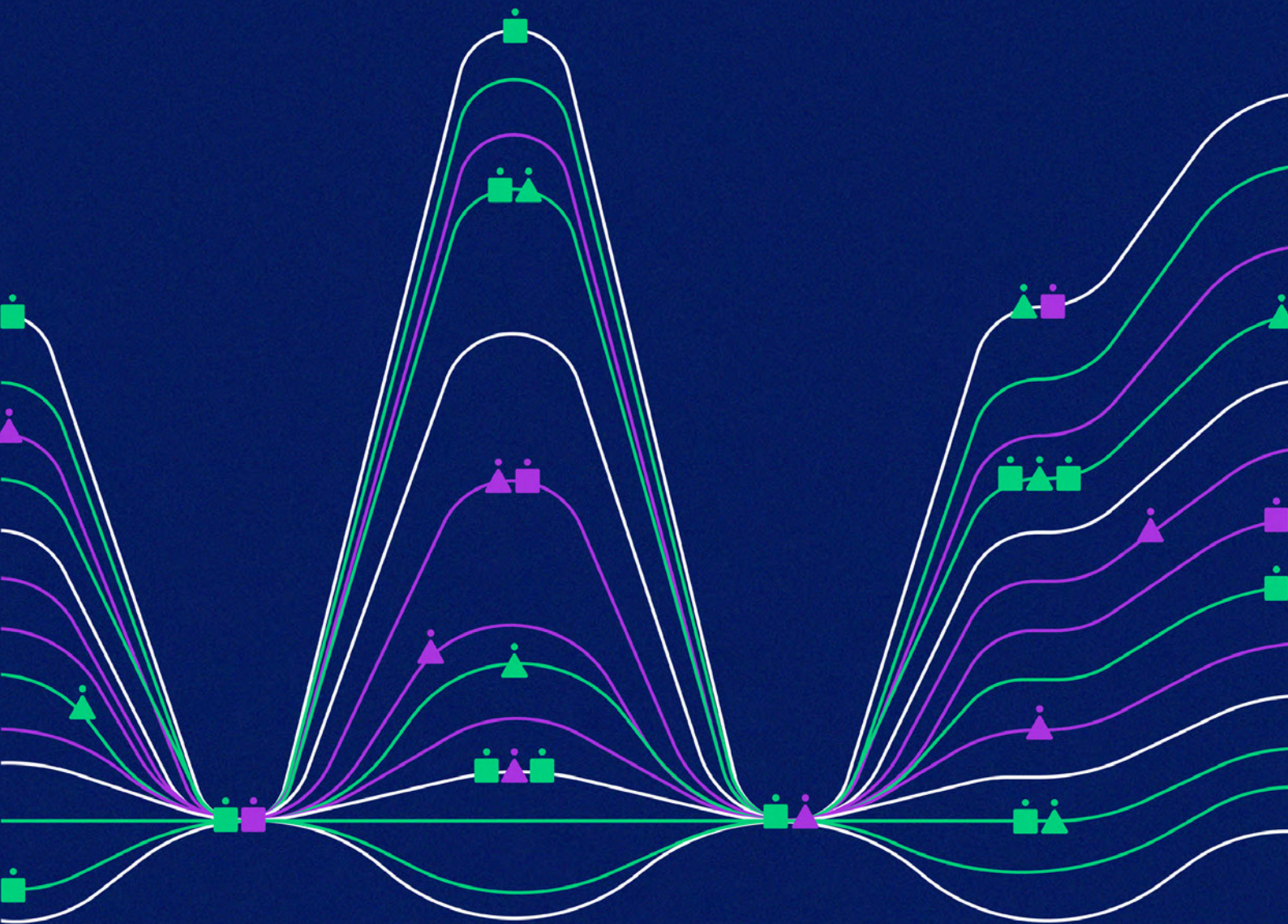


# Global Gender Gap Report 2025

INSIGHT REPORT  
JUNE 2025





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The report and an interactive data platform are available at <https://www.weforum.org/publications/gender-gap-report-2025/>.



