicator   | Unit                           | Female | Male   | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 15.51  | 11.78  | 13.53             |
| Workers employed part-time                                | % of employed people           | 0.46   | 0.29   | 0.36              |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a.  | n. a.             |
| Access to finance   |                                |        |        |                   |
| Indicator   | 0-1 (Equal rights)             |        |        | Value             |
| Access to financial services                              |                                |        |        | Equal rights      |
| Inheritance rights for widows and daughters               |                                |        |        | Near-equal rights |
| Access to land assets                                     |                                |        |        | Near-equal rights |
| Access to non-land assets                                 |                                |        |        | Equal rights      |
| Civil and political freedom                               |                                |        |        |                   |
| Indicator   | Unit                           |        |        | Value             |
| Year women received right to vote                         | year                           |        |        | 1931              |
| Number of female heads of state to date                   | number                         |        |        | 0                 |
| Seats held in upper house                                 | % total seats                  |        |        | 39.30             |
| Indicator   | Yes/No                         |        |        | Value             |
| Election list quotas for women, national                  |                                |        |        | Yes               |
| Party membership quotas, voluntary                        |                                |        |        | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |        | Value             |
| Access to justice   |                                |        |        | Equal rights      |
| Freedom of movement                                       |                                |        |        | Equal rights      |
| Family and care   |                                |        |        |                   |
| Indicator   | Unit                           |        |        | Value             |
| Public spending on family benefits                        | % GDP                          |        |        | 1.31              |
| Unmet family planning                                     | % women 15-49                  |        |        | n. a.             |
| Early marriage  | %                              |        |        | 4.00              |
| Mean age of women at birth of first child                 | years                          |        |        | 32.09             |
| Indicator   | 0-1 (Equal rights)             |        |        | Value             |
| Right to divorce  |                                |        |        | Equal rights      |
| Indicator   | Days                           | Female | Male   | Value             |
| Length of parental leave                                  |                                | 112.00 | 112.00 | n. a.             |
| Education and skills                                      |                                |        |        |                   |
| Graduates   | Attainment %                   | Female | Male   | Value             |
| STEM Graduates  |                                | 29.56  | 70.44  | 0.42              |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.  | n. a.  | n. a.             |
| Arts & Humanities   |                                | 59.05  | 40.95  | 1.44              |
| Business, Admin. & Law                                    |                                | 55.87  | 44.13  | 1.27              |
| Education   |                                | 76.10  | 23.90  | 3.18              |
| Engineering, Manuf. & Construction                        |                                | 26.61  | 73.39  | 0.36              |
| Health & Welfare  |                                | 72.59  | 27.41  | 2.65              |
| Information & Comm. Technologies                          |                                | 12.97  | 87.03  | 0.15              |
| Natural Sci., Mathematics & Statistics                    |                                | 49.94  | 50.06  | 1.00              |
| Social Sci., Journalism & Information                     |                                | 63.97  | 36.03  | 1.78              |
| Vocational training                                       |                                | 13.89  | 18.14  | 16.07             |
| PhD graduates   |                                | 0.75   | 1.03   | 0.88              |
| Graduates   | %                              | Female | Male   | Value             |
| Graduates from tertiary education                         |                                | 52.57  | 34.02  | 43.08             |
| Health  |                                |        |        |                   |
| Indicator   | Unit                           |        |        | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |        | 13.00             |
| Births attended by skilled personnel                      | % live births                  |        |        | n. a.             |
| Maternal mortality  | deaths per 100,000 live births |        |        | 4.00              |
| Total fertility rate                                      | births per woman               |        |        | 1.24              |
| Indicator   | 0-1 (Equal rights)             |        |        | Value             |
| Reproductive autonomy                                     |                                |        |        | Equal rights      |

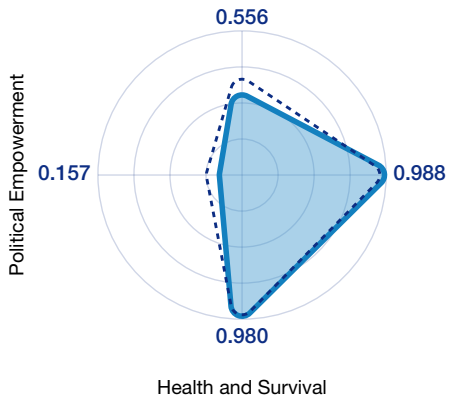
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Sri Lanka score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.670 | 110th | 0.670 | 116th |
| Economic Participation and Opportunity | 0.556 | 122nd | 0.547 | 132nd |
| Educational Attainment                 | 0.988 | 80th  | 0.988 | 88th  |
| Health and Survival                    | 0.980 | 1st   | 0.980 | 30th  |
| Political Empowerment                  | 0.157 | 93rd  | 0.167 | 90th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 122nd | 0.556  | 0   1                          | -          | Min   Max      | -          |
| Labour-force participation rate %              | 133rd | 0.451  |                                | -37.60     | 30.90   68.50  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 47th  | 0.703  |                                | -          | -              | -          |
| Estimated earned income int'l \$ 1,000         | 130th | 0.371  |                                | -11.74k    | 6.91k   18.65k | 0-150k     |
| Legislators, senior officials and managers %   | 98th  | 0.373  |                                | -45.62     | 27.19   72.81  | 0-100      |
| Professional and technical workers %           | 82nd  | 0.912  |                                | -4.61      | 47.70   52.30  | 0-100      |
| <b>Educational Attainment</b>                  | 80th  | 0.988  |                                | -          | -              | -          |
| Literacy rate %                                | 77th  | 0.982  |                                | -          | -              | -          |
| Enrolment in primary education %               | 103rd | 0.982  |                                | -1.77      | 96.53   98.30  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 4.59       | 98.04   102.63 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 10.15      | 16.53   26.67  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -          |
| <b>Political Empowerment</b>                   | 93rd  | 0.157  |                                | -          | -              | -          |
| Women in parliament %                          | 139th | 0.056  |                                | -89.40     | 5.30   94.70   | 0-100      |
| Women in ministerial positions %               | 137th | 0.038  |                                | -92.59     | 3.70   96.30   | 0-100      |
| Years with female/male head of state (last 50) | 14th  | 0.294  |                                | -27.26     | 11.37   38.63  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 80.68             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 12.54             |       |       |
| Population sex ratio                                      | female/male                    | 1.09              |       |       |
| Population growth rate                                    | %                              | 0.53              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 11.41             | 10.51 | 21.92 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | 8.80              |       |       |
| Share of workers in informal sector                       | % workers                      | 66.80             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.62              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 2.69              | 5.31  | 0.34  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 7.74              | 3.51  | 4.94  |
| Workers employed part-time                                | % of employed people           | 0.34              | 0.20  | 0.25  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and daughters               |                                | Unequal rights    |       |       |
| Access to land assets                                     |                                | Restricted rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1948              |       |       |
| Number of female heads of state to date                   | number                         | 2.00              |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | No                |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 10.60             |       |       |
| Mean age of women at birth of first child                 | years                          | 28.90             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Restricted rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 84.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 40.57             | 59.43 | 0.68  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | 72.85             | 27.15 | 2.68  |
| Engineering, Manuf. & Construction                        |                                | 28.44             | 71.56 | 0.40  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | 37.64             | 62.36 | 0.60  |
| Natural Sci., Mathematics & Statistics                    |                                | 56.87             | 43.13 | 1.32  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | 3.42              | 4.33  | 3.88  |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 15.39             | 7.76  | 11.61 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 16.60             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.50             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 36.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.19              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

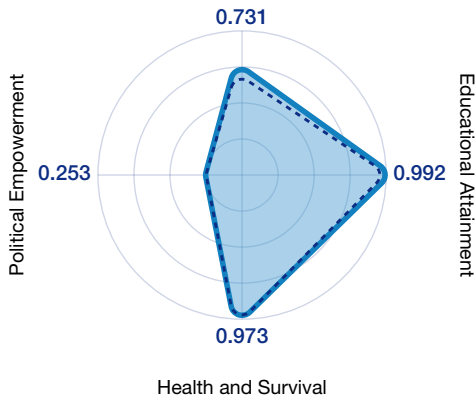
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

\*\*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.

Global Gender Gap Index 2022 Edition

Suriname score | average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |      |
|--|-------|------|-------|------|
|  | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.737 | 44th | 0.729 | 51st |
| Economic Participation and Opportunity | 0.731 | 46th | 0.703 | 67th |
| Educational Attainment                 | 0.992 | 69th | 0.993 | 71st |
| Health and Survival                    | 0.973 | 61st | 0.969 | 90th |
| Political Empowerment                  | 0.253 | 53rd | 0.252 | 56th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | Female         | Male   |            |
| <b>Economic Participation and Opportunity</b>  | 46th  | 0.731  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 107th | 0.668  |                                | -21.62     | 43.45          | 65.07  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 82nd  | 0.620  |                                | -7.44k     | 12.15k         | 19.59k | 0-150k     |
| Legislators, senior officials and managers %   | 27th  | 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      |
| <b>Educational Attainment</b>                  | 69th  | 0.992  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 91st  | 0.965  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 3.17       | 86.17          | 89.34  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 21.58      | 67.06          | 88.64  | 0-200      |
| Enrolment in tertiary education %              | -     | -      | -                              | -          | -              | -      | -          |
| <b>Health and Survival</b>                     | 61st  | 0.973  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 135th | 0.936  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 43rd  | 1.057  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 53rd  | 0.253  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 55th  | 0.416  |                                | -41.20     | 29.40          | 70.60  | 0-100      |
| Women in ministerial positions %               | 37th  | 0.500  |                                | -33.33     | 33.33          | 66.67  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |        |
|---|--------------------------------|--------|-------|--------|
| Indicator   | Unit                           |        |       | Value  |
| GDP   | US\$ billions                  |        |       | 2.88   |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 15.86  |
| Population sex ratio                                      | female/male                    |        |       | 0.99   |
| Population growth rate                                    | %                              |        |       | 0.90   |
| Indicator   | Million people                 | Female | Male  | Value  |
| Total population  |                                | 0.29   | 0.29  | 0.59   |
| Work participation and leadership                         |                                |        |       |        |
| Indicator   | Unit                           |        |       | Value  |
| Gender pay gap (OECD only)                                | %                              |        |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |        |       | 15.30  |
| Firms with female top managers                            | % firms                        |        |       | 11.90  |
| Share of workers in informal sector                       | % workers                      |        |       | 52.10  |
| Indicator   | 1-7 (best)                     |        |       | Value  |
| Advancement of women to leadership roles                  |                                |        |       | 3.79   |
| Indicator   | 1 Million people               | Female | Male  | Value  |
| Labour-force  |                                | 0.10   | 0.14  | 0.40   |
| Indicator   | Unit                           | Female | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 13.73  | 7.28  | 9.90   |
| Workers employed part-time                                | % of employed people           | 0.45   | 0.27  | 0.34   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.  |
| Access to finance   |                                |        |       |        |
| Indicator   | 0-1 (Equal rights)             |        |       | Value  |
| Access to financial services                              |                                |        |       | n. a.  |
| Inheritance rights for widows and daughters               |                                |        |       | n. a.  |
| Access to land assets                                     |                                |        |       | n. a.  |
| Access to non-land assets                                 |                                |        |       | n. a.  |
| Civil and political freedom                               |                                |        |       |        |
| Indicator   | Unit                           |        |       | Value  |
| Year women received right to vote                         | year                           |        |       | 1975   |
| Number of female heads of state to date                   | number                         |        |       | 0      |
| Seats held in upper house                                 | % total seats                  |        |       | n. a.  |
| Indicator   | Yes/No                         |        |       | Value  |
| Election list quotas for women, national                  |                                |        |       | n. a.  |
| Party membership quotas, voluntary                        |                                |        |       | n. a.  |
| Indicator   | 0-1 (Equal rights)             |        |       | Value  |
| Access to justice   |                                |        |       | n. a.  |
| Freedom of movement                                       |                                |        |       | n. a.  |
| Family and care   |                                |        |       |        |
| Indicator   | Unit                           |        |       | Value  |
| Public spending on family benefits                        | % GDP                          |        |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.  |
| Early marriage  | %                              |        |       | n. a.  |
| Mean age of women at birth of first child                 | years                          |        |       | 27.66  |
| Indicator   | 0-1 (Equal rights)             |        |       | Value  |
| Right to divorce  |                                |        |       | n. a.  |
| Indicator   | Days                           | Female | Male  | Value  |
| Length of parental leave                                  |                                | 112.00 | 8.00  | n. a.  |
| Education and skills                                      |                                |        |       |        |
| Graduates   | Attainment %                   | Female | Male  | Value  |
| STEM Graduates  |                                | n. a.  | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.  | n. a. | n. a.  |
| Arts & Humanities   |                                | n. a.  | n. a. | n. a.  |
| Business, Admin. & Law                                    |                                | n. a.  | n. a. | n. a.  |
| Education   |                                | n. a.  | n. a. | n. a.  |
| Engineering, Manuf. & Construction                        |                                | n. a.  | n. a. | n. a.  |
| Health & Welfare  |                                | n. a.  | n. a. | n. a.  |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.  | n. a. | n. a.  |
| Social Sci., Journalism & Information                     |                                | n. a.  | n. a. | n. a.  |
| Vocational training                                       |                                | 17.10  | 19.73 | 18.45  |
| PhD graduates   |                                | n. a.  | n. a. | n. a.  |
| Graduates   | %                              | Female | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.  | n. a. | n. a.  |
| Health  |                                |        |       |        |
| Indicator   | Unit                           |        |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | n. a.  |
| Births attended by skilled personnel                      | % live births                  |        |       | 98.40  |
| Maternal mortality  | deaths per 100,000 live births |        |       | 120.00 |
| Total fertility rate                                      | births per woman               |        |       | 2.39   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value  |
| Reproductive autonomy                                     |                                |        |       | n. a.  |

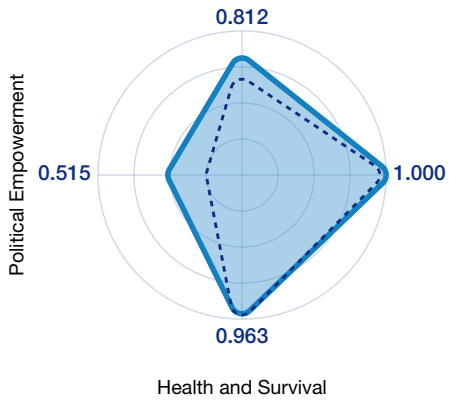
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Sweden score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.822 | 5th   | 0.823 | 5th   |
| Economic Participation and Opportunity | 0.812 | 5th   | 0.810 | 11th  |
| Educational Attainment                 | 1.000 | 1st   | 0.996 | 61st  |
| Health and Survival                    | 0.963 | 124th | 0.962 | 133rd |
| Political Empowerment                  | 0.515 | 10th  | 0.522 | 9th   |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male   | Min<br>Max |
|--|-------|--------|--------------------------------|------------|------------------|------------|
| <b>Economic Participation and Opportunity</b>  | 5th   | 0.812  |                                | -          | Min - Max        | -          |
| Labour-force participation rate %              | 14th  | 0.907  |                                | -6.36      | 61.65 vs 68.01   | 0-100      |
| Wage equality for similar work 1-7 (best)      | 45th  | 0.705  |                                | -          | -                | -          |
| Estimated earned income int'l \$ 1,000         | 9th   | 0.827  |                                | -9.65k     | 46.09k vs 55.74k | 0-150k     |
| Legislators, senior officials and managers %   | 28th  | 0.733  |                                | -15.42     | 42.28 vs 57.70   | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 3.70       | 48.15 vs 51.85   | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -          | -                | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -                | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -                | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 9.61       | 141.57 vs 151.17 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 36.10      | 59.84 vs 95.94   | 0-200      |
| <b>Health and Survival</b>                     | 124th | 0.963  |                                | -          | -                | -          |
| Sex ratio at birth** %                         | 111th | 0.943  |                                | -          | -                | -          |
| Healthy life expectancy** years                | 129th | 1.006  |                                | -          | -                | -          |
| <b>Political Empowerment</b>                   | 10th  | 0.515  |                                | -          | -                | -          |
| Women in parliament %                          | 10th  | 0.855  |                                | -7.80      | 46.10 vs 53.90   | 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) | 69th  | 0.006  |                                | -49.36     | 0.32 vs 49.68    | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |              |
|---|--------------------------------|--------|-------|--------------|
| Indicator   | Unit                           |        |       | Value        |
| GDP   | US\$ billions                  |        |       | 541.22       |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 50.92        |
| Population sex ratio                                      | female/male                    |        |       | 1.00         |
| Population growth rate                                    | %                              |        |       | 0.72         |
| Indicator   | Million people                 | Female | Male  | Value        |
| Total population  |                                | 5.17   | 5.19  | 10.35        |
| Work participation and leadership                         |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Gender pay gap (OECD only)                                | %                              |        |       | 7.42         |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 37.90        |
| Firms with female majority ownership                      | % firms                        |        |       | 8.60         |
| Firms with female top managers                            | % firms                        |        |       | 14.00        |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.        |
| Indicator   | 1-7 (best)                     |        |       | Value        |
| Advancement of women to leadership roles                  |                                |        |       | 5.54         |
| Indicator   | 1 Million people               | Female | Male  | Value        |
| Labour-force  |                                | 2.59   | 2.84  | 0.48         |
| Indicator   | Unit                           | Female | Male  | Value        |
| Unemployed adults (15-64)                                 | % of labour force              | 7.83   | 7.50  | 7.66         |
| Workers employed part-time                                | % of employed people           | 0.57   | 0.44  | 0.50         |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a.        |
| Access to finance   |                                |        |       |              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Access to financial services                              |                                |        |       | Equal rights |
| Inheritance rights for widows and 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                  |                                |        |       | No           |
| Party membership quotas, voluntary                        |                                |        |       | Yes          |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Access to justice   |                                |        |       | Equal rights |
| Freedom of movement                                       |                                |        |       | Equal rights |
| Family and care   |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Public spending on family benefits                        | % GDP                          |        |       | 3.40         |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.        |
| Early marriage  | %                              |        |       | 0.30         |
| Mean age of women at birth of first child                 | years                          |        |       | 31.00        |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Right to divorce  |                                |        |       | Equal rights |
| Indicator   | Days                           | Female | Male  | Value        |
| Length of parental leave                                  |                                | 0      | 0     | 300.00       |
| Education and skills                                      |                                |        |       |              |
| Graduates   | Attainment %                   | Female | Male  | Value        |
| STEM Graduates  |                                | 35.48  | 64.52 | 0.55         |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.  | n. a. | n. a.        |
| Arts & Humanities   |                                | 62.80  | 37.20 | 1.69         |
| Business, Admin. & Law                                    |                                | 64.36  | 35.64 | 1.81         |
| Education   |                                | 79.71  | 20.29 | 3.93         |
| Engineering, Manuf. & Construction                        |                                | 32.77  | 67.23 | 0.49         |
| Health & Welfare  |                                | 80.80  | 19.20 | 4.21         |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a.        |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.  | n. a. | n. a.        |
| Social Sci., Journalism & Information                     |                                | n. a.  | n. a. | n. a.        |
| Vocational training                                       |                                | 11.29  | 15.11 | 13.25        |
| PhD graduates   |                                | 1.03   | 1.56  | 1.29         |
| Graduates   | %                              | Female | Male  | Value        |
| Graduates from tertiary education                         |                                | 58.32  | 30.03 | 43.73        |
| Health  |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 28.00        |
| Births attended by skilled personnel                      | % live births                  |        |       | n. a.        |
| Maternal mortality  | deaths per 100,000 live births |        |       | 4.00         |
| Total fertility rate                                      | births per woman               |        |       | 1.70         |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Reproductive autonomy                                     |                                |        |       | Equal rights |

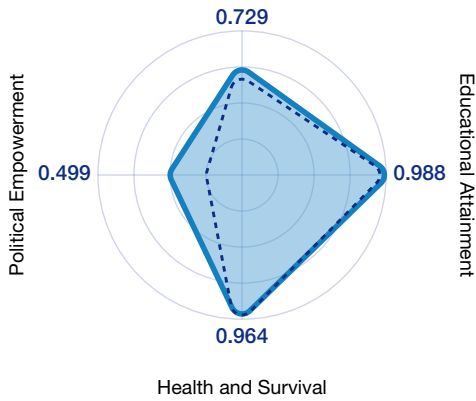
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Switzerland score    ▨ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.795 | 13th  | 0.798 | 10th  |
| Economic Participation and Opportunity | 0.729 | 47th  | 0.743 | 39th  |
| Educational Attainment                 | 0.988 | 82nd  | 0.992 | 80th  |
| Health and Survival                    | 0.964 | 117th | 0.964 | 128th |
| Political Empowerment                  | 0.499 | 13th  | 0.494 | 12th  |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 47th  | 0.729  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 45th  | 0.849  |                                | -10.98     | 61.73          | 72.71  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 54th  | 0.692  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 45th  | 0.709  |                                | -23.46k    | 57.11k         | 80.57k | 0-150k     |
| Legislators, senior officials and managers %   | 77th  | 0.498  |                                | -33.48     | 33.26          | 66.74  | 0-100      |
| Professional and technical workers %           | 76th  | 0.947  |                                | -2.71      | 48.64          | 51.36  | 0-100      |
| <b>Educational Attainment</b>                  | 82nd  | 0.988  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.71       | 99.27          | 99.98  | 0-100      |
| Enrolment in secondary education %             | 113th | 0.946  |                                | -5.63      | 99.47          | 105.09 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 2.47       | 62.09          | 64.57  | 0-200      |
| <b>Health and Survival</b>                     | 117th | 0.964  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 124th | 1.009  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 13th  | 0.499  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 17th  | 0.739  |                                | -15.00     | 42.50          | 57.50  | 0-100      |
| Women in ministerial positions %               | 18th  | 0.750  |                                | -14.29     | 42.86          | 57.14  | 0-100      |
| Years with female/male head of state (last 50) | 19th  | 0.190  |                                | -34.03     | 7.98           | 42.02  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |              |
|---|--------------------------------|--------|-------|--------------|
| Indicator   | Unit                           |        |       | Value        |
| GDP   | US\$ billions                  |        |       | 752.25       |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 68.75        |
| Population sex ratio                                      | female/male                    |        |       | 1.02         |
| Population growth rate                                    | %                              |        |       | 0.71         |
| Indicator   | Million people                 | Female | Male  | Value        |
| Total population  |                                | 4.35   | 4.28  | 8.64         |
| Work participation and leadership                         |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Gender pay gap (OECD only)                                | %                              |        |       | 13.78        |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 30.00        |
| Firms with female majority ownership                      | % firms                        |        |       | n. a.        |
| Firms with female top managers                            | % firms                        |        |       | n. a.        |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.        |
| Indicator   | 1-7 (best)                     |        |       | Value        |
| Advancement of women to leadership roles                  |                                |        |       | 5.28         |
| Indicator   | 1 Million people               | Female | Male  | Value        |
| Labour-force  |                                | 2.32   | 2.66  | 0.47         |
| Indicator   | Unit                           | Female | Male  | Value        |
| Unemployed adults (15-64)                                 | % of labour force              | 5.11   | 4.79  | 4.94         |
| Workers employed part-time                                | % of employed people           | 0.64   | 0.34  | 0.48         |
| Proportion of time spent on unpaid domestic and care work | %                              | 2.92   | 1.91  | n. a.        |
| Access to finance   |                                |        |       |              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Access to financial services                              |                                |        |       | Equal rights |
| Inheritance rights for widows and daughters               |                                |        |       | Equal rights |
| Access to land assets                                     |                                |        |       | Equal rights |
| Access to non-land assets                                 |                                |        |       | Equal rights |
| Civil and political freedom                               |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Year women received right to vote                         | year                           |        |       | 1971         |
| Number of female heads of state to date                   | number                         |        |       | 5.00         |
| Seats held in upper house                                 | % total seats                  |        |       | 28.30        |
| Indicator   | Yes/No                         |        |       | Value        |
| Election list quotas for women, national                  |                                |        |       | No           |
| Party membership quotas, voluntary                        |                                |        |       | Yes          |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Access to justice   |                                |        |       | Equal rights |
| Freedom of movement                                       |                                |        |       | Equal rights |
| Family and care   |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Public spending on family benefits                        | % GDP                          |        |       | 2.29         |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.        |
| Early marriage  | %                              |        |       | 0.40         |
| Mean age of women at birth of first child                 | years                          |        |       | 31.85        |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Right to divorce  |                                |        |       | Equal rights |
| Indicator   | Days                           | Female | Male  | Value        |
| Length of parental leave                                  |                                | 98.00  | 14.00 | n. a.        |
| Education and skills                                      |                                |        |       |              |
| Graduates   | Attainment %                   | Female | Male  | Value        |
| STEM Graduates  |                                | 22.32  | 77.68 | 0.29         |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.  | n. a. | n. a.        |
| Arts & Humanities   |                                | 61.06  | 38.94 | 1.57         |
| Business, Admin. & Law                                    |                                | 44.59  | 55.41 | 0.80         |
| Education   |                                | n. a.  | n. a. | n. a.        |
| Engineering, Manuf. & Construction                        |                                | 15.99  | 84.01 | 0.19         |
| Health & Welfare  |                                | 73.83  | 26.17 | 2.82         |
| Information & Comm. Technologies                          |                                | 9.93   | 90.07 | 0.11         |
| Natural Sci., Mathematics & Statistics                    |                                | 41.92  | 58.08 | 0.72         |
| Social Sci., Journalism & Information                     |                                | 68.53  | 31.47 | 2.18         |
| Vocational training                                       |                                | 19.35  | 26.35 | 22.92        |
| PhD graduates   |                                | 2.14   | 3.83  | 2.96         |
| Graduates   | %                              | Female | Male  | Value        |
| Graduates from tertiary education                         |                                | 57.06  | 55.71 | 56.37        |
| Health  |                                |        |       |              |
| Indicator   | Unit                           |        |       | Value        |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 9.80         |
| Births attended by skilled personnel                      | % live births                  |        |       | n. a.        |
| Maternal mortality  | deaths per 100,000 live births |        |       | 5.00         |
| Total fertility rate                                      | births per woman               |        |       | 1.48         |
| Indicator   | 0-1 (Equal rights)             |        |       | Value        |
| Reproductive autonomy                                     |                                |        |       | Equal rights |

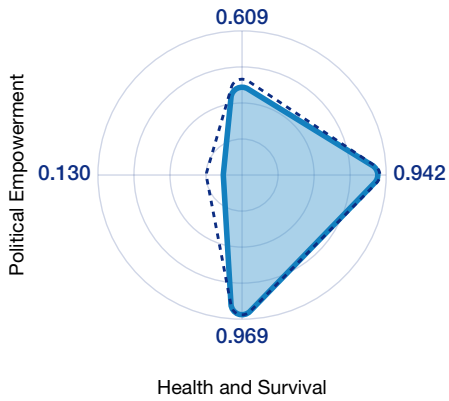
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Tajikistan score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.663 | 114th | 0.650 | 125th |
| Economic Participation and Opportunity | 0.609 | 107th | 0.574 | 125th |
| Educational Attainment                 | 0.942 | 117th | 0.942 | 124th |
| Health and Survival                    | 0.969 | 84th  | 0.969 | 88th  |
| Political Empowerment                  | 0.130 | 109th | 0.112 | 123rd |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 107th | 0.609  |                                | -          | Min - Max      | -          |
| Labour-force participation rate %              | 118th | 0.598  |                                | -20.32     | 30.21 vs 50.53 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 36th  | 0.723  |                                | -          | -              | -          |
| Estimated earned income int'l \$ 1,000         | 124th | 0.459  |                                | -2.70k     | 2.30k vs 5.00k | 0-150k     |
| Legislators, senior officials and managers %   | -     | -      | -                              | -          | -              | -          |
| Professional and technical workers %           | -     | -      | -                              | -          | -              | -          |
| <b>Educational Attainment</b>                  | 117th | 0.942  |                                | -          | -              | -          |
| Literacy rate %                                | 54th  | 0.999  |                                | -          | -              | -          |
| Enrolment in primary education %               | 97th  | 0.987  |                                | -1.24      | 97.51 vs 98.75 | 0-100      |
| Enrolment in secondary education %             | 121st | 0.901  |                                | -9.17      | 83.81 vs 92.98 | 0-200      |
| Enrolment in tertiary education %              | 119th | 0.757  |                                | -8.62      | 26.85 vs 35.47 | 0-200      |
| <b>Health and Survival</b>                     | 84th  | 0.969  |                                | -          | -              | -          |
| Sex ratio at birth** %                         | 131st | 0.939  |                                | -          | -              | -          |
| Healthy life expectancy** years                | 75th  | 1.038  |                                | -          | -              | -          |
| <b>Political Empowerment</b>                   | 109th | 0.130  |                                | -          | -              | -          |
| Women in parliament %                          | 69th  | 0.370  |                                | -46.00     | 27.00 vs 73.00 | 0-100      |
| Women in ministerial positions %               | 132nd | 0.063  |                                | -88.24     | 5.88 vs 94.12  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0 vs 50.00     | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 8.19              |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 3.66              |       |       |
| Population sex ratio                                      | female/male                    | 0.98              |       |       |
| Population growth rate                                    | %                              | 2.30              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 4.73              | 4.81  | 9.54  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 6.20              |       |       |
| Firms with female top managers                            | % firms                        | 6.60              |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.99              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.93              | 1.54  | 0.38  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 6.28              | 8.55  | 7.70  |
| 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                           | 1991              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 25.80             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 22.70             |       |       |
| Early marriage  | %                              | 14.30             |       |       |
| Mean age of women at birth of first child                 | years                          | 26.05             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Restricted rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 140.00            | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 20.30             |       |       |
| Births attended by skilled personnel                      | % live births                  | 94.80             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 17.00             |       |       |
| Total fertility rate                                      | births per woman               | 3.56              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

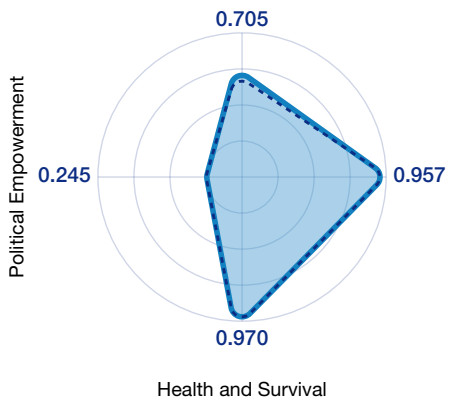
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Tanzania score    average score

Economic Participation and Opportunity



Overview

| Index and Subindex                            | 2022  |       | 2021  |       |
|---|-------|-------|-------|-------|
|   | Score | Rank  | Score | Rank  |
| <b>Global Gender Gap Index</b>                | 0.719 | 64th  | 0.707 | 82nd  |
| <b>Economic Participation and Opportunity</b> | 0.705 | 65th  | 0.703 | 66th  |
| <b>Educational Attainment</b>                 | 0.957 | 110th | 0.921 | 127th |
| <b>Health and Survival</b>                    | 0.970 | 80th  | 0.970 | 80th  |
| <b>Political Empowerment</b>                  | 0.245 | 60th  | 0.235 | 63rd  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 65th  | 0.705  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 13th  | 0.913  |                                | -7.57      | 79.53          | 87.10  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 39th  | 0.716  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 27th  | 0.747  |                                | -764.57    | 2.25k          | 3.02k  | 0-150k     |
| Legislators, senior officials and managers %   | 111th | 0.303  |                                | -53.47     | 23.26          | 76.74  | 0-100      |
| Professional and technical workers %           | 96th  | 0.755  |                                | -13.96     | 43.02          | 56.98  | 0-100      |
| <b>Educational Attainment</b>                  | 110th | 0.957  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 112th | 0.878  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 3.10       | 82.39          | 85.49  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.92       | 29.97          | 32.89  | 0-200      |
| Enrolment in tertiary education %              | 110th | 0.836  |                                | -1.40      | 7.13           | 8.53   | 0-200      |
| <b>Health and Survival</b>                     | 80th  | 0.970  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 88th  | 1.028  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 60th  | 0.245  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 34th  | 0.585  |                                | -26.20     | 36.90          | 63.10  | 0-100      |
| Women in ministerial positions %               | 83rd  | 0.222  |                                | -63.64     | 18.18          | 81.82  | 0-100      |
| Years with female/male head of state (last 50) | 60th  | 0.019  |                                | -48.11     | 0.95           | 49.05  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           |                   |       | Value  |
| GDP   | US\$ billions                  |                   |       | 62.41  |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 2.64   |
| Population sex ratio                                      | female/male                    |                   |       | 1.00   |
| Population growth rate                                    | %                              |                   |       | 2.94   |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 29.88             | 29.85 | 59.73  |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |                   |       | 9.90   |
| Firms with female top managers                            | % firms                        |                   |       | 14.00  |
| Share of workers in informal sector                       | % workers                      |                   |       | 90.80  |
| Indicator   | 1-7 (best)                     |                   |       | Value  |
| Advancement of women to leadership roles                  |                                |                   |       | 4.67   |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 14.00             | 15.05 | 0.48   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 3.33              | 1.98  | 2.63   |
| Workers employed part-time                                | % of employed people           | 0.45              | 0.31  | 0.38   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to financial services                              |                                | Near-equal rights |       |        |
| Inheritance rights for widows and daughters               |                                | Unequal rights    |       |        |
| Access to land assets                                     |                                | Near-equal rights |       |        |
| Access to non-land assets                                 |                                | Uneven rights     |       |        |
| Civil and political freedom                               |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Year women received right to vote                         | year                           |                   |       | 1963   |
| Number of female heads of state to date                   | number                         |                   |       | 1.00   |
| Seats held in upper house                                 | % total seats                  |                   |       | n. a.  |
| Indicator   | Yes/No                         |                   |       | Value  |
| Election list quotas for women, national                  |                                |                   |       | Yes    |
| Party membership quotas, voluntary                        |                                |                   |       | Yes    |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to justice   |                                | Near-equal rights |       |        |
| Freedom of movement                                       |                                | Equal rights      |       |        |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |                   |       | 22.10  |
| Early marriage  | %                              |                   |       | 25.30  |
| Mean age of women at birth of first child                 | years                          |                   |       | 28.76  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Right to divorce  |                                | Restricted rights |       |        |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 84.00             | 3.00  | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a.  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a.  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a.  |
| Education   |                                | n. a.             | n. a. | n. a.  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a.  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a.  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a.  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a.  |
| Vocational training                                       |                                | 0.04              | 0.08  | 0.06   |
| PhD graduates   |                                | n. a.             | n. a. | n. a.  |
| Graduates %   |                                | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a.  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 41.70  |
| Births attended by skilled personnel                      | % live births                  |                   |       | 63.50  |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 524.00 |
| Total fertility rate                                      | births per woman               |                   |       | 4.83   |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Reproductive autonomy                                     |                                | Uneven rights     |       |        |

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

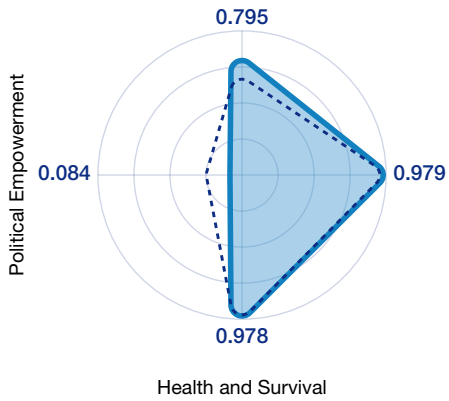
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