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# Preface



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Managing Director,  
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This year's edition of the *Global Gender Gap Report* arrives at a decisive moment, with the world in flux. Technological breakthroughs, geopolitical conflict and economic uncertainty are creating unprecedented challenges as well as bringing new opportunities. Amid such change, gender parity is both a principle and a strategy. Diversity of thought, knowledge and experience often lie at the heart of solving problems, starting creative endeavours, and unleashing innovation in teams, organizations and countries. Economies that tap into the full spectrum of their talent and human capital are best positioned to navigate an era of transformation and accelerate productivity and prosperity.

Yet most economies are not fully leveraging this pathway for growth. The report finds that there is still a combined global average gender gap of over 30% across four areas: economic participation and opportunity, political empowerment, educational attainment and health and survival. But there are significant variations across countries, with some economies having closed over 80% of their gender gap and others just over half. With nearly two decades of data, this 19th edition of the report also showcases time series for 100 countries covered since 2006 and reveals countries that have made the fastest progress over time, providing examples to others where the progress to parity may be slower.

At the World Economic Forum, the Centre for the New Economy and Society engages business leaders, leading representatives of government, international organizations, academic experts and civil society in shaping economies and societies that create economic opportunity for all. Its work on gender parity aims to provide consistent measurement of the global gender gap, identify best practices, enable exchange and dialogue between leaders, support the implementation of the most promising solutions, and mobilize collective action to accelerate gender parity. The Centre's Gender Parity Accelerators support national efforts to scale policies and business-led strategies to improve women's representation in the workforce and in leadership - and pay equity. The Lighthouse Programme brings together best practices from organizations that have achieved significant, quantifiable and sustained impact for underrepresented groups. The Global Future

Council on Investing in Gender Parity brings together expertise on how public and private investments are allocated so that gender parity is realized among investors, investees and as a KPI for investment impact. The Centre's Global Gender Parity Sprint brings together governments, businesses, international organizations and other stakeholders for a five-year sprint on the road to parity, exchanging insights, building partnerships and mobilizing action to accelerate economic gender parity and deliver economic transformation, innovation and growth.

For this year's edition of the report, we are grateful to LinkedIn and the World Bank for their collaboration in providing unique data to offer novel insights into gender gaps in the workforce and into legal frameworks, respectively. We also thank the members of the Centre for the New Economy and Society Advisory Board, nearly 200 Centre partners, academic experts, and a network of national ministries of economy, education and labour working with the Centre on advancing gender parity.

We would like to express our gratitude to Silja Baller, Yanjun Guo and Kim Piaget for their leadership of this project. We would also like to thank our colleagues Mauricio Baez-Sedeno, Attilio Di Battista, Eoin O'Cathasaigh, Sam Grayling, Julia Hakspiel, Ximena Jativa, Kateryna Karusnka and Ricky Li for their support.

Investments in parity can help countries build more resilient, prosperous and productive economies. The latest edition of the *Global Gender Gap Report* seeks to empower decision-makers by measuring the current state of parity and identifying those that have made the largest leaps forward. Change is possible and progress is within reach.

# Key findings

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

This year, the 19th edition of the Global Gender Gap Index benchmarks gender parity across 148 economies, providing a basis for the analysis of gender parity developments across two-thirds of the world's economies. Further, the index examines a subset of 100 economies that have been included in every edition of the index since 2006, offering a broad country sample for longitudinal and trend analysis. The Global Gender Gap Index measures scores on a 0-1 scale, and scores can be interpreted as the distance covered towards parity (i.e. the percentage of the gender gap that has been closed, numbers rounded). Cross-economy comparisons support the identification of the most effective policies to close gender gaps.

Key findings include the index results in 2025, trend analysis of the trajectory towards parity and in-depth examination of historical and emerging patterns through new metrics, partnerships and contextual data.

## Global results and time to parity

The global gender gap score in 2025 for all 148 economies included in this edition of the index stands at 68.8% closed. Looking at the constant set of 145 economies included in both this year's and last year's editions, the global gender gap closed by +0.3 percentage points in 2025, from 68.4% in 2024 to 68.8% in 2025. When considering the constant set of 100 economies covered continuously since the 2006 edition, the gap has narrowed by 0.4 percentage points, from 68.6% in 2024 to 69.0% in 2025. Based on the collective speed of progress of those 100 economies, it will take 123 years to reach full parity globally. In addition:

- The 2025 Global Gender Gap Index shows that no economy has yet achieved full gender parity. Iceland (92.6%) continues to lead the Global Gender Gap Index, holding the top position for 16 consecutive years, and remains the only economy to have closed more than 90% of its gender gap since 2022.
- In this edition, each of the top 10 ranked economies have closed at least 80% of their

gender gaps, the only economies to do so. European economies dominate the top 10, occupying eight of the spots. Among them, Iceland (92.6%, 1st), Finland (87.9%, 2nd), Norway (86.3%, 3rd), and Sweden (81.7%, 6th), have consistently ranked in the top 10 in every edition since 2006. Compared to the 2024 edition, the United Kingdom (83.8%, 4th) and the Republic of Moldova (81.3%, 7th) moved up in the rankings from last year to join the top 10. Germany (80.3%, 9th) and Ireland (80.1%, 10th) are also among the top 10 this year, marking their 7th and 18th appearances, respectively. New Zealand (82.7%, 5th) and Namibia (81.1%, 8th) have held the two remaining spots in the top 10 since 2021.

- At the aggregate level, high-income economies have closed 74.3% of their gender gap – slightly higher than the averages observed in lower-income groups: 69.6% among upper-middle-income, 66.0% among lower-middle-income, and 66.4% among low-income economies. However, the top performers among lower-income economies have closed a greater share of their gender gaps than over half of the economies in the high-income group.
- The pathway to full gender parity varies across the four subindexes. Among the 148 economies covered in the 2025 index, the Health and Survival gender gap has closed by 96.2%,<sup>1</sup> the Educational Attainment gap by 95.1%, the Economic Participation and Opportunity gap by 61.0%, and the Political Empowerment gap by 22.9%.
- To date, the greatest progress towards gender parity has been observed in the areas of Economic Participation and Opportunity as well as Political Empowerment. Yet, these two dimensions continue to have the largest remaining gaps to close. Across the 19 editions of the index, Political Empowerment has seen by far the most improvement, with the gap narrowing by 9.0 percentage points — from 14.3% in 2006 to 23.4 % in 2025 — among the 100 economies continuously included in every edition. At the same time, at the current pace it will still take 162 years to fully close this gap. Similarly, the Economic Participation and Opportunity gap has narrowed by +5.6 percentage points over the same period, from 55.1% in 2006 to 60.7% in 2025, with full parity projected to take another 135 years if current trends persist.