Thailand score      average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.709 | 79th  | 0.710 | 79th  |
| Economic Participation and Opportunity | 0.795 | 15th  | 0.787 | 22nd  |
| Educational Attainment                 | 0.979 | 92nd  | 0.992 | 74th  |
| Health and Survival                    | 0.978 | 37th  | 0.978 | 41st  |
| Political Empowerment                  | 0.084 | 130th | 0.084 | 134th |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 15th  | 0.795  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 67th  | 0.786  |                                | -16.04     | 58.99          | 75.03  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 13th  | 0.767  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 8th   | 0.829  |                                | -3.24k     | 15.71k         | 18.95k | 0-150k     |
| Legislators, senior officials and managers %   | 38th  | 0.645  |                                | -21.58     | 39.21          | 60.79  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 15.70      | 42.15          | 57.85  | 0-100      |
| <b>Educational Attainment</b>                  | 92nd  | 0.979  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 87th  | 0.971  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in secondary education %             | 96th  | 0.975  |                                | -2.83      | 112.34         | 115.17 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 16.72      | 41.05          | 57.77  | 0-200      |
| <b>Health and Survival</b>                     | 37th  | 0.978  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 122nd | 0.942  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 130th | 0.084  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 113th | 0.188  |                                | -68.40     | 15.80          | 84.20  | 0-100      |
| Women in ministerial positions %               | 140th | 0.000  |                                | -100.00    | 0              | 100.00 | 0-100      |
| Years with female/male head of state (last 50) | 46th  | 0.058  |                                | -44.49     | 2.76           | 47.24  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 501.64            |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 17.28             |       |       |
| Population sex ratio                                      | female/male                    | 1.05              |       |       |
| Population growth rate                                    | %                              | 0.25              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 35.83             | 33.97 | 69.80 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 33.40             |       |       |
| Firms with female top managers                            | % firms                        | 64.80             |       |       |
| Share of workers in informal sector                       | % workers                      | 65.00             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.30              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 17.93             | 21.12 | 0.46  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 0.95              | 0.99  | 0.97  |
| Workers employed part-time                                | % of employed people           | 0.22              | 0.21  | 0.22  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and daughters               |                                | Equal rights      |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1932              |       |       |
| Number of female heads of state to date                   | number                         | 1.00              |       |       |
| Seats held in upper house                                 | % total seats                  | 10.50             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | No                |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 17.10             |       |       |
| Mean age of women at birth of first child                 | years                          | 27.30             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 90.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 30.14             | 69.86 | 0.43  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | 65.19             | 34.81 | 1.87  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | 71.68             | 28.32 | 2.53  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | 47.85             | 52.15 | 0.92  |
| Natural Sci., Mathematics & Statistics                    |                                | 70.72             | 29.28 | 2.42  |
| Social Sci., Journalism & Information                     |                                | 62.23             | 37.77 | 1.65  |
| Vocational training                                       |                                | 4.19              | 6.93  | 5.58  |
| PhD graduates   |                                | 0.05              | 0.13  | 0.09  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 31.29             | 19.45 | 25.32 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 44.20             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.10             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 37.00             |       |       |
| Total fertility rate                                      | births per woman               | 1.51              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Uneven rights     |       |       |

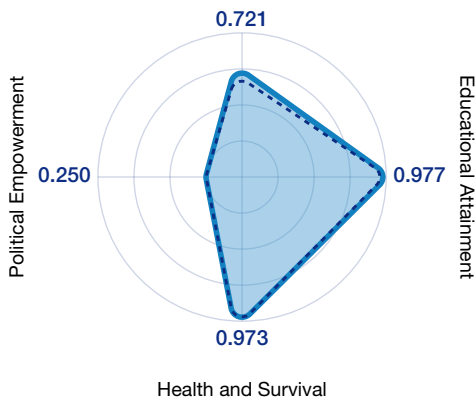
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Timor-Leste score    ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |       |
|--|-------|------|-------|-------|
|  | Score | Rank | Score | Rank  |
| Global Gender Gap Index                | 0.730 | 56th | 0.720 | 64th  |
| Economic Participation and Opportunity | 0.721 | 55th | 0.724 | 49th  |
| Educational Attainment                 | 0.977 | 95th | 0.946 | 123rd |
| Health and Survival                    | 0.973 | 66th | 0.972 | 71st  |
| Political Empowerment                  | 0.250 | 55th | 0.238 | 62nd  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 55th  | 0.721  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 48th  | 0.844  |                                | -11.25     | 60.99          | 72.24  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 1st   | 1.000  |                                | 3.60k      | 2.15k          | 5.74k  | 0-150k     |
| Legislators, senior officials and managers %   | 107th | 0.325  |                                | -50.97     | 24.51          | 75.49  | 0-100      |
| Professional and technical workers %           | 117th | 0.497  |                                | -33.63     | 33.18          | 66.82  | 0-100      |
| <b>Educational Attainment</b>                  | 95th  | 0.977  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 109th | 0.893  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 3.69       | 93.28          | 96.97  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 7.87       | 82.66          | 90.52  | 0-200      |
| Enrolment in tertiary education %              | -     | -      | -                              | -          | -              | -      | -          |
| <b>Health and Survival</b>                     | 66th  | 0.973  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 76th  | 1.037  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 55th  | 0.250  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 25th  | 0.667  |                                | -20.00     | 40.00          | 60.00  | 0-100      |
| Women in ministerial positions %               | 97th  | 0.176  |                                | -70.00     | 15.00          | 85.00  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           |                   |       | Value  |
| GDP   | US\$ billions                  |                   |       | 1.9    |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 3.93   |
| Population sex ratio                                      | female/male                    |                   |       | 0.98   |
| Population growth rate                                    | %                              |                   |       | 1.94   |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 0.65              | 0.67  | 1.32   |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |                   |       | 23.40  |
| Firms with female top managers                            | % firms                        |                   |       | 27.00  |
| Share of workers in informal sector                       | % workers                      |                   |       | 84.80  |
| Indicator   | 1-7 (best)                     |                   |       | Value  |
| Advancement of women to leadership roles                  |                                |                   |       | 4.62   |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 0.26              | 0.31  | 0.45   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 6.44              | 3.51  | 4.84   |
| Workers employed part-time                                | % of employed people           | 0.59              | 0.40  | 0.48   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to financial services                              |                                | Uneven rights     |       |        |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       |        |
| Access to land assets                                     |                                | Uneven rights     |       |        |
| Access to non-land assets                                 |                                | Near-equal rights |       |        |
| Civil and political freedom                               |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Year women received right to vote                         | year                           |                   |       | 2002   |
| Number of female heads of state to date                   | number                         |                   |       | 0      |
| Seats held in upper house                                 | % total seats                  |                   |       | n. a.  |
| Indicator   | Yes/No                         |                   |       | Value  |
| Election list quotas for women, national                  |                                | Yes               |       |        |
| Party membership quotas, voluntary                        |                                | No                |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to justice   |                                | Restricted rights |       |        |
| Freedom of movement                                       |                                | Equal rights      |       |        |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |                   |       | 25.30  |
| Early marriage  | %                              |                   |       | 8.00   |
| Mean age of women at birth of first child                 | years                          |                   |       | 30.34  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Right to divorce  |                                | Near-equal rights |       |        |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 84.00             | 7.00  | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a.  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a.  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a.  |
| Education   |                                | n. a.             | n. a. | n. a.  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a.  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a.  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a.  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a.  |
| Vocational training                                       |                                | 4.77              | 6.09  | 5.44   |
| PhD graduates   |                                | n. a.             | n. a. | n. a.  |
| Graduates   | %                              | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a.  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 58.80  |
| Births attended by skilled personnel                      | % live births                  |                   |       | 56.70  |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 142.00 |
| Total fertility rate                                      | births per woman               |                   |       | 3.94   |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Reproductive autonomy                                     |                                | Restricted rights |       |        |

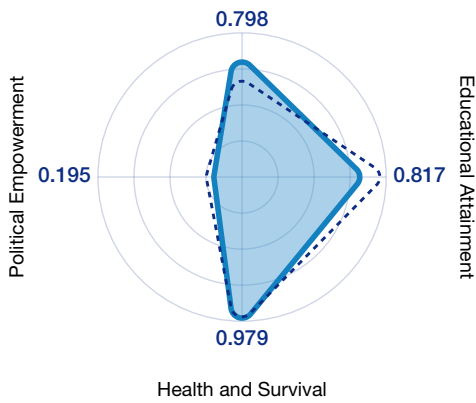
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Togo score    ··· average score

Economic Participation and Opportunity



Overview

| Index and Subindex                            | 2022  |       | 2021  |       |
|---|-------|-------|-------|-------|
|   | Score | Rank  | Score | Rank  |
| <b>Global Gender Gap Index</b>                | 0.697 | 91st  | 0.683 | 105th |
| <b>Economic Participation and Opportunity</b> | 0.798 | 13th  | 0.787 | 21st  |
| <b>Educational Attainment</b>                 | 0.817 | 136th | 0.782 | 147th |
| <b>Health and Survival</b>                    | 0.979 | 33rd  | 0.979 | 38th  |
| <b>Political Empowerment</b>                  | 0.195 | 80th  | 0.185 | 81st  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 13th  | 0.798  | 0   1                          | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 11th  | 0.935  |                                | -3.88      | 55.49          | 59.37  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 11th  | 0.825  |                                | -405.30    | 1.91k          | 2.31k  | 0-150k     |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 40.22      | 29.89          | 70.11  | 0-100      |
| Professional and technical workers %           | 133rd | 0.276  |                                | -56.73     | 21.63          | 78.37  | 0-100      |
| <b>Educational Attainment</b>                  | 136th | 0.817  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 130th | 0.688  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 104th | 0.982  |                                | -1.78      | 95.96          | 97.75  | 0-100      |
| Enrolment in secondary education %             | 132nd | 0.727  |                                | -19.50     | 52.06          | 71.56  | 0-200      |
| Enrolment in tertiary education %              | 129th | 0.561  |                                | -8.66      | 11.06          | 19.71  | 0-200      |
| <b>Health and Survival</b>                     | 33rd  | 0.979  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 42nd  | 1.057  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 80th  | 0.195  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 103rd | 0.230  |                                | -62.60     | 18.70          | 81.30  | 0-100      |
| Women in ministerial positions %               | 47th  | 0.450  |                                | -37.93     | 31.03          | 68.97  | 0-100      |
| Years with female/male head of state (last 50) | 58th  | 0.029  |                                | -47.16     | 1.42           | 48.58  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           |                   |       | Value  |
| GDP   | US\$ billions                  |                   |       | 7.57   |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 2.11   |
| Population sex ratio                                      | female/male                    |                   |       | 1.01   |
| Population growth rate                                    | %                              |                   |       | 2.40   |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 4.16              | 4.12  | 8.28   |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |                   |       | 10.70  |
| Firms with female top managers                            | % firms                        |                   |       | 11.40  |
| Share of workers in informal sector                       | % workers                      |                   |       | 90.10  |
| Indicator   | 1-7 (best)                     |                   |       | Value  |
| Advancement of women to leadership roles                  |                                |                   |       | n. a.  |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 1.42              | 1.49  | 0.49   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 3.01              | 4.74  | 3.89   |
| Workers employed part-time                                | % of employed people           | n. a.             | n. a. | n. a.  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to financial services                              |                                | Equal rights      |       | ◆      |
| Inheritance rights for widows and daughters               |                                | Near-equal rights |       | ◆      |
| Access to land assets                                     |                                | Uneven rights     |       | ◆      |
| Access to non-land assets                                 |                                | Uneven rights     |       | ◆      |
| Civil and political freedom                               |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Year women received right to vote                         | year                           |                   |       | 1960   |
| Number of female heads of state to date                   | number                         |                   |       | 1.00   |
| Seats held in upper house                                 | % total seats                  |                   |       | n. a.  |
| Indicator   | Yes/No                         |                   |       | Value  |
| Election list quotas for women, national                  |                                | Yes               |       |        |
| Party membership quotas, voluntary                        |                                | No                |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to justice   |                                | Restricted rights |       | ◆      |
| Freedom of movement                                       |                                | Restricted rights |       | ◆      |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |                   |       | 33.60  |
| Early marriage  | %                              |                   |       | 13.80  |
| Mean age of women at birth of first child                 | years                          |                   |       | 28.93  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Right to divorce  |                                | Unequal rights    |       | ◆      |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 98.00             | 2.00  | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a.  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a.  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a.  |
| Education   |                                | n. a.             | n. a. | n. a.  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a.  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a.  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a.  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a.  |
| Vocational training                                       |                                | n. a.             | n. a. | n. a.  |
| PhD graduates   |                                | n. a.             | n. a. | n. a.  |
| Graduates   | %                              | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a.  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 22.10  |
| Births attended by skilled personnel                      | % live births                  |                   |       | 69.40  |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 396.00 |
| Total fertility rate                                      | births per woman               |                   |       | 4.26   |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Reproductive autonomy                                     |                                | Uneven rights     |       | ◆      |

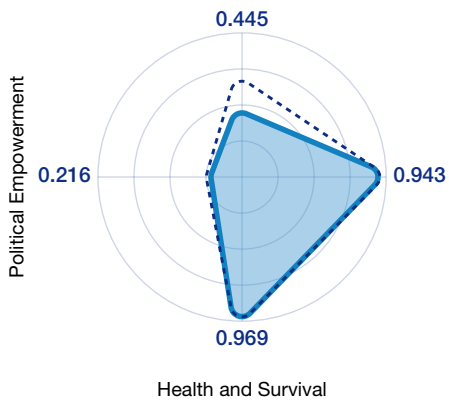
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

\*\*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.

Global Gender Gap Index 2022 Edition

Tunisia score      average score

Economic Participation and Opportunity



Overview

| Index and Subindex                     | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.643 | 120th | 0.649 | 126th |
| Economic Participation and Opportunity | 0.445 | 140th | 0.445 | 144th |
| Educational Attainment                 | 0.943 | 115th | 0.970 | 108th |
| Health and Survival                    | 0.969 | 85th  | 0.969 | 91st  |
| Political Empowerment                  | 0.216 | 68th  | 0.212 | 69th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 140th | 0.445  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 136th | 0.380  |                                | -41.66     | 25.49          | 67.15  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 67th  | 0.667  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 137th | 0.292  |                                | -11.30k    | 4.65k          | 15.96k | 0-150k     |
| Legislators, senior officials and managers %   | 134th | 0.118  |                                | -78.93     | 10.54          | 89.46  | 0-100      |
| Professional and technical workers %           | 103rd | 0.663  |                                | -20.28     | 39.86          | 60.14  | 0-100      |
| <b>Educational Attainment</b>                  | 115th | 0.943  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 118th | 0.839  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 12.42      | 86.90          | 99.32  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 19.84      | 23.21          | 43.05  | 0-200      |
| <b>Health and Survival</b>                     | 85th  | 0.969  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 92nd  | 1.024  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 68th  | 0.216  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 74th  | 0.357  |                                | -47.40     | 26.30          | 73.70  | 0-100      |
| Women in ministerial positions %               | 55th  | 0.412  |                                | -41.67     | 29.17          | 70.83  | 0-100      |
| Years with female/male head of state (last 50) | 67th  | 0.008  |                                | -49.23     | 0.39           | 49.61  | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 41.62             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 10.26             |       |       |
| Population sex ratio                                      | female/male                    | 1.02              |       |       |
| Population growth rate                                    | %                              | 1.05              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 5.96              | 5.86  | 11.82 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 7.70              |       |       |
| Firms with female top managers                            | % firms                        | 10.40             |       |       |
| Share of workers in informal sector                       | % workers                      | 52.40             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.42              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 1.18              | 2.98  | 0.28  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 23.91             | 13.15 | 16.21 |
| Workers employed part-time                                | % of employed people           | 0.29              | 0.17  | 0.20  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | 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                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | Yes               |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 3.80              |       |       |
| Mean age of women at birth of first child                 | years                          | 31.04             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Restricted rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 30.00             | 1.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 73.85             | 26.15 | 2.82  |
| Arts & Humanities   |                                | 79.91             | 20.09 | 3.98  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | 75.38             | 24.62 | 3.06  |
| Engineering, Manuf. & Construction                        |                                | 44.19             | 55.81 | 0.79  |
| Health & Welfare  |                                | 75.26             | 24.74 | 3.04  |
| Information & Comm. Technologies                          |                                | 55.64             | 44.36 | 1.25  |
| Natural Sci., Mathematics & Statistics                    |                                | 77.15             | 22.85 | 3.38  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 34.57             | 15.31 | 24.75 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 20.30             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.50             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 43.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.17              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

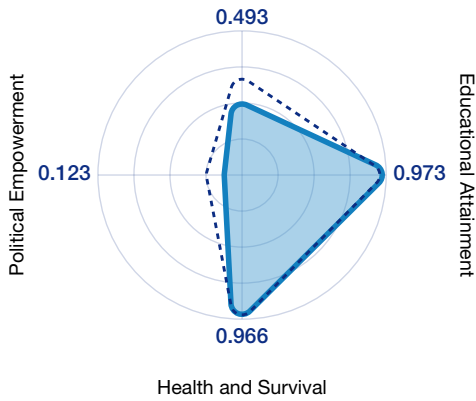
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

\*\*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.

Global Gender Gap Index 2022 Edition

Turkey score      average score

Economic Participation and Opportunity



Overview

| Index and Subindex                     | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.639 | 124th | 0.638 | 133rd |
| Economic Participation and Opportunity | 0.493 | 134th | 0.486 | 140th |
| Educational Attainment                 | 0.973 | 101st | 0.975 | 101st |
| Health and Survival                    | 0.966 | 99th  | 0.967 | 105th |
| Political Empowerment                  | 0.123 | 112th | 0.123 | 114th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 134th | 0.493  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 132nd | 0.459  |                                | -37.56     | 31.84          | 69.41  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 94th  | 0.612  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 127th | 0.431  |                                | -22.68k    | 17.20k         | 39.88k | 0-150k     |
| Legislators, senior officials and managers %   | 120th | 0.222  |                                | -63.62     | 18.19          | 81.81  | 0-100      |
| Professional and technical workers %           | 100th | 0.690  |                                | -18.36     | 40.82          | 59.18  | 0-100      |
| <b>Educational Attainment</b>                  | 101st | 0.973  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 97th  | 0.953  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 85th  | 0.995  |                                | -0.48      | 94.97          | 95.45  | 0-100      |
| Enrolment in secondary education %             | 105th | 0.962  |                                | -4.06      | 102.04         | 106.10 | 0-200      |
| Enrolment in tertiary education %              | 107th | 0.939  |                                | -7.18      | 111.39         | 118.56 | 0-200      |
| <b>Health and Survival</b>                     | 99th  | 0.966  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 108th | 1.017  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 112th | 0.123  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 109th | 0.211  |                                | -65.20     | 17.40          | 82.60  | 0-100      |
| Women in ministerial positions %               | 112th | 0.133  |                                | -76.47     | 11.76          | 88.24  | 0-100      |
| Years with female/male head of state (last 50) | 48th  | 0.057  |                                | -44.60     | 2.70           | 47.30  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 719.95            |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 28.39             |       |       |
| Population sex ratio                                      | female/male                    | 1.03              |       |       |
| Population growth rate                                    | %                              | 1.08              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 42.70             | 41.64 | 84.34 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | 9.98              |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | 18.00             |       |       |
| Firms with female majority ownership                      | % firms                        | 3.90              |       |       |
| Firms with female top managers                            | % firms                        | 3.90              |       |       |
| Share of workers in informal sector                       | % workers                      | 31.40             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.08              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 10.59             | 22.03 | 0.32  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 16.38             | 12.82 | 13.99 |
| Workers employed part-time                                | % of employed people           | 0.41              | 0.28  | 0.32  |
| Proportion of time spent on unpaid domestic and care work | %                              | 2.86              | 0.76  | 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                           | 1930              |       |       |
| Number of female heads of state to date                   | number                         | 1.00              |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | No                |       |       |
| Party membership quotas, voluntary                        |                                | Yes               |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | 0.49              |       |       |
| Unmet family planning                                     | % women 15-49                  | 5.90              |       |       |
| Early marriage  | %                              | 6.70              |       |       |
| Mean age of women at birth of first child                 | years                          | 28.60             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 112.00            | 7.00  | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 34.69             | 65.31 | 0.53  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 43.62             | 56.38 | 0.77  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | 47.00             | 53.00 | 0.89  |
| Education   |                                | 64.03             | 35.97 | 1.78  |
| Engineering, Manuf. & Construction                        |                                | 27.13             | 72.87 | 0.37  |
| Health & Welfare  |                                | 66.97             | 33.03 | 2.03  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | 53.12             | 46.88 | 1.13  |
| Vocational training                                       |                                | 22.33             | 24.87 | 23.63 |
| PhD graduates   |                                | 0.34              | 0.50  | 0.42  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 39.01             | 33.24 | 36.07 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 38.00             |       |       |
| Births attended by skilled personnel                      | % live births                  | 98.00             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 17.00             |       |       |
| Total fertility rate                                      | births per woman               | 2.06              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

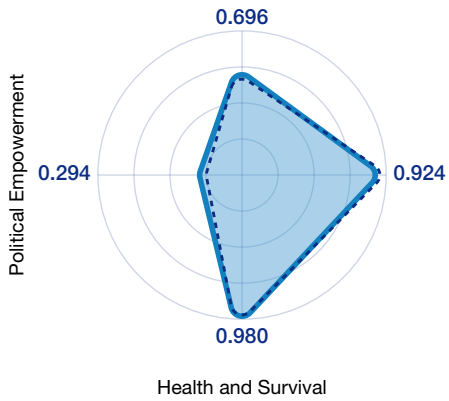
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Uganda score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.724 | 61st  | 0.717 | 66th  |
| Economic Participation and Opportunity | 0.696 | 73rd  | 0.692 | 74th  |
| Educational Attainment                 | 0.924 | 122nd | 0.898 | 131st |
| Health and Survival                    | 0.980 | 1st   | 0.980 | 1st   |
| Political Empowerment                  | 0.294 | 46th  | 0.296 | 46th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with Global average | Gap F-M | Female vs Male | Min Max |
|--|-------|--------|-----------------------------|---------|----------------|---------|
| <b>Economic Participation and Opportunity</b>  | 73rd  | 0.696  |                             | -       | Min - Max      | -       |
| Labour-force participation rate %              | 15th  | 0.900  |                             | -7.13   | 64.17 vs 71.31 | 0-100   |
| Wage equality for similar work 1-7 (best)      | 37th  | 0.720  |                             | -       | -              | -       |
| Estimated earned income int'l \$ 1,000         | 101st | 0.561  |                             | -1.23k  | 1.57k vs 2.80k | 0-150k  |
| Legislators, senior officials and managers %   | 65th  | 0.542  |                             | -29.72  | 35.14 vs 64.86 | 0-100   |
| Professional and technical workers %           | 97th  | 0.733  |                             | -15.40  | 42.30 vs 57.70 | 0-100   |
| <b>Educational Attainment</b>                  | 122nd | 0.924  |                             | -       | -              | -       |
| Literacy rate %                                | 116th | 0.857  |                             | -       | -              | -       |
| Enrolment in primary education %               | 1st   | 1.000  |                             | 2.84    | 94.23 vs 97.07 | 0-100   |
| Enrolment in secondary education %             | -     | -      |                             | -       | -              | -       |
| Enrolment in tertiary education %              | 120th | 0.741  |                             | -1.51   | 4.33 vs 5.84   | 0-200   |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                             | -       | -              | -       |
| Sex ratio at birth** %                         | 1st   | 0.944  |                             | -       | -              | -       |
| Healthy life expectancy** years                | 1st   | 1.060  |                             | -       | -              | -       |
| <b>Political Empowerment</b>                   | 46th  | 0.294  |                             | -       | -              | -       |
| Women in parliament %                          | 44th  | 0.511  |                             | -32.40  | 33.80 vs 66.20 | 0-100   |
| Women in ministerial positions %               | 36th  | 0.526  |                             | -31.03  | 34.48 vs 65.52 | 0-100   |
| Years with female/male head of state (last 50) | 64th  | 0.014  |                             | -48.61  | 0.69 vs 49.31  | 0-50    |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           |                   |       | Value  |
| GDP   | US\$ billions                  |                   |       | 37.6   |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 2.18   |
| Population sex ratio                                      | female/male                    |                   |       | 1.03   |
| Population growth rate                                    | %                              |                   |       | 3.27   |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 23.19             | 22.55 | 45.74  |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |                   |       | 10.20  |
| Firms with female top managers                            | % firms                        |                   |       | 15.40  |
| Share of workers in informal sector                       | % workers                      |                   |       | 93.10  |
| Indicator   | 1-7 (best)                     |                   |       | Value  |
| Advancement of women to leadership roles                  |                                |                   |       | 4.71   |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 8.50              | 8.85  | 0.49   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 3.69              | 2.17  | 2.92   |
| Workers employed part-time                                | % of employed people           | 0.57              | 0.44  | 0.51   |
| Proportion of time spent on unpaid domestic and care work | %                              | 3.75              | 2.92  | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to financial services                              |                                | Restricted rights |       |        |
| Inheritance rights for widows and daughters               |                                | Uneven rights     |       |        |
| Access to land assets                                     |                                | Unequal rights    |       |        |
| Access to non-land assets                                 |                                | Uneven rights     |       |        |
| Civil and political freedom                               |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Year women received right to vote                         | year                           |                   |       | 1962   |
| Number of female heads of state to date                   | number                         |                   |       | 0      |
| Seats held in upper house                                 | % total seats                  |                   |       | n. a.  |
| Indicator   | Yes/No                         |                   |       | Value  |
| Election list quotas for women, national                  |                                |                   |       | Yes    |
| Party membership quotas, voluntary                        |                                |                   |       | Yes    |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to justice   |                                | Near-equal rights |       |        |
| Freedom of movement                                       |                                | Restricted rights |       |        |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |                   |       | 28.40  |
| Early marriage  | %                              |                   |       | 22.80  |
| Mean age of women at birth of first child                 | years                          |                   |       | 28.84  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Right to divorce  |                                | Restricted rights |       |        |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 84.00             | 4.00  | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | n. a.             | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a.  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a.  |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a.  |
| Education   |                                | n. a.             | n. a. | n. a.  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a.  |
| Health & Welfare  |                                | n. a.             | n. a. | n. a.  |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a.  |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a.  |
| Vocational training                                       |                                | n. a.             | n. a. | n. a.  |
| PhD graduates   |                                | n. a.             | n. a. | n. a.  |
| Graduates   | %                              | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a.  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 49.90  |
| Births attended by skilled personnel                      | % live births                  |                   |       | 74.20  |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 375.00 |
| Total fertility rate                                      | births per woman               |                   |       | 4.82   |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Reproductive autonomy                                     |                                | Restricted rights |       |        |

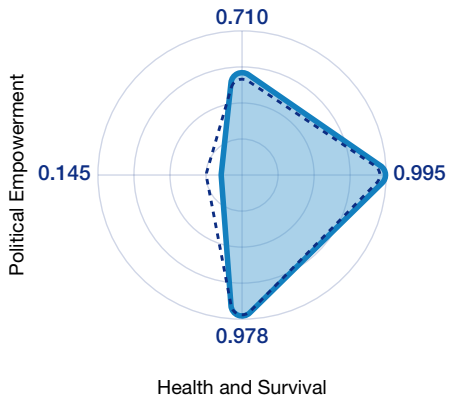
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

█ Ukraine score    ▤ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.707 | 81st  | 0.714 | 74th  |
| Economic Participation and Opportunity | 0.710 | 62nd  | 0.732 | 44th  |
| Educational Attainment                 | 0.995 | 53rd  | 1.000 | 27th  |
| Health and Survival                    | 0.978 | 37th  | 0.978 | 41st  |
| Political Empowerment                  | 0.145 | 100th | 0.147 | 103rd |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 62nd  | 0.710  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 81st  | 0.757  |                                | -15.47     | 48.10          | 63.57  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 78th  | 0.638  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 80th  | 0.626  |                                | -5.79k     | 9.69k          | 15.48k | 0-150k     |
| Legislators, senior officials and managers %   | 33rd  | 0.687  |                                | -18.58     | 40.71          | 59.29  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 24.23      | 37.88          | 62.12  | 0-100      |
| <b>Educational Attainment</b>                  | 53rd  | 0.995  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 49th  | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.94       | 91.05          | 92.99  | 0-100      |
| Enrolment in secondary education %             | 92nd  | 0.981  |                                | -1.89      | 95.03          | 96.92  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 11.99      | 76.83          | 88.81  | 0-200      |
| <b>Health and Survival</b>                     | 37th  | 0.978  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 122nd | 0.942  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 100th | 0.145  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 96th  | 0.255  |                                | -59.40     | 20.30          | 79.70  | 0-100      |
| Women in ministerial positions %               | 105th | 0.158  |                                | -72.73     | 13.64          | 86.36  | 0-100      |
| Years with female/male head of state (last 50) | 45th  | 0.060  |                                | -44.33     | 2.83           | 47.17  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 155.5             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 12.38             |       |       |
| Population sex ratio                                      | female/male                    | 1.16              |       |       |
| Population growth rate                                    | %                              | -0.57             |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 23.69             | 20.45 | 44.13 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 15.00             |       |       |
| Firms with female top managers                            | % firms                        | 17.70             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.44              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 9.60              | 10.54 | 0.48  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 8.30              | 8.73  | 8.52  |
| Workers employed part-time                                | % of employed people           | 0.20              | 0.11  | 0.15  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Equal rights      |       |       |
| Access to land assets                                     |                                | Equal rights      |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1991              |       |       |
| Number of female heads of state to date                   | number                         | 1.00              |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | No                |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 7.20              |       |       |
| Mean age of women at birth of first child                 | years                          | 27.56             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Equal rights      |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 126.00            | 14.00 | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 32.89             | 67.11 | 0.49  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | 59.16             | 40.84 | 1.45  |
| Education   |                                | 76.57             | 23.43 | 3.27  |
| Engineering, Manuf. & Construction                        |                                | 25.23             | 74.77 | 0.34  |
| Health & Welfare  |                                | 77.70             | 22.30 | 3.48  |
| Information & Comm. Technologies                          |                                | 17.46             | 82.54 | 0.21  |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | 73.04             | 26.96 | 2.71  |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 13.20             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.90             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 19.00             |       |       |
| Total fertility rate                                      | births per woman               | 1.23              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

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

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

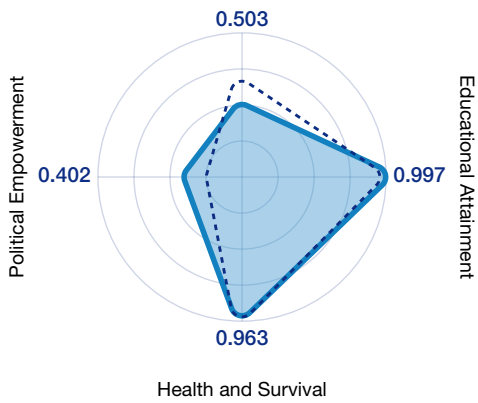


Global Gender Gap Index 2022 Edition

Overview

United Arab Emirates score     average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.716 | 68th  | 0.716 | 72nd  |
| Economic Participation and Opportunity | 0.503 | 132nd | 0.510 | 135th |
| Educational Attainment                 | 0.997 | 49th  | 0.987 | 89th  |
| Health and Survival                    | 0.963 | 122nd | 0.963 | 130th |
| Political Empowerment                  | 0.402 | 30th  | 0.403 | 24th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆              | ◆      |            |
| <b>Economic Participation and Opportunity</b>  | 132nd | 0.503  | 0   1                          | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 127th | 0.529  |                                | -41.46     | 46.54          | 88.00  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 9th   | 0.785  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 133rd | 0.341  |                                | -52.44k    | 27.14k         | 79.59k | 0-150k     |
| Legislators, senior officials and managers %   | 122nd | 0.216  |                                | -64.53     | 17.73          | 82.27  | 0-100      |
| Professional and technical workers %           | 128th | 0.391  |                                | -43.81     | 28.09          | 71.91  | 0-100      |
| <b>Educational Attainment</b>                  | 49th  | 0.997  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 79th  | 0.982  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 3.05       | 91.82          | 94.88  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.25       | 102.75         | 104.00 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 19.99      | 46.36          | 66.35  | 0-200      |
| <b>Health and Survival</b>                     | 122nd | 0.963  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 130th | 1.005  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 30th  | 0.402  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 1st   | 1.000  |                                | 0          | 50.00          | 50.00  | 0-100      |
| Women in ministerial positions %               | 60th  | 0.375  |                                | -45.45     | 27.27          | 72.73  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 358.87            |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 63.30             |       |       |
| Population sex ratio                                      | female/male                    | 0.45              |       |       |
| Population growth rate                                    | %                              | 1.22              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 3.05              | 6.84  | 9.89  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | n. a.             |       |       |
| Firms with female top managers                            | % firms                        | n. a.             |       |       |
| Share of workers in informal sector                       | % workers                      | n. a.             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 5.70              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 1.10              | 5.39  | 0.17  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 8.10              | 2.28  | 3.28  |
| Workers employed part-time                                | % of employed people           | 0.04              | 0.02  | 0.03  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Equal rights      |       |       |
| Inheritance rights for widows and daughters               |                                | Unequal rights    |       |       |
| Access to land assets                                     |                                | Equal rights      |       |       |
| Access to non-land assets                                 |                                | Equal rights      |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | n. a.             |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | n. a.             |       |       |
| Indicator   | Yes/No                         | Value             |       |       |
| Election list quotas for women, national                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Equal rights      |       |       |
| Freedom of movement                                       |                                | Restricted rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 6.80              |       |       |
| Mean age of women at birth of first child                 | years                          | 30.72             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Unequal rights    |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 45.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 41.49             | 58.51 | 0.71  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 80.95             | 19.05 | 4.25  |
| Arts & Humanities   |                                | 82.34             | 17.66 | 4.66  |
| Business, Admin. & Law                                    |                                | 43.19             | 56.81 | 0.76  |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | 81.09             | 18.91 | 4.29  |
| Information & Comm. Technologies                          |                                | 55.39             | 44.61 | 1.24  |
| Natural Sci., Mathematics & Statistics                    |                                | 85.94             | 14.06 | 6.11  |
| Social Sci., Journalism & Information                     |                                | 77.44             | 22.56 | 3.43  |
| Vocational training                                       |                                | 0.78              | 0.80  | 0.79  |
| PhD graduates   |                                | 0.61              | 0.90  | 0.79  |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | 26.85             | 9.52  | 15.11 |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | n. a.             |       |       |
| Births attended by skilled personnel                      | % live births                  | 99.90             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 3.00              |       |       |
| Total fertility rate                                      | births per woman               | 1.39              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

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

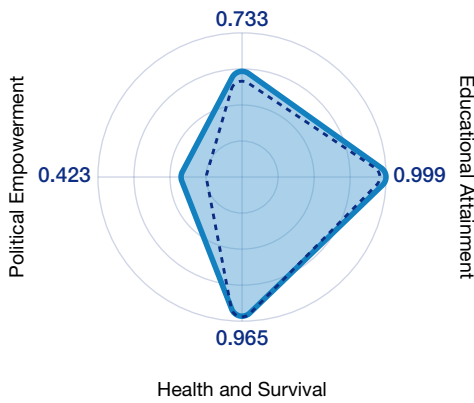
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