## Regional results and time to parity

- **Northern America** leads the 2025 regional gender gap rankings, having closed 75.8% of its overall gender gap. With an economic parity score of 76.1%, the region also ranks first in Economic Participation and Opportunity; however since 2006, Northern America has only increased economic parity by +0.6 percentage points. Mixed results across indicators have limited the extent of advances in economic parity made over time. The region maintains a full parity score in Educational Attainment. In fact, female enrolment rates in tertiary education now far surpass those of men (by around 30 percentage points). Since 2006, Northern America has made the most progress in the Political Empowerment subindex, where it places third in 2025, with a score of 29.7%, narrowing its political parity gap by 19.3 percentage points. A substantive increase in ministerial parity (+50.4 percentage points) has largely contributed to this result.
- **Europe** follows in the ranking in second place, with three-quarters of the regional gender gap closed (75.1%), despite the performance being somewhat uneven across the 40 economies in the block. Over time, Europe has narrowed its overall gap by 6.3 percentage points and its economic gap by 8.6 points since 2006. Despite having the fourth-highest score (68.4%) among the eight regions in Economic Participation and Opportunity, more than one-third (37.5%) of European economies have closed three quarters of their economic gap. Over time, the region has reduced gender disparity in overall workforce representation by 7.8 percentage points. Ranking third in Educational Attainment with a score of 99.6%, about one third of the block (35%) has attained full educational parity, with the remaining economies standing within 5 percentage points of achieving it. In Health and Survival, Europe sees, like many regions, a decrease in healthy life expectancy affecting its subindex scores. Europe posts the highest regional score in Political Empowerment (35.4%). Out of all regions, Europe has the third- and second-highest scores for ministerial and parliamentary parity in 2025, at 55.3% and 53.3%, respectively.
- Ranking third is **Latin America and the Caribbean**, with a score of 74.5%. The region continues to have the fastest rate of progress, having advanced 8.6 percentage points since 2006. Despite achieving the third-lowest score globally in Economic Participation and Opportunity (65.6%), every economy in the region has closed at least 50% of its economic gap. The region advances in close step, with less than 8.4 percentage points separating the top and bottom performers in this subindex. In 2025, the region has closed, on average, 65.0% of its gender gap in senior economic leadership positions. The region records the third-highest score in Educational Attainment (99.6%), with 10 of the 23 economies having reached full educational parity, and the remaining 13 within 3 percentage points of doing so. Latin America and the Caribbean ranks second globally (35.0%) in Political Empowerment and boasts a strong record of female political leadership: 15 economies have had a woman as head of state in the past five decades. In 17 economies, women make up at least one-third of the cabinet, and all economies include women in parliament – with Nicaragua and Mexico posting full parliamentary parity.
- **Central Asia** places fourth in the global ranking, posting a gender parity score of 69.8% in 2025. Of the seven economies that make up the Central Asia group, four are listed in the top 100, but only Armenia (59th) and Georgia (63rd) register scores above 70% (73.1% and 72.9%, respectively). The region is moving in relative unison towards parity – only 8 percentage points separate Armenia (59th, 73.1%) from Tajikistan (129th, 64.6%). Central Asia is among the three top-scoring regions for Economic Participation and Opportunity (71.2%), Educational Attainment (99.3%) and Health and Survival (97.3%), yet has the second lowest score for Political Empowerment out of all regions at 11.6%. Despite a 1 percentage-point overall loss in labour-force participation parity score since 2006, Central Asia has made significant gains in economic representation, increasing its parity score in senior officials, managers and legislators by +0.2 percentage points. Of the seven economies in the region, however, only Georgia, Kazakhstan and Azerbaijan have closed more than 70% of the Economic Participation and Opportunity gap, with scores of 72.4%, 71.5% and 74.8%, respectively. Since 2006, the region's gender parity score in Educational Attainment has receded by -0.3 percentage points. Six economies in the region are pushing towards educational parity with scores over 98%, and only Tajikistan trails behind (93.9%). Finally, despite having the second-lowest regional score in Political Empowerment, Central Asia has leaped forward with an 8.2 percentage-point increase in its ministerial representation score and a 10 percentage-point improvement in parliamentary parity. Armenia, Georgia and Uzbekistan lead the region on this subindex, with scores over 20%.
- In 5th place with a 69.4% parity score is **Eastern Asia and the Pacific**. About half (52.6%) of the regional block ranks in the top 100, but only New Zealand (5th, 82.7%) features in the top 10. The region has the second-highest regional score for Economic Participation and Opportunity at 71.6% and a relatively high score concentration within the 70-80% range. Only one economy, Fiji (126th, 64.7%) has closed less than two-thirds of the economic gap (58.8%). In 2025, 17 of 19 economies in the region have a female labour-force participation rate of over 40%, the highest of which is recorded in Cambodia. Eastern Asia and the Pacific, however, places third-to-last in

Educational Attainment, with 95.3%. Parity in primary education enrolment in the region has declined over time by –2.2 percentage points. In 2025, Laos PDR, Philippines and Papua New Guinea still have female primary education enrolment rates under 90%. Across regions, Eastern Asia and the Pacific places the lowest in Health and Survival with a score of 95.5%. Only 15 of the economies in the regional block have achieved over 96% in health parity in 2025, a metric impacted by lower levels of sex ratio at birth parity in Viet Nam, China, Brunei Darussalam and Papua New Guinea. Eastern Asia and the Pacific also ranks sixth in Political Empowerment, having achieved 15.3% of political parity. Despite narrowing the political gap by 4.1 percentage points since the index launched in 2006, the region advances slowly and unevenly. In 2025, only New Zealand (60.4%) has passed the 50% marker for political parity, while Japan, Cambodia, Malaysia, Brunei Darussalam, Fiji, Papua New Guinea and Vanuatu trail behind, with scores under 10%. Nine of the 19 economies have had no female head of state.