United Kingdom score : average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.780 | 22nd  | 0.775 | 23rd  |
| Economic Participation and Opportunity | 0.733 | 44th  | 0.716 | 55th  |
| Educational Attainment                 | 0.999 | 33rd  | 0.999 | 40th  |
| Health and Survival                    | 0.965 | 105th | 0.966 | 110th |
| Political Empowerment                  | 0.423 | 24th  | 0.419 | 23rd  |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | Female         | Male   |            |
| <b>Economic Participation and Opportunity</b>  | 44th  | 0.733  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 37th  | 0.865  |                                | -9.05      | 58.04          | 67.09  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 42nd  | 0.710  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 91st  | 0.607  |                                | -20.95k    | 32.32k         | 53.27k | 0-150k     |
| Legislators, senior officials and managers %   | 52nd  | 0.583  |                                | -26.35     | 36.83          | 63.17  | 0-100      |
| Professional and technical workers %           | 71st  | 0.992  |                                | -0.42      | 49.79          | 50.21  | 0-100      |
| <b>Educational Attainment</b>                  | 33rd  | 0.999  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 79th  | 0.998  |                                | -0.25      | 98.74          | 98.99  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.63       | 117.45         | 120.08 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 20.66      | 55.64          | 76.30  | 0-200      |
| <b>Health and Survival</b>                     | 105th | 0.965  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 116th | 1.014  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 24th  | 0.423  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 42nd  | 0.527  |                                | -31.00     | 34.50          | 65.50  | 0-100      |
| Women in ministerial positions %               | 67th  | 0.313  |                                | -52.38     | 23.81          | 76.19  | 0-100      |
| Years with female/male head of state (last 50) | 9th   | 0.413  |                                | -20.78     | 14.61          | 35.39  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |                   |
|---|--------------------------------|--------|-------|-------------------|
| Indicator   | Unit                           |        |       | Value             |
| GDP   | US\$ billions                  |        |       | 2,759.8           |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 42.68             |
| Population sex ratio                                      | female/male                    |        |       | 1.02              |
| Population growth rate                                    | %                              |        |       | 0.56              |
| Indicator   | Million people                 | Female | Male  | Value             |
| Total population  |                                | 34.00  | 33.21 | 67.22             |
| Work participation and leadership                         |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Gender pay gap (OECD only)                                | %                              |        |       | 12.28             |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | 37.80             |
| Firms with female majority ownership                      | % firms                        |        |       | n. a.             |
| Firms with female top managers                            | % firms                        |        |       | n. a.             |
| Share of workers in informal sector                       | % workers                      |        |       | n. a.             |
| Indicator   | 1-7 (best)                     |        |       | Value             |
| Advancement of women to leadership roles                  |                                |        |       | 5.22              |
| Indicator   | 1 Million people               | Female | Male  | Value             |
| Labour-force  |                                | 16.61  | 18.49 | 0.47              |
| Indicator   | Unit                           | Female | Male  | Value             |
| Unemployed adults (15-64)                                 | % of labour force              | 3.86   | 4.20  | 4.04              |
| Workers employed part-time                                | % of employed people           | 0.56   | 0.28  | 0.41              |
| Proportion of time spent on unpaid domestic and care work | %                              | 2.87   | 1.27  | n. a.             |
| Access to finance   |                                |        |       |                   |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to financial services                              |                                |        |       | 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                           |        |       | 1928              |
| Number of female heads of state to date                   | number                         |        |       | 2.00              |
| Seats held in upper house                                 | % total seats                  |        |       | 28.60             |
| Indicator   | Yes/No                         |        |       | Value             |
| Election list quotas for women, national                  |                                |        |       | No                |
| Party membership quotas, voluntary                        |                                |        |       | Yes               |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Access to justice   |                                |        |       | Equal rights      |
| Freedom of movement                                       |                                |        |       | Equal rights      |
| Family and care   |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Public spending on family benefits                        | % GDP                          |        |       | 3.23              |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a.             |
| Early marriage  | %                              |        |       | 3.00              |
| Mean age of women at birth of first child                 | years                          |        |       | 30.41             |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Right to divorce  |                                |        |       | Equal rights      |
| Indicator   | Days                           | Female | Male  | Value             |
| Length of parental leave                                  |                                | 42.00  | 14.00 | n. a.             |
| Education and skills                                      |                                |        |       |                   |
| Graduates   | Attainment %                   | Female | Male  | Value             |
| STEM Graduates  |                                | 38.10  | 61.90 | 0.62              |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.  | n. a. | n. a.             |
| Arts & Humanities   |                                | 63.30  | 36.70 | 1.72              |
| Business, Admin. & Law                                    |                                | 53.70  | 46.30 | 1.16              |
| Education   |                                | n. a.  | n. a. | n. a.             |
| Engineering, Manuf. & Construction                        |                                | 23.46  | 76.54 | 0.31              |
| Health & Welfare  |                                | 75.37  | 24.63 | 3.06              |
| Information & Comm. Technologies                          |                                | 19.38  | 80.62 | 0.24              |
| Natural Sci., Mathematics & Statistics                    |                                | 52.96  | 47.04 | 1.13              |
| Social Sci., Journalism & Information                     |                                | 62.41  | 37.59 | 1.66              |
| Vocational training                                       |                                | 16.20  | 18.83 | 17.54             |
| PhD graduates   |                                | 0.88   | 1.29  | 1.08              |
| Graduates   | %                              | Female | Male  | Value             |
| Graduates from tertiary education                         |                                | 60.35  | 43.35 | 51.70             |
| Health  |                                |        |       |                   |
| Indicator   | Unit                           |        |       | Value             |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | 29.00             |
| Births attended by skilled personnel                      | % live births                  |        |       | n. a.             |
| Maternal mortality  | deaths per 100,000 live births |        |       | 7.00              |
| Total fertility rate                                      | births per woman               |        |       | 1.65              |
| Indicator   | 0-1 (Equal rights)             |        |       | Value             |
| Reproductive autonomy                                     |                                |        |       | Restricted rights |

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

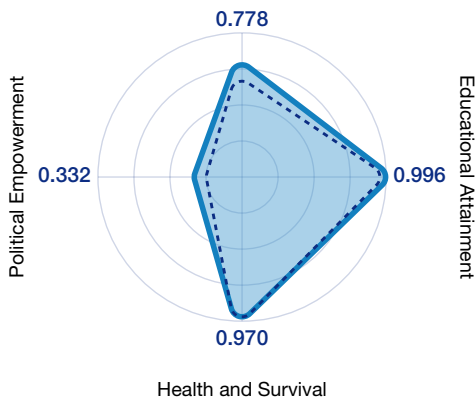
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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

Global Gender Gap Index 2022 Edition

Overview

United States of America score    average score

Economic Participation and Opportunity



Index and Subindex

Global Gender Gap Index

|  | 2022 Score | 2022 Rank | 2021 Score | 2021 Rank |
|--|------------|-----------|------------|-----------|
| Global Gender Gap Index                | 0.769      | 27th      | 0.763      | 30th      |
| Economic Participation and Opportunity | 0.778      | 22nd      | 0.754      | 30th      |
| Educational Attainment                 | 0.996      | 51st      | 1.000      | 36th      |
| Health and Survival                    | 0.970      | 83rd      | 0.970      | 87th      |
| Political Empowerment                  | 0.332      | 38th      | 0.329      | 37th      |

## Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank | Score* | Compare with Global average | Gap F-M | Female vs Male  | Min Max |
|--|------|--------|-----------------------------|---------|-----------------|---------|
| <b>Economic Participation and Opportunity</b>  | 22nd | 0.778  |                             | -       | Min - Max       | -       |
| Labour-force participation rate %              | 53rd | 0.831  |                             | -11.21  | 55.23 - 66.44   | 0-100   |
| Wage equality for similar work 1-7 (best)      | 11th | 0.772  |                             | -       | -               | -       |
| Estimated earned income int'l \$ 1,000         | 61st | 0.666  |                             | -24.06k | 48.01k - 72.07k | 0-150k  |
| Legislators, senior officials and managers %   | 29th | 0.706  |                             | -17.22  | 41.39 - 58.61   | 0-100   |
| Professional and technical workers %           | 1st  | 1.000  |                             | 10.31   | 44.84 - 55.16   | 0-100   |
| <b>Educational Attainment</b>                  | 51st | 0.996  |                             | -       | -               | -       |
| Literacy rate %                                | 1st  | 1.000  |                             | -       | -               | -       |
| Enrolment in primary education %               | 1st  | 1.000  |                             | 0.13    | 99.02 - 99.15   | 0-100   |
| Enrolment in secondary education %             | 89th | 0.983  |                             | -1.71   | 99.19 - 100.90  | 0-200   |
| Enrolment in tertiary education %              | 1st  | 1.000  |                             | 28.43   | 73.99 - 102.43  | 0-200   |
| <b>Health and Survival</b>                     | 83rd | 0.970  |                             | -       | -               | -       |
| Sex ratio at birth** %                         | 1st  | 0.944  |                             | -       | -               | -       |
| Healthy life expectancy** years                | 91st | 1.028  |                             | -       | -               | -       |
| <b>Political Empowerment</b>                   | 38th | 0.332  |                             | -       | -               | -       |
| Women in parliament %                          | 61st | 0.387  |                             | -44.20  | 27.90 - 72.10   | 0-100   |
| Women in ministerial positions %               | 14th | 0.857  |                             | -7.69   | 46.15 - 53.85   | 0-100   |
| Years with female/male head of state (last 50) | 78th | 0.000  |                             | -50.00  | 0 - 50.00       | 0-50    |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |        |              |
|---|--------------------------------|--------|--------|--------------|
| Indicator   | Unit                           |        |        | Value        |
| GDP   | US\$ billions                  |        |        | 20,953.03    |
| GDP per capita  | constant '17, intl. \$ 1000    |        |        | 60.29        |
| Population sex ratio                                      | female/male                    |        |        | 1.02         |
| Population growth rate                                    | %                              |        |        | 0.96         |
| Indicator   | Million people                 | Female | Male   | Value        |
| Total population  |                                | 167.47 | 164.03 | 331.50       |
| Work participation and leadership                         |                                |        |        |              |
| Indicator   | Unit                           |        |        | Value        |
| Gender pay gap (OECD only)                                | %                              |        |        | 17.65        |
| Share of women's membership in boards                     | % (OECD countries only)        |        |        | 29.70        |
| Firms with female majority ownership                      | % firms                        |        |        | n. a.        |
| Firms with female top managers                            | % firms                        |        |        | n. a.        |
| Share of workers in informal sector                       | % workers                      |        |        | n. a.        |
| Indicator   | 1-7 (best)                     |        |        | Value        |
| Advancement of women to leadership roles                  |                                |        |        | 5.35         |
| Indicator   | 1 Million people               | Female | Male   | Value        |
| Labour-force  |                                | 76.48  | 88.82  | 0.46         |
| Indicator   | Unit                           | Female | Male   | Value        |
| Unemployed adults (15-64)                                 | % of labour force              | 3.92   | 4.30   | 4.12         |
| Workers employed part-time                                | % of employed people           | 0.31   | 0.20   | 0.25         |
| Proportion of time spent on unpaid domestic and care work | %                              | 2.71   | 1.33   | n. a.        |
| Access to finance   |                                |        |        |              |
| Indicator   | 0-1 (Equal rights)             |        |        | Value        |
| Access to financial services                              |                                |        |        | 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                           |        |        | 1965         |
| 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                  |                                |        |        | n. a.        |
| Party membership quotas, voluntary                        |                                |        |        | n. a.        |
| Indicator   | 0-1 (Equal rights)             |        |        | Value        |
| Access to justice   |                                |        |        | Equal rights |
| Freedom of movement                                       |                                |        |        | Equal rights |
| Family and care   |                                |        |        |              |
| Indicator   | Unit                           |        |        | Value        |
| Public spending on family benefits                        | % GDP                          |        |        | 1.08         |
| Unmet family planning                                     | % women 15-49                  |        |        | n. a.        |
| Early marriage  | %                              |        |        | 2.10         |
| Mean age of women at birth of first child                 | years                          |        |        | 29.29        |
| Indicator   | 0-1 (Equal rights)             |        |        | Value        |
| Right to divorce  |                                |        |        | Equal rights |
| Indicator   | Days                           | Female | Male   | Value        |
| Length of parental leave                                  |                                | 0      | 0      | n. a.        |
| Education and skills                                      |                                |        |        |              |
| Graduates   | Attainment %                   | Female | Male   | Value        |
| STEM Graduates  |                                | n. a.  | n. a.  | n. a.        |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 52.03  | 47.97  | 1.08         |
| Arts & Humanities   |                                | 60.04  | 39.96  | 1.50         |
| Business, Admin. & Law                                    |                                | 50.51  | 49.49  | 1.02         |
| Education   |                                | 78.22  | 21.78  | 3.59         |
| Engineering, Manuf. & Construction                        |                                | 20.44  | 79.56  | 0.26         |
| Health & Welfare  |                                | 81.40  | 18.60  | 4.38         |
| Information & Comm. Technologies                          |                                | n. a.  | n. a.  | n. a.        |
| Natural Sci., Mathematics & Statistics                    |                                | 52.45  | 47.55  | 1.10         |
| Social Sci., Journalism & Information                     |                                | 65.25  | 34.75  | 1.88         |
| Vocational training                                       |                                | n. a.  | n. a.  | n. a.        |
| PhD graduates   |                                | 1.76   | 2.44   | 2.09         |
| Graduates   | %                              | Female | Male   | Value        |
| Graduates from tertiary education                         |                                | n. a.  | n. a.  | n. a.        |
| Health  |                                |        |        |              |
| Indicator   | Unit                           |        |        | Value        |
| Prevalence of gender violence in lifetime                 | % women                        |        |        | 35.60        |
| Births attended by skilled personnel                      | % live births                  |        |        | 99.10        |
| Maternal mortality  | deaths per 100,000 live births |        |        | 19.00        |
| Total fertility rate                                      | births per woman               |        |        | 1.71         |
| Indicator   | 0-1 (Equal rights)             |        |        | Value        |
| Reproductive autonomy                                     |                                |        |        | Equal rights |

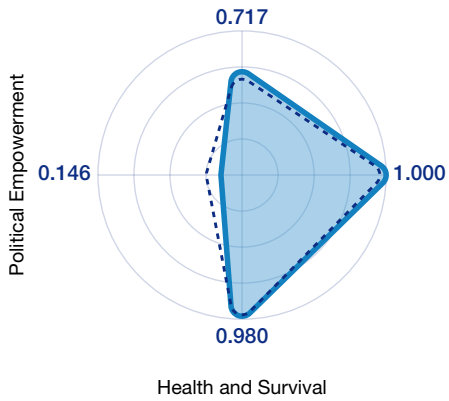
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Uruguay score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |       |
|--|-------|------|-------|-------|
|  | Score | Rank | Score | Rank  |
| Global Gender Gap Index                | 0.711 | 72nd | 0.702 | 85th  |
| Economic Participation and Opportunity | 0.717 | 58th | 0.690 | 76th  |
| Educational Attainment                 | 1.000 | 1st  | 1.000 | 29th  |
| Health and Survival                    | 0.980 | 1st  | 0.980 | 1st   |
| Political Empowerment                  | 0.146 | 98th | 0.140 | 107th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 58th  | 0.717  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 65th  | 0.791  |                                | -14.47     | 54.78          | 69.25  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 79th  | 0.636  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 63rd  | 0.664  |                                | -8.79k     | 17.36k         | 26.14k | 0-150k     |
| Legislators, senior officials and managers %   | 41st  | 0.633  |                                | -22.49     | 38.76          | 61.24  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 7.33       | 46.34          | 53.66  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.89       | 99.00          | 99.89  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 13.04      | 116.62         | 129.67 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 34.47      | 45.95          | 80.42  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 98th  | 0.146  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 79th  | 0.339  |                                | -49.40     | 25.30          | 74.70  | 0-100      |
| Women in ministerial positions %               | 101st | 0.167  |                                | -71.43     | 14.29          | 85.71  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |



## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 53.63             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 21.61             |       |       |
| Population sex ratio                                      | female/male                    | 1.07              |       |       |
| Population growth rate                                    | %                              | 0.35              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 1.80              | 1.68  | 3.47  |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 11.60             |       |       |
| Firms with female top managers                            | % firms                        | 10.60             |       |       |
| Share of workers in informal sector                       | % workers                      | 21.90             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.49              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 0.80              | 0.92  | 0.47  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 12.48             | 8.42  | 10.31 |
| Workers employed part-time                                | % of employed people           | n. a.             | n. a. | n. a. |
| Proportion of time spent on unpaid domestic and care work | %                              | 5.57              | 2.75  | n. a. |
| Access to finance   |                                |                   |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to financial services                              |                                | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                                | Equal rights      |       |       |
| Access to land assets                                     |                                | Near-equal rights |       |       |
| Access to non-land assets                                 |                                | Near-equal rights |       |       |
| Civil and political freedom                               |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Year women received right to vote                         | year                           | 1932              |       |       |
| Number of female heads of state to date                   | number                         | 0                 |       |       |
| Seats held in upper house                                 | % total seats                  | 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   |                                | Near-equal rights |       |       |
| Freedom of movement                                       |                                | Equal rights      |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | n. a.             |       |       |
| Early marriage  | %                              | 12.00             |       |       |
| Mean age of women at birth of first child                 | years                          | 27.77             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Equal rights      |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 98.00             | 13.00 | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | 43.96             | 56.04 | 0.78  |
| Agri., Forestry, Fisheries & Veterinary                   |                                | 39.68             | 60.32 | 0.66  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | 62.72             | 37.28 | 1.68  |
| Education   |                                | 84.86             | 15.14 | 5.60  |
| Engineering, Manuf. & Construction                        |                                | 45.92             | 54.08 | 0.85  |
| Health & Welfare  |                                | 77.54             | 22.46 | 3.45  |
| Information & Comm. Technologies                          |                                | 17.66             | 82.34 | 0.21  |
| Natural Sci., Mathematics & Statistics                    |                                | 70.69             | 29.31 | 2.41  |
| Social Sci., Journalism & Information                     |                                | 74.33             | 25.67 | 2.90  |
| Vocational training                                       |                                | 8.88              | 13.18 | 11.07 |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 14.80             |       |       |
| Births attended by skilled personnel                      | % live births                  | 100.00            |       |       |
| Maternal mortality  | deaths per 100,000 live births | 17.00             |       |       |
| Total fertility rate                                      | births per woman               | 1.96              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Equal rights      |       |       |

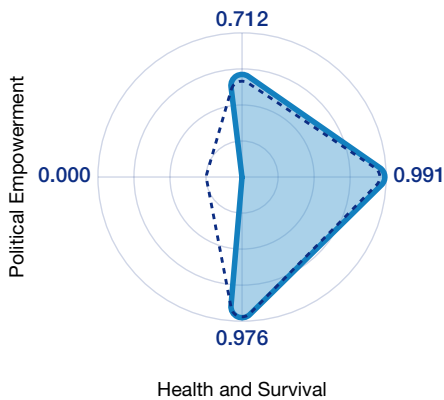
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Vanuatu score    ▨ average score

Economic Participation and Opportunity



Overview

| Index and Subindex                     | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.670 | 111th | 0.625 | 141st |
| Economic Participation and Opportunity | 0.712 | 59th  | 0.576 | 124th |
| Educational Attainment                 | 0.991 | 73rd  | 0.947 | 122nd |
| Health and Survival                    | 0.976 | 51st  | 0.975 | 61st  |
| Political Empowerment                  | 0.000 | 146th | 0.000 | 155th |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 59th  | 0.712  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 78th  | 0.766  |                                | -18.29     | 59.72          | 78.01  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 94th  | 0.587  |                                | -1.48k     | 2.11k          | 3.58k  | 0-150k     |
| Legislators, senior officials and managers %   | 51st  | 0.590  |                                | -25.80     | 37.11          | 62.91  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 1.15       | 49.42          | 50.57  | 0-100      |
| <b>Educational Attainment</b>                  | 73rd  | 0.991  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 78th  | 0.982  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 93rd  | 0.990  |                                | -0.98      | 96.08          | 97.07  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 6.97       | 48.30          | 55.27  | 0-200      |
| Enrolment in tertiary education %              | -     | -      | -                              | -          | -              | -      | -          |
| <b>Health and Survival</b>                     | 51st  | 0.976  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 122nd | 0.942  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 46th  | 1.054  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 146th | 0.000  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 146th | 0.000  |                                | -100.00    | 0              | 100.00 | 0-100      |
| Women in ministerial positions %               | 140th | 0.000  |                                | -100.00    | 0              | 100.00 | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |        |       |       |
|---|--------------------------------|--------|-------|-------|
| Indicator   | Unit                           |        |       | Value |
| GDP   | US\$ billions                  |        |       | 0.88  |
| GDP per capita  | constant '17, intl. \$ 1000    |        |       | 2.85  |
| Population sex ratio                                      | female/male                    |        |       | 0.97  |
| Population growth rate                                    | %                              |        |       | 2.40  |
| Indicator   | Million people                 | Female | Male  | Value |
| Total population  |                                | 0.15   | 0.16  | 0.31  |
| Work participation and leadership                         |                                |        |       |       |
| Indicator   | Unit                           |        |       | Value |
| Gender pay gap (OECD only)                                | %                              |        |       | n. a. |
| Share of women's membership in boards                     | % (OECD countries only)        |        |       | n. a. |
| Firms with female majority ownership                      | % firms                        |        |       | n. a. |
| Firms with female top managers                            | % firms                        |        |       | n. a. |
| Share of workers in informal sector                       | % workers                      |        |       | 72.40 |
| Indicator   | 1-7 (best)                     |        |       | Value |
| Advancement of women to leadership roles                  |                                |        |       | n. a. |
| Indicator   | 1 Million people               | Female | Male  | Value |
| Labour-force  |                                | 0.06   | 0.08  | 0.43  |
| Indicator   | Unit                           | Female | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 1.84   | 2.21  | 2.05  |
| Workers employed part-time                                | % of employed people           | 0.34   | 0.41  | 0.38  |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.  | n. a. | n. a. |
| Access to finance   |                                |        |       |       |
| Indicator   | 0-1 (Equal rights)             |        |       | Value |
| Access to financial services                              |                                |        |       | 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                           |        |       | 1980  |
| Number of female heads of state to date                   | number                         |        |       | 0     |
| Seats held in upper house                                 | % total seats                  |        |       | n. a. |
| Indicator   | Yes/No                         |        |       | Value |
| Election list quotas for women, national                  |                                |        |       | n. a. |
| Party membership quotas, voluntary                        |                                |        |       | n. a. |
| Indicator   | 0-1 (Equal rights)             |        |       | Value |
| Access to justice   |                                |        |       | n. a. |
| Freedom of movement                                       |                                |        |       | n. a. |
| Family and care   |                                |        |       |       |
| Indicator   | Unit                           |        |       | Value |
| Public spending on family benefits                        | % GDP                          |        |       | n. a. |
| Unmet family planning                                     | % women 15-49                  |        |       | n. a. |
| Early marriage  | %                              |        |       | n. a. |
| Mean age of women at birth of first child                 | years                          |        |       | 29.28 |
| Indicator   | 0-1 (Equal rights)             |        |       | Value |
| Right to divorce  |                                |        |       | n. a. |
| Indicator   | Days                           | Female | Male  | Value |
| Length of parental leave                                  |                                | 84.00  | 0     | n. a. |
| Education and skills                                      |                                |        |       |       |
| Graduates   | Attainment %                   | Female | Male  | Value |
| STEM Graduates  |                                | n. a.  | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.  | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.  | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.  | n. a. | n. a. |
| Education   |                                | n. a.  | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.  | n. a. | n. a. |
| Health & Welfare  |                                | n. a.  | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.  | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.  | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.  | n. a. | n. a. |
| Vocational training                                       |                                | 0.67   | 0.69  | 0.68  |
| PhD graduates   |                                | n. a.  | n. a. | n. a. |
| Graduates %   |                                | Female | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.  | n. a. | n. a. |
| Health  |                                |        |       |       |
| Indicator   | Unit                           |        |       | Value |
| Prevalence of gender violence in lifetime                 | % women                        |        |       | n. a. |
| Births attended by skilled personnel                      | % live births                  |        |       | 89.40 |
| Maternal mortality  | deaths per 100,000 live births |        |       | 72.00 |
| Total fertility rate                                      | births per woman               |        |       | 3.74  |
| Indicator   | 0-1 (Equal rights)             |        |       | Value |
| Reproductive autonomy                                     |                                |        |       | n. a. |

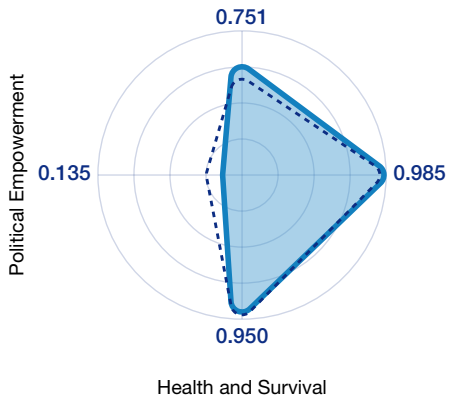
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

■ Viet Nam score    ⋮ average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.705 | 83rd  | 0.701 | 87th  |
| Economic Participation and Opportunity | 0.751 | 31st  | 0.765 | 26th  |
| Educational Attainment                 | 0.985 | 88th  | 0.982 | 94th  |
| Health and Survival                    | 0.950 | 141st | 0.945 | 152nd |
| Political Empowerment                  | 0.135 | 106th | 0.113 | 121st |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 31st  | 0.751  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 27th  | 0.877  |                                | -9.80      | 69.64          | 79.44  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 27th  | 0.740  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 17th  | 0.794  |                                | -1.88k     | 7.26k          | 9.14k  | 0-150k     |
| Legislators, senior officials and managers %   | 104th | 0.339  |                                | -49.32     | 25.34          | 74.66  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 13.33      | 43.33          | 56.67  | 0-100      |
| <b>Educational Attainment</b>                  | 88th  | 0.985  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 83rd  | 0.975  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in secondary education %             | -     | -      |                                | -          | -              | -      | -          |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 6.19       | 25.53          | 31.72  | 0-200      |
| <b>Health and Survival</b>                     | 141st | 0.950  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 144th | 0.902  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 106th | 0.135  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 51st  | 0.435  |                                | -39.40     | 30.30          | 69.70  | 0-100      |
| Women in ministerial positions %               | 140th | 0.000  |                                | -100.00    | 0              | 100.00 | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |        |
|---|--------------------------------|-------------------|-------|--------|
| Indicator   | Unit                           |                   |       | Value  |
| GDP   | US\$ billions                  |                   |       | 271.16 |
| GDP per capita  | constant '17, intl. \$ 1000    |                   |       | 8.20   |
| Population sex ratio                                      | female/male                    |                   |       | 1.00   |
| Population growth rate                                    | %                              |                   |       | 0.90   |
| Indicator   | Million people                 | Female            | Male  | Value  |
| Total population  |                                | 48.74             | 48.60 | 97.34  |
| Work participation and leadership                         |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Gender pay gap (OECD only)                                | %                              |                   |       | n. a.  |
| Share of women's membership in boards                     | % (OECD countries only)        |                   |       | n. a.  |
| Firms with female majority ownership                      | % firms                        |                   |       | 19.30  |
| Firms with female top managers                            | % firms                        |                   |       | 22.40  |
| Share of workers in informal sector                       | % workers                      |                   |       | 67.50  |
| Indicator   | 1-7 (best)                     |                   |       | Value  |
| Advancement of women to leadership roles                  |                                |                   |       | 4.82   |
| Indicator   | 1 Million people               | Female            | Male  | Value  |
| Labour-force  |                                | 26.74             | 29.41 | 0.48   |
| Indicator   | Unit                           | Female            | Male  | Value  |
| Unemployed adults (15-64)                                 | % of labour force              | 2.25              | 2.26  | 2.25   |
| Workers employed part-time                                | % of employed people           | 0.29              | 0.23  | 0.26   |
| Proportion of time spent on unpaid domestic and care work | %                              | n. a.             | n. a. | n. a.  |
| Access to finance   |                                |                   |       |        |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to financial services                              |                                | Near-equal rights |       |        |
| Inheritance rights for widows and daughters               |                                | 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                           |                   |       | 1954   |
| Number of female heads of state to date                   | number                         |                   |       | 0      |
| Seats held in upper house                                 | % total seats                  |                   |       | n. a.  |
| Indicator   | Yes/No                         |                   |       | Value  |
| Election list quotas for women, national                  |                                |                   |       | n. a.  |
| Party membership quotas, voluntary                        |                                |                   |       | n. a.  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Access to justice   |                                | Equal rights      |       |        |
| Freedom of movement                                       |                                | Equal rights      |       |        |
| Family and care   |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Public spending on family benefits                        | % GDP                          |                   |       | n. a.  |
| Unmet family planning                                     | % women 15-49                  |                   |       | n. a.  |
| Early marriage  | %                              |                   |       | 10.30  |
| Mean age of women at birth of first child                 | years                          |                   |       | 27.64  |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Right to divorce  |                                | Near-equal rights |       |        |
| Indicator   | Days                           | Female            | Male  | Value  |
| Length of parental leave                                  |                                | 180.00            | 7.00  | n. a.  |
| Education and skills                                      |                                |                   |       |        |
| Graduates   | Attainment %                   | Female            | Male  | Value  |
| STEM Graduates  |                                | 36.51             | 63.49 | 0.58   |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a.  |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a.  |
| Business, Admin. & Law                                    |                                | 59.53             | 40.47 | 1.47   |
| Education   |                                | n. a.             | n. a. | n. a.  |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a.  |
| Health & Welfare  |                                | 58.72             | 41.28 | 1.42   |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics                    |                                | 50.59             | 49.41 | 1.02   |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a.  |
| Vocational training                                       |                                | n. a.             | n. a. | n. a.  |
| PhD graduates   |                                | 0.04              | 0.11  | 0.07   |
| Graduates   | %                              | Female            | Male  | Value  |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | 19.82  |
| Health  |                                |                   |       |        |
| Indicator   | Unit                           |                   |       | Value  |
| Prevalence of gender violence in lifetime                 | % women                        |                   |       | 34.40  |
| Births attended by skilled personnel                      | % live births                  |                   |       | 93.80  |
| Maternal mortality  | deaths per 100,000 live births |                   |       | 43.00  |
| Total fertility rate                                      | births per woman               |                   |       | 2.05   |
| Indicator   | 0-1 (Equal rights)             |                   |       | Value  |
| Reproductive autonomy                                     |                                | Equal rights      |       |        |

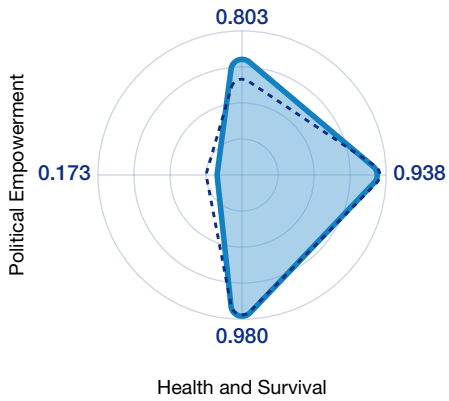
\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

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

Global Gender Gap Index 2022 Edition

Zambia score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |       | 2021  |       |
|--|-------|-------|-------|-------|
|  | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.723 | 62nd  | 0.726 | 56th  |
| Economic Participation and Opportunity | 0.803 | 10th  | 0.804 | 14th  |
| Educational Attainment                 | 0.938 | 119th | 0.938 | 125th |
| Health and Survival                    | 0.980 | 1st   | 0.980 | 1st   |
| Political Empowerment                  | 0.173 | 85th  | 0.180 | 84th  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |       | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|-------|------------|
|  |       |        |                                |            | ◆              | ◆     |            |
| <b>Economic Participation and Opportunity</b>  | 10th  | 0.803  |                                | -          | Min            | Max   | -          |
| Labour-force participation rate %              | 21st  | 0.889  |                                | -8.62      | 69.23          | 77.85 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 24th  | 0.744  |                                | -          | -              | -     | -          |
| Estimated earned income int'l \$ 1,000         | 13th  | 0.823  |                                | -638.08    | 2.96k          | 3.60k | 0-150k     |
| Legislators, senior officials and managers %   | 21st  | 0.849  |                                | -8.16      | 45.92          | 54.08 | 0-100      |
| Professional and technical workers %           | 98th  | 0.718  |                                | -16.39     | 41.81          | 58.19 | 0-100      |
| <b>Educational Attainment</b>                  | 119th | 0.938  |                                | -          | -              | -     | -          |
| Literacy rate %                                | 104th | 0.917  |                                | -          | -              | -     | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 3.83       | 83.20          | 87.03 | 0-100      |
| Enrolment in secondary education %             | -     | -      |                                | -          | -              | -     | -          |
| Enrolment in tertiary education %              | 121st | 0.737  |                                | -1.25      | 3.50           | 4.75  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -     | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -     | -          |
| <b>Political Empowerment</b>                   | 85th  | 0.173  |                                | -          | -              | -     | -          |
| Women in parliament %                          | 115th | 0.178  |                                | -69.80     | 15.10          | 84.90 | 0-100      |
| Women in ministerial positions %               | 38th  | 0.476  |                                | -35.48     | 32.26          | 67.74 | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators  |                                |                   |       |       |
|---|--------------------------------|-------------------|-------|-------|
| Indicator   | Unit                           | Value             |       |       |
| GDP   | US\$ billions                  | 18.11             |       |       |
| GDP per capita  | constant '17, intl. \$ 1000    | 3.28              |       |       |
| Population sex ratio                                      | female/male                    | 1.02              |       |       |
| Population growth rate                                    | %                              | 2.89              |       |       |
| Indicator   | Million people                 | Female            | Male  | Value |
| Total population  |                                | 9.28              | 9.10  | 18.38 |
| Work participation and leadership                         |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Gender pay gap (OECD only)                                | %                              | n. a.             |       |       |
| Share of women's membership in boards                     | % (OECD countries only)        | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                        | 16.50             |       |       |
| Firms with female top managers                            | % firms                        | 12.90             |       |       |
| Share of workers in informal sector                       | % workers                      | 71.10             |       |       |
| Indicator   | 1-7 (best)                     | Value             |       |       |
| Advancement of women to leadership roles                  |                                | 4.96              |       |       |
| Indicator   | 1 Million people               | Female            | Male  | Value |
| Labour-force  |                                | 3.79              | 4.06  | 0.48  |
| Indicator   | Unit                           | Female            | Male  | Value |
| Unemployed adults (15-64)                                 | % of labour force              | 13.72             | 12.25 | 12.96 |
| Workers employed part-time                                | % of employed people           | 0.39              | 0.27  | 0.32  |
| 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                              |                                | 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                           | 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                  |                                | n. a.             |       |       |
| Party membership quotas, voluntary                        |                                | n. a.             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Access to justice   |                                | Restricted rights |       |       |
| Freedom of movement                                       |                                | Restricted rights |       |       |
| Family and care   |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Public spending on family benefits                        | % GDP                          | n. a.             |       |       |
| Unmet family planning                                     | % women 15-49                  | 19.70             |       |       |
| Early marriage  | %                              | 18.60             |       |       |
| Mean age of women at birth of first child                 | years                          | 28.76             |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Right to divorce  |                                | Near-equal rights |       |       |
| Indicator   | Days                           | Female            | Male  | Value |
| Length of parental leave                                  |                                | 98.00             | 0     | n. a. |
| Education and skills                                      |                                |                   |       |       |
| Graduates   | Attainment %                   | Female            | Male  | Value |
| STEM Graduates  |                                | n. a.             | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary                   |                                | n. a.             | n. a. | n. a. |
| Arts & Humanities   |                                | n. a.             | n. a. | n. a. |
| Business, Admin. & Law                                    |                                | n. a.             | n. a. | n. a. |
| Education   |                                | n. a.             | n. a. | n. a. |
| Engineering, Manuf. & Construction                        |                                | n. a.             | n. a. | n. a. |
| Health & Welfare  |                                | n. a.             | n. a. | n. a. |
| Information & Comm. Technologies                          |                                | n. a.             | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics                    |                                | n. a.             | n. a. | n. a. |
| Social Sci., Journalism & Information                     |                                | n. a.             | n. a. | n. a. |
| Vocational training                                       |                                | n. a.             | n. a. | n. a. |
| PhD graduates   |                                | n. a.             | n. a. | n. a. |
| Graduates   | %                              | Female            | Male  | Value |
| Graduates from tertiary education                         |                                | n. a.             | n. a. | n. a. |
| Health  |                                |                   |       |       |
| Indicator   | Unit                           | Value             |       |       |
| Prevalence of gender violence in lifetime                 | % women                        | 42.70             |       |       |
| Births attended by skilled personnel                      | % live births                  | 80.40             |       |       |
| Maternal mortality  | deaths per 100,000 live births | 213.00            |       |       |
| Total fertility rate                                      | births per woman               | 4.56              |       |       |
| Indicator   | 0-1 (Equal rights)             | Value             |       |       |
| Reproductive autonomy                                     |                                | Restricted rights |       |       |

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

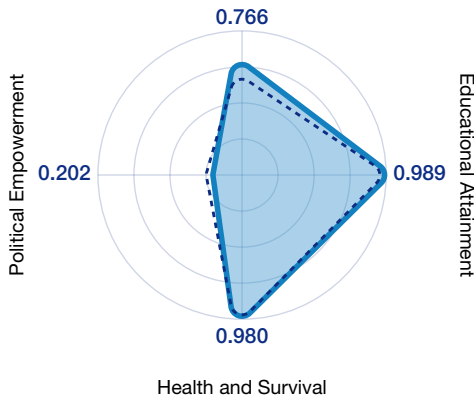
\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life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



Global Gender Gap Index 2022 Edition

Zimbabwe score    average score

Economic Participation and Opportunity



Overview

Index and Subindex

Global Gender Gap Index

|  | 2022  |      | 2021  |       |
|--|-------|------|-------|-------|
|  | Score | Rank | Score | Rank  |
| Global Gender Gap Index                | 0.734 | 50th | 0.732 | 47th  |
| Economic Participation and Opportunity | 0.766 | 24th | 0.763 | 28th  |
| Educational Attainment                 | 0.989 | 78th | 0.977 | 100th |
| Health and Survival                    | 0.980 | 1st  | 0.980 | 1st   |
| Political Empowerment                  | 0.202 | 77th | 0.210 | 71st  |

### Global Gender Gap Index Indicators

2022

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Gap<br>F-M | Female vs Male |        | Min<br>Max |
|--|-------|--------|--------------------------------|------------|----------------|--------|------------|
|  |       |        |                                |            | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 24th  | 0.766  |                                | -          | Min            | Max    | -          |
| Labour-force participation rate %              | 20th  | 0.892  |                                | -9.62      | 79.31          | 88.93  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 34th  | 0.727  |                                | -          | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 25th  | 0.754  |                                | -945.26    | 2.90k          | 3.85k  | 0-150k     |
| Legislators, senior officials and managers %   | 75th  | 0.508  |                                | -32.60     | 33.70          | 66.30  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 5.16       | 47.42          | 52.58  | 0-100      |
| <b>Educational Attainment</b>                  | 78th  | 0.989  |                                | -          | -              | -      | -          |
| Literacy rate %                                | 69th  | 0.990  |                                | -          | -              | -      | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.74       | 85.50          | 87.24  | 0-100      |
| Enrolment in secondary education %             | 107th | 0.960  |                                | -2.15      | 51.35          | 53.49  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 1.68       | 8.01           | 9.69   | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -          | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -          | -              | -      | -          |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -          | -              | -      | -          |
| <b>Political Empowerment</b>                   | 77th  | 0.202  |                                | -          | -              | -      | -          |
| Women in parliament %                          | 49th  | 0.441  |                                | -38.80     | 30.60          | 69.40  | 0-100      |
| Women in ministerial positions %               | 76th  | 0.263  |                                | -58.33     | 20.83          | 79.17  | 0-100      |
| Years with female/male head of state (last 50) | 78th  | 0.000  |                                | -50.00     | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2022

| General indicators     |                             |        |      |       |
|------------------------|-----------------------------|--------|------|-------|
| Indicator              | Unit                        | Value  |      |       |
| GDP                    | US\$ billions               | 18.05  |      |       |
| GDP per capita         | constant '17, intl. \$ 1000 | 3.35   |      |       |
| Population sex ratio   | female/male                 | 1.10   |      |       |
| Population growth rate | %                           | 1.47   |      |       |
| Indicator              | Million people              | Female | Male | Value |
| Total population       |                             | 7.77   | 7.09 | 14.86 |

| Work participation and leadership     |                         |       |  |
|---------------------------------------|-------------------------|-------|--|
| Indicator                             | Unit                    | Value |  |
| Gender pay gap (OECD only)            | %                       | n. a. |  |
| Share of women's membership in boards | % (OECD countries only) | n. a. |  |
| Firms with female majority ownership  | % firms                 | 13.90 |  |
| Firms with female top managers        | % firms                 | 16.30 |  |
| Share of workers in informal sector   | % workers               | 88.20 |  |

| Indicator                                | 1-7 (best) | Value |
|--|------------|-------|
| Advancement of women to leadership roles |            | 4.28  |

| Indicator    | 1 Million people | Female | Male | Value |
|--------------|------------------|--------|------|-------|
| Labour-force |                  | 3.79   | 3.62 | 0.51  |

| Indicator   | Unit                 | Female | Male  | Value |
|---|----------------------|--------|-------|-------|
| Unemployed adults (15-64)                                 | % of labour force    | 5.50   | 4.48  | 5.00  |
| Workers employed part-time                                | % of employed people | 0.24   | 0.24  | 0.24  |
| Proportion of time spent on unpaid domestic and care work | %                    | n. a.  | n. a. | n. a. |

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

| Civil and political freedom             |               |       |  |
|---|---------------|-------|--|
| Indicator                               | Unit          | Value |  |
| Year women received right to vote       | year          | 1979  |  |
| Number of female heads of state to date | number        | 0     |  |
| Seats held in upper house               | % total seats | 44.20 |  |

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

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

| Family and care                           |               |       |  |
|---|---------------|-------|--|
| Indicator                                 | Unit          | Value |  |
| Public spending on family benefits        | % GDP         | n. a. |  |
| Unmet family planning                     | % women 15-49 | 10.40 |  |
| Early marriage                            | %             | 22.90 |  |
| Mean age of women at birth of first child | years         | 28.20 |  |

| Indicator                | 0-1 (Equal rights) | Value  |      |       |
|--------------------------|--------------------|--------|------|-------|
| Right to divorce         | Near-equal rights  |        |      |       |
| Indicator                | Days               | Female | Male | Value |
| Length of parental leave |                    | 98.00  | 0    | n. a. |

| Education and skills                    |              |        |       |       |
|---|--------------|--------|-------|-------|
| Graduates                               | Attainment % | Female | Male  | Value |
| STEM Graduates                          |              | 28.79  | 71.21 | 0.40  |
| Agri., Forestry, Fisheries & Veterinary |              | 50.86  | 49.14 | 1.03  |
| Arts & Humanities                       |              | 46.20  | 53.80 | 0.86  |
| Business, Admin. & Law                  |              | 51.80  | 48.20 | 1.07  |
| Education                               |              | 40.41  | 59.59 | 0.68  |
| Engineering, Manuf. & Construction      |              | 20.46  | 79.54 | 0.26  |
| Health & Welfare                        |              | 30.79  | 69.21 | 0.44  |
| Information & Comm. Technologies        |              | n. a.  | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics  |              | 30.62  | 69.38 | 0.44  |
| Social Sci., Journalism & Information   |              | 45.66  | 54.34 | 0.84  |
| Vocational training                     |              | n. a.  | n. a. | n. a. |
| PhD graduates                           |              | 0.03   | 0.05  | 0.04  |

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

| Health                                    |                                |        |  |
|---|--------------------------------|--------|--|
| Indicator                                 | Unit                           | Value  |  |
| Prevalence of gender violence in lifetime | % women                        | 35.40  |  |
| Births attended by skilled personnel      | % live births                  | 86.00  |  |
| Maternal mortality                        | deaths per 100,000 live births | 458.00 |  |
| Total fertility rate                      | births per woman               | 3.53   |  |

| Indicator             | 0-1 (Equal rights) | Value         |
|-----------------------|--------------------|---------------|
| Reproductive autonomy |                    | Uneven rights |

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

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

# Contributors and Acknowledgements

## At the World Economic Forum Centre for the New Economy and Society

### Project team

**Kusum Kali Pal**

Insight Specialist, Diversity, Equity, Inclusion and Social Justice

**Kim Piaget**

Insights Lead, Diversity, Equity, Inclusion and Social Justice

**Silja Baller**

Head of Mission, Diversity, Equity, Inclusion and Social Justice

**Vesselina Ratcheva**

Head of Insights Product Coordination

**Saadia Zahidi**

Managing Director

### Acknowledgements

We are extremely grateful to our colleagues in the Centre for the New Economy and Society for their support, especially to the Insights team: Mark Rayner, Ricky Li, Kateryna Karunska, Guillaume Hingel, Philipp Grosskurth, and Andrew Silva.

We are immensely grateful to Professor Ricardo Hausmann, Director of the Growth Lab at Harvard University's Center for International Development; Rafik Hariri Professor of the Practice of International Political Economy at Harvard Kennedy School; and Professor Laura D'Andrea Tyson, Distinguished Professor of the Graduate School at the Haas School of Business, University of California, Berkeley and Chairperson of the Board of Trustees at UC Berkeley's Blum Center for Developing Economies, for their longstanding guidance and support.

A special thank you to Michael Fisher for his excellent copyediting work and to Accurat for their outstanding graphic designing and layout of the report, as well as for its outstanding work to create the report's Economy Profiles and online Data Explorer, and SMOG, who created the cover.

For more information, or to get involved, please contact [cnes@weforum.org](mailto: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 as part of its New Metrics Co-Lab. We are pleased to have collaborated with LinkedIn, Coursera, Hologic and WTW this year and thank the following contributors:

### **Coursera**

Maria-Nicole Ikonomou, Global Communications Lead, Governments & Higher Ed  
Eric Karsten, Data Science Lead, Research and Insights

### **Hologic**

Lisa Hellmann  
Fred Walker

### **Gallup**

Benedicte Clouet  
Marie Clare Evans  
Courtney Hesselbacher

### **LinkedIn**

Kristin Keveloh, Senior Lead Manager, Public Policy & Economic Graph Programmes  
Silvia Lara, Data Scientist, Economic Graph Team  
Maeve Ryan, Senior Data Scientist, Economic Graph Team  
Pei Ying Chua, Staff Data Scientist, Economic Graph Team  
Séin Ó Muineacháin, Manager, Economic Graph Team

### **WTW**

Manjit Basi, Wealth Equity Team Lead, Integrated & Global Solutions  
Mark Mann, Wealth Equity Team, Integrated & Global Solutions  
Rowena Agnes, Wealth Equity Team, Integrated & Global Solutions  
Valentina Rocchi, Wealth Equity Team, Integrated & Global Solutions

# Centre for the New Economy and Society Business Partners

The World Economic Forum would like to thank the Business Partners of the Centre for their guidance and support.

|                                       |  |                                  |
|---------------------------------------|--|----------------------------------|
| AARP                                  | Hewlett Packard Enterprise                   | PT Bank Rakyat Indonesia (BRI)   |
| Accenture                             | Hologic Inc.                                 | Publicis Groupe                  |
| Adecco Group AG                       | Holtzbrinck Publishing Group                 | PwC                              |
| AIG                                   | HP Inc.                                      | Pymetrics Inc.                   |
| AlixPartners                          | HSBC Holdings Plc                            | QI Group                         |
| Amazon                                | Hubert Burda Media                           | Randstad N.V.                    |
| AMTD Group                            | IBM Corporation                              | RBC Financial Group              |
| APCO Worldwide Inc.                   | IDEO   | Recruit Holdings Co. Ltd         |
| Automatic Data Processing Inc. (ADP)  | Individual Learning Ltd                      | Reliance Industries Limited      |
| Bahrain Economic Development Board    | Indus Group                                  | RMZ Corp.                        |
| Bain & Company Inc.                   | Infosys Ltd                                  | Royal DSM NV                     |
| Bank of America                       | Ingka Group (IKEA)                           | Russell Reynolds Associates Inc. |
| Bank of Montreal                      | Intel Corporation                            | Salesforce, Sàrl                 |
| Barclays                              | Intermountain Healthcare                     | Sanofi                           |
| BC Energy Investments Corp.           | International Finance Corporation (IFC)      | SAP SE                           |
| Bill & Melinda Gates Foundation       | Invesco Ltd                                  | Saudi Aramco                     |
| Bloomberg LP                          | Islamic Development Bank                     | Sea Limited                      |
| BNY Mellon                            | JBS S/A                                      | SEEK Limited                     |
| Carlsberg A/S                         | Jerónimo Martins SGPS SA                     | Sempra                           |
| Centene Corporation                   | JLL  | Sequoia Capital Operations LLC   |
| Chegg, Inc.                           | Johnson & Johnson                            | Shell Plc                        |
| Cisco Systems, Inc.                   | Kearney                                      | Siemens AG                       |
| Clayton, Dubilier & Rice LLC          | KIRKBI A/S                                   | Skillsoft                        |
| Contextere                            | LGT Group Foundation                         | SONAE SGPS SA                    |
| Coursera Inc.                         | LinkedIn Corporation                         | Splunk Inc.                      |
| Crescent Enterprises                  | Lord, Abbett & Co. LLC                       | Standard Chartered Bank          |
| Crescent Petroleum                    | LVMH Moët Hennessy - Louis Vuitton           | Stanley Black & Decker Inc.      |
| Culture Amp                           | ManpowerGroup Inc.                           | State Street Corporation         |
| Dassault Systèmes SE                  | Marsh McLennan                               | Teck Resources Limited           |
| Degreed Inc                           | Mayo Clinic                                  | The Conrad N. Hilton Foundation  |
| Dell Technologies                     | McKinsey & Company                           | The GHR Foundation               |
| Deloitte                              | Medtronic Plc                                | The Laudes Foundation            |
| Dentsu Inc.                           | Merck KGaA                                   | The LEGO Foundation              |
| Deutsche Bank AG                      | Microsoft Corp.                              | The Samuel Group                 |
| Deutsche Post DHL Group               | Mohammed Bin Salman Foundation (MiSK)        | Uber Technologies Inc.           |
| Dogan Şirketler Grubu Holding A.S     | Morgan, Lewis & Bockius LLP                  | Udacity                          |
| DP World Limited                      | Natixis                                      | Unilever                         |
| Dubai Cares                           | NBCUniversal Media, LLC                      | Verizon Communications           |
| DXC Technology                        | Nestlé                                       | Visa Inc.                        |
| Egon Zehnder International Schweiz AG | Network for Teaching Entrepreneurship (NFTE) | VMware Inc.                      |
| Eurasian Resources Group Sàrl         | Novartis AG                                  | Volkswagen AG                    |
| European Investment Bank (EIB)        | NYSE Group Inc.                              | Wipro Limited                    |
| EY                                    | Old Mutual Limited                           | Workday Inc.                     |
| Fortescue Metals Group Limited        | Omnicom Group Inc.                           | WorldQuant LLC                   |
| Fortinet Inc.                         | Open Society Institute                       | WTW                              |
| Google Inc.                           | PayPal                                       | Zoom Video Communications, Inc.  |
| HCL Technologies Ltd                  | PepsiCo Inc.                                 | Zurich Insurance Group           |
| Heidrick & Struggles                  | Pladis Foods Limited                         |                                  |
| Henry Schein Inc.                     | Procter & Gamble                             |                                  |

To learn more about the Centre for the New Economy and Society, please refer to the following website: <https://www.weforum.org/platforms/centre-for-the-new-economy-and-society>

# 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.

## 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

## Angola

### **Jobartis**

João Freitas, Country Manager  
Luis Verdeja, Director

## Argentina

### **IAE Business School—Universidad Austral**

Eduardo Luis Fracchia, Director of Academic Department of Economics  
Martin Calveira, Research Assistant

## Armenia

### **Economy and Values Research Center**

Sevak Hovhannisyan, Board Member and Senior Associate  
Lilit Apyan, Analyst

## Australia

### **The Australian Industry Group (Ai Group)**

Innes Willox, Chief Executive Officer  
Julie Toth, Chief Economist  
Colleen Dowling, Senior Research Analyst

## Austria

### **Austrian Institute of Economic Research (WIFO)**

Gabriel Felbermayr, Director  
Michael Peneder, Senior Researcher, Project Lead  
Alexandros Charos, Survey Manager

## Azerbaijan

### **Azerbaijan Marketing Society**

Ashraf Hajiyev, Coordinator  
Fuad Aliyev, Consultant  
Nigar Huseynzade, Chairman

## Bahrain

### **Bahrain Economic Development Board**

Khalid Humaidan, Chief Executive  
Nada Azmi, Executive Director of Corporate Strategy & Planning & Competitiveness Advocacy  
Fatema Alatbi, Senior Executive of Competitiveness Advocacy Department

## Bangladesh

### **Centre for Policy Dialogue (CPD)**

Fahmida Khatun, Executive Director  
Khondaker Golam Moazzem, Research Director  
Salay Mostofa, Programme Associate  
Ratia Rehnuma, Programme Associate

## Barbados

### **University of West Indies**

Jonathan Lashley, Senior Fellow  
Alicia Graham, Administrative Assistant

## Belgium

### **Dynata**

Felix Benjamin Bauer, Account Director

## Benin

### **Institut de Recherche Empirique en Economie Politique (IREEP)**

Leonard Wantchekon, President  
Stéphanie Houngan, Research Associate

## Bolivia

### **INCAE Business School**

Ronald Arce, Researcher  
Enrique Bolaños, President  
Octavio Martínez, Director

## Bosnia and Herzegovina

### **School of Economics and Business, University of Sarajevo**

Zlatko Lagumdžija, Professor  
Jasmina Selimovic, Dean  
Amra Kapo, Assistant 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 (FDC)**

Carlos Arruda, Professor of Innovation and Competitiveness  
Ana Burcharth, Associate Professor  
Miguel Costa, Intern Researcher

**Brunei Darussalam****Universiti Teknologi Brunei**

Hajah Noor Maya binti Haji Md. Salleh, Acting Vice Chancellor

Wida Sustanty biniti Haji Suhaili, Assistant Professor

**Bulgaria****Center for Economic Development**

Maria Prohaska, Director

Ivalina Simeonova, Project Manager

**Cape Verde****Center for Applied Statistics and Econometrics Research – INOVE**

Frantz Tavares, Chief Executive Officer

Jerónimo Freire, Project Manager

Júlio Delgado, Director

**Cambodia****Nuppun Research and Consulting Co., Ltd**

Khin Pisey, Managing Director

Pong Vanny, Researcher

Kimhong Sin, Research Assistant

**Cameroon****Compétitivité Cameroon**

Hermann Fotie Ii, Permanent Secretary

Oumar Mairou, Head of Operations

Nsoe Nkouli Jean Baptiste, Expert competitiveness observatory

Tanankem Belmondo, Expert investment climate

**Canada****Dynata**

Felix Benjamin Bauer, Account Director

**Chad****Centre d'Etudes et de Recherche sur la Gouvernance, les Industries Extractives et le Développement Durable**

Simael Mbairassem, Economist in charge of research and public policies

Maoundonodji Gilbert, Managing Director

**Chile****Universiti Teknologi Brunei**

Hajah Noor Maya binti Haji Md. Salleh, Acting Vice Chancellor

Wida Sustanty biniti Haji Suhaili, Assistant Professor

**Brunei Darussalam****University Adolfo Ibañez, School of Government**

Carolina Apablaza, Director

Patricio Aroca, Professor

Isabella Cuneo, Doctoral Student

**China****Dataway Horizon**

Lingling Qiao, General Manager

Yuming Zhi, Research Director

Zhuyu Yao, Senior Project Manager

**Colombia****Ministry of National Planning of Colombia**

Alejandra Botero Barco, Director

Camilo Rivera Perez, Director, Innovation and Private Sector Development

Sara Patricia Rivera, Adviser

**Congo, Democratic Rep.****Congo-Invest Consulting (CIC)**

Bertin Muderhwa, Head of Service in charge of Studies and Statistics at the Federation of Businesses of Congo (FEC)

Faila Tabu Ngandi, Administrative Assistant

Teza Bila Minlangu, General Director

**Costa Rica****INCAE Business School**

Ronald Arce, Researcher

Enrique Bolaños, President

Octavio Martínez, Director

**Côte d'Ivoire****Centre for Promotion of Investments In Cote d'Ivoire (CEPICI)**

Esmel Emmanuel Essis, Chief Executive Officer

Ramatou Fall, Director of Business Environment

Simon Meledje, Head of Planning, Monitoring and Evaluation Department

**Croatia****National Competitiveness Council for Croatia**

Jadranka Pepelugoski Gable, Advisor

Iva Tomić, Chief Economist

**Cyprus****Cyprus Employers and Industry Confederation (OEB)**

Antonis Frangoudis, Director Business Development and Economic Affairs Department

Bank of Cyprus

Kyriacos Antoniou, Governance Officer

**Czech Republic****CMC Graduate School of Business**

Tomáš Janča, Executive Director

**Denmark****Danish Technological Institute**

Stig Yding Sørensen, Senior Specialist

Andreas Bjerre Lunkeit, Consultant

**Dominican Republic****INCAE Business School**

Ronald Arce, Researcher

Enrique Bolaños, President

Octavio Martínez, Director



**Ecuador**  
**ESPAE Graduate School of Management, Escuela Superior Politécnica del Litoral (ESPOL)**  
Sara Wong, Professor  
Tania Tenesaca, Project Coordinator  
Xavier Ordeñana, Dean  
Jack Zambrano, Research Assistant

**Egypt**  
**The Egyptian Center for Economic Studies (ECES)**  
Abla Abdel Latif, Executive Director and Director of Research  
Khaled Wahid, Head of Statistical Analysis Department

**El Salvador**  
**INCAE Business School**  
Ronald Arce, Researcher  
Enrique Bolaños, President  
Octavio Martínez, Director

**Estonia**  
**Estonian Institute of Economic Research (EKI)**  
Kiira Martens, Research officer  
Marje Josing, Director

**Finland**  
**ETLA—The Research Institute of the Finnish Economy**  
Aki Kangasharju, Managing Director  
Markku Lehmus, 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  
Mamuka Tsereteli, Expert  
Mariam Lashkhi, Project Manager

**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  
Priscilla González, Corporate Affairs Coordinator

**Honduras**  
**INCAE Business School**  
Ronald Arce, Researcher  
Enrique Bolaños, President  
Octavio Martínez, Director

**Hong Kong SAR, China**  
**Hong Kong General Chamber of Commerce**  
Watson Chan, Deputy Chief Executive Officer (Policy & Business Development)  
Simon Ngan, Director, Business Policy  
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  
**University of Iceland, Center for Strategy and Competitiveness**  
Runolfur Smari Steinthorsson, Professor

**India**  
**LeadCap Knowledge Solutions Pvt. Ltd (LeadCap Ventures)**  
Vidyadhar Prabhudesai, Director & COO  
Sangeeth Varghese, Managing Director & CEO

**Indonesia**  
**Dynata**  
Felix Benjamin Bauer, Account Director  
**Center for Industry, SME and Business Competition Studies, University of Trisakti**  
Prof. Tulus Tambunan, Director  
Ida Busnetti, Vice Director

**Iran, Islamic Rep.**  
**Iran Chamber of Commerce, Industries, Mines and Agriculture, Deputy of Economic Affairs**  
Mohamadreza Doostmohamadi, Director of Statistics & Economical information center  
Hanie Ziadlou, Senior Research Analyst  
Zahra Naseri, Senior Research Analyst

**Ireland**  
**Irish Business and Employers Confederation (IBEC)**  
Geraldine Anderson, Head of Research

## **Israel**

### **Manufacturers' Association of Israel (MAI)**

Ron Tomer, President, Manufacturers' Association of Israel (MAI)

Ruby Ginel, CEO, Manufacturers' Association of Israel (MAI)

Dan Catarivas, General Manager, Foreign Trade and International Relations Division, MAI

Itai Nakash, Deputy General Manager, Foreign Trade and International Relations Division, MAI

## **Italy**

### **Italian Trade Agency (ITA)**

Stefano Nigro, Director FDI Coordination Office  
Giuseppe Credendino, Officer FDI Coordination Office

Ludovico Augello, Officer FDI Coordination Office

## **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

## **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**

Joonghae Suh, Executive Director, Economic Information and Education Center

Youngho Jung, Head, Public Opinion Analysis Unit

Sohee Kim, Senior Research Associate, Public Opinion Analysis Unit

## **Kuwait**

### **Kuwait University**

Adel Al-Husainan, Committee Member

Fahad Al-Rashid, Committee Chairman

Sayer Al-Sayer, Committee Member

## **Kyrgyz Republic**

### **Economic Policy Institute**

Lola Abduhametova, Project Coordinator

Marat Tazabekov, Chairman

## **Lao PDR**

### **Enterprise & 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

## **Lebanon**

### **Infopro**

Ramzi El Hafez, General Manager

Simone Matar, Deputy General Manager

Barrak Dbeiss, Project Manager

## **Lesotho**

### **Private Sector Foundation of Lesotho (PSFL)**

Thabo Qhesi, CEO

Khotsolang Molieleng, Project Officer

Qothoase Khofane, Project Officer

## **Lithuania**

### **Enterprise Lithuania**

Vytautas Adomaitis, Regulatory affairs officer

Irena Karelina, Analyst

## **Luxembourg**

### **Luxembourg Chamber of Commerce**

Christel Chatelain, Head of Economic Affairs Assistant

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 & Policy Advocacy

Manfred Maguru, Economic Analyst

## **Malaysia**

### **Malaysia Productivity Corporation (MPC)**

Dato' Abdul Latif Abu Seman, Director General

Wan Fazlin Nadia Wan Osman, Director Productivity & Competitiveness Development Division

Zahid Ismail, Deputy Director General

## **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

Ken Poonoosamy, CEO  
Sanroy Seechurn, Manager  
Dooshala Ramjutun-Ramlaul, Lead Professional

## Mexico

### Ministry of the Economy

Jesús Cantú Escalante, Head of the Unit of Business Regulation, Competitiveness and Competition  
Jorge Eduardo Arreola Cavazos, General Director for Competitiveness and Competition

## Moldova

### Academy of Economic Studies of Moldova (AESM)

Grigore Belostecinic, Rector  
Institute for Economic Research and European Studies (IERES)  
Corneliu Gutu, Director

## 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 (PCNS)

Asma Tahraoui, Senior Knowledge Manager  
Abdelaziz Ait Ali, Head Economics Research Department  
Karim El Aynaoui, Executive President  
African Centre for Economic Transformation (ACET)  
John Asafu Adjaye, Senior Fellow - Economic Management and Governance Program  
Edward Brown, Senior Director, Research & Policy Engagements

## Mozambique

### African Centre for Economic Transformation (ACET)

John Asafu Adjaye, Senior Fellow - Economic Management and Governance Program  
Edward Brown, Senior Director, Research & Policy Engagements  
Confederation of Business Associations of Mozambique  
Roque Magaia, Economist

## Namibia

### Institute for Public Policy Research (IPPR)

Ndapunikwa Fikameni, Research Associate  
Salmi Shigwedha, Research Associate  
Graham Hopwood, Director

### Graham Hopwood, Director Competitiveness and Development Institute (CODE)

Ramesh C. Chitrakar, Project Director/ Country Coordinator  
Menaka Shrestha, Team Member  
Abhinandan Baniya, Associate Team Member

## Netherlands

### Amsterdam Centre for Business Innovation, University of Amsterdam

Henk Volberda, Director and Professor of Strategy & Innovation  
Kevin Heij, Project Manager  
Egbert Peppelman, Research Assistant

## New Zealand

### BusinessNZ

Kirk Hope, CEO  
Kathryn Asare, Manager Communications

## Nicaragua

### INCAE Business School

Ronald Arce, Researcher  
Enrique Bolaños, President  
Octavio Martínez, Director

## Nigeria

### Nigerian Economic Summit Group (NESG)

Laoye Jaiyeola, Chief Executive Officer  
Olusegun Omisakin, Director of Research  
Sodik Olofin, Research Analyst  
Wilson Erumebor, Senior Economist

## North Macedonia

### Economic Chamber of North-West Macedonia

Drilon Iseni, Executive Director  
Miranda Ajdini, Legal associate  
Durim Zekiri, Research and development

## Pakistan

### Mishal Pakistan

Amir Jahangir, Chief Executive Officer  
Puruesh Chaudhary, Director  
Amna Sabahat Bhutta, Director

## Panama

### INCAE Business School

Ronald Arce, Researcher  
Enrique Bolaños, President  
Octavio Martínez, Director

**Paraguay**  
**Paraguayan Foundation for Cooperation and Development**

Martin Burt, CEO  
Luis Fernando Sanabria, CEO  
Sol Urbieta, 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**  
**PROFORUM Association for the Development of Engineering**  
Ilidio De Ayala Seródio, Vice-President  
Helena Roquette, Secretary of the President  
**Business Administrators Forum (FAE)**  
Paulo Carmona, President  
David Braga Malta, Member  
Susana Lourenco, Executive Assistant

**Qatar**  
**ADAF (Association of Women Entrepreneurship Development)**  
Rotaru Cornelia, President  
Rotaru Gela, Business Analyst

**Russian Federation**  
**Eurasia Competitiveness Institute**  
Alexey Prazdnichnykh, Managing Director  
Nikita Popov, Project Associate

**Rwanda**  
**Rwanda Development Board**  
Kennedy Kalisa, Strategy Analyst  
Diogene Dusabiyaremye, Strategy Analyst  
Louise Kanyonga, Chief Strategy and Compliance Officer

**Saudi Arabia**  
**Alfaisal University**  
Eiman Habbas Al-Mutairi, CEO of the National Competitiveness Centre  
Salman Al-Tukhaifi, Analytical Director  
Abdulrahman Al-Ghamdi, Specialist Research and Reporting  
Mohammed Kafaji, Associate Dean for Quality Assurance and accreditation

**Senegal**  
**Centre de Recherches Economiques Appliquées (CREA), Université Cheikh Anta Diop of Dakar**  
Babacar Sène, Director of the Center for Applied

Economic Research, Coordinator of the survey  
Mamadou Marone, Supervisor of investigators,  
Researcher at CREA

**Serbia**  
**Foundation for the Advancement of Economics (FREN)**  
Aleksandar Radivojević, Project Coordinator  
Dejan Molnar, Director  
Svetozar Tanasković, Researcher

**Sierra Leone**  
**QRDOTCOM Limited (QQR)**  
Omodele Jones, Chief Executive Officer

**Singapore**  
**Singapore Economic Development Board**  
Cheng Wai San, Director and Head, Research and Statistics Unit  
Teo Xinyu, Executive Officer (Senior), Research and Statistics Unit

**Slovak Republic**  
**Business Alliance of Slovakia (PAS) (Slovak Republic)**  
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, International Center for Competitiveness**  
Pascual Berrone, Professor  
María Luisa Blázquez, Research Associate

**Sri Lanka**  
**Institute of Policy Studies of Sri Lanka (IPS)**  
Kithmina Hewage, Research Economist  
Tharindu Udayanga, Research Assistant

**Sweden**  
**Ratio Institute**  
Dennis Jernkrook, Communications employee  
Nils Karlson, Former CEO  
**Dynata**  
Felix Benjamin Bauer, Account Director

**Switzerland**  
**University of St. Gallen**  
Tobias Trütsch, Head of Economics Division

**Taiwan, China****Taiwan Institute of Economic Research**

Chen, Yi-Man, Associate Research Fellow  
Tsuo, I-Chun, Assistant Research Fellow

**Tajikistan****The Center of Sociological Research “Zerkalo”**

Kahramon Bakoev,, Director  
Gulnora Beknazarova, Director LLC "Tahlil va Mashvarat"  
Firdavs Kuliev, Project Manager

**Tanzania****REPOA Ltd**

Donald Mmari, Executive Director  
Lucas Katera, Director of Collaborations and Capacity Building  
Cornel Jahari, Researcher & Field Manager

**Thailand****Chulalongkorn Business School, Chulalongkorn University**

Wilert Puriwat, Dean  
Kanyarat Sanoran, Assistant Dean

**Trinidad and Tobago****Arthur Lok Jack Global School of Business (ALJGSB)**

Raynardo Hassanally, Alumni Relations Coordinator  
Balraj Kistow, Programme Director  
Ron Sookram, Academic Coordinator

**Tunisia****Institut Arabe des Chefs d'Entreprises**

Majdi Hassen, Executive Director  
Safa Benmabrouk, Economic researcher

**Turkey****TÜSIAD - Sabanci University Competitiveness Forum (REF)**

Esra Durceylan Kaygusuz, Director  
Sezen Uğurlu Sum, 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, Acting Director of Federal Competitiveness and Statistics Centre  
Rashed Abdulkarim Al Blooshi, Undersecretary of Department of Economic Development, Abu Dhabi

**United Kingdom****Confederation of British Industry (CBI)**

Nicola Grimwood, Survey Team Manager  
Lois Braney, Senior Survey Analyst  
Andreas Belegatis, Data Scientist

**United States****Dynata**

Felix Benjamin Bauer, Account Director

**Uruguay****Universidad ORT Uruguay**

Isidoro Hodara, Professor  
Bruno Gili, Professor  
Federico Monetti, Professor

**Venezuela****Venezuelan Council for Investment Promotion (Venezuela)**

Jennyn Osorio, Economics Affairs 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**

Patricia Funjika, Research Fellow, Institute of Economic and Social Research  
Joseph Simbaya, Director, Institute of Economic and Social Research  
Chitalu Chama Chiliba, Assistant Director, Institute of Economic and Social Research



---

COMMITTED TO  
IMPROVING THE STATE  
OF THE WORLD

---

The World Economic Forum is the International Organization for Public-Private Cooperation and 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](mailto:contact@weforum.org)  
[www.weforum.org](http://www.weforum.org)