- **Sub-Saharan Africa** ranks sixth globally, having achieved a gender parity score of 68.0%. Comprising 36 economies, the region displays a wide range of parity outcomes. The highest-ranked economy, Namibia (81.1%), places 8th globally while Chad ranks 146th with a score of 57.1%. Coming fifth in Economic Participation and Opportunity, Sub-Saharan Africa scores 67.5%, marking a 4.8 percentage-point improvement since 2006. Chad records the index's lowest economic score (44.4%), while Botswana leads the global ranking (87.3%). Representation of women in senior economic leadership varies widely, with parity scores ranging from 13.2% in Chad to full parity in eight economies in the region. Sub-Saharan Africa ranks eighth in Educational Attainment with a score of 85.6%, up 5.2 percentage points since 2006. This improvement is largely driven by gains in educational enrolment parity. In line with other regions, women surpass men in tertiary enrolment rates. In Political Empowerment, Sub-Saharan Africa ranks fifth, with a score of 22.2%. At the launch of the index, the region scored zero for years with female head of state; yet in 2025, this indicator has reached 3.2%. Women now hold 40.2% of ministerial roles and 37.7% of parliamentary seats, although Rwanda is the only economy in the region to achieve full parliamentary parity.
- In 2025, **Southern Asia** ranks 7th, with a gender parity score of 64.6%. Of the seven economies that make up the regional block, only Bangladesh (24th, 77.5%) places in the top 50. In Economic Participation and Opportunity, the region scores 40.6%. Over time, Southern Asia has increased its parity score for economic representation for senior workers (+9.1 percentage points) and for professional and technical workers (+17.2 percentage points). However, the parity score in

estimated earned income has dropped by -7.8 percentage points. In Educational Attainment, Southern Asia ranks sixth at 95.4%. Economies show high levels of variance in literacy parity: in Nepal and Pakistan, the literacy parity score is below 75.0%, while full parity is observed in the Maldives. The Health and Survival score of Southern Asia is 95.5%. Over time, sparse advances in healthy life expectancy (+0.9 percentage points) are countered by parity losses in sex ratio at birth (-1 percentage point). In Political Empowerment, Southern Asia places fourth with a score of 26.8%. In 2006, the region had the highest baseline (2006) score of all regions, at 21.9%. Since then, it has advanced political parity by 4.9 percentage points – and has been since outstripped by other regions. Of the seven economies in the block, only Bangladesh has achieved political parity at the head-of-state level. At the parliamentary level, Bhutan and Maldives are the only two economies with parity scores under 5%.

- In 8th place ranks **Middle East and Northern Africa** with a regional gender parity score of 61.7%. Despite being the lowest ranked, its trajectory signals gradual improvement. At 42.4%, advances in Economic Participation and Opportunity score are challenged by a high level of dispersion: top performers like Israel (73.0%) and Bahrain (65.6%) more than double the scores of Sudan (31.3%) and Iran (Islamic Republic of) (34.9%). Yet bright spots shine through – Jordan reports over 50% female representation among senior officials and managers, and women make up a majority of professional and technical workers in Israel and Lebanon. The region ranks fifth globally in Educational Attainment (97.6%), having gained +5.4 percentage points since 2006. Most economies are nearing full parity in Educational Attainment, but disparities remain between economies; in particular, literacy and enrolment rates can differ significantly among them. In Health and Survival, the region places sixth with a score of 96.2%. The region continues to trail in Political Empowerment, with the lowest global score of 10.5%. Still, the regional average has more than tripled since 2006, gaining 8.3 percentage points. The United Arab Emirates leads with a political parity score of 37.2%, ranking 32nd globally.

## Speed of progress

- The report finds that in just under two decades, 99 out of 100 economies in the constant sample have improved their overall gender parity scores – gaining an average 6 percentage points from their initial baseline score.
- Globally, gender parity has increased by +4.8 percentage points since 2006. In this coordinated push towards global parity, access to both economic and political opportunity has widened. Parity has significantly risen in the world's senior economic leadership (+17.5 percentage points), in higher education (+16.1 percentage points), in governing cabinets (+12.6 percentage points), and in legislative bodies (+14.7 percentage points).
- Global momentum picked up in 2024, bringing the index closer to the pre-pandemic trajectory. The 2025 index findings show that gender parity rose across all dimensions in 2024, and in 11 of the 14 indicators – marking a notable acceleration from last year's results.
- Based on the speed of change adopted since 2006, the report analyses economies with similar rates of advancement and finds that the economies that have moved the fastest to parity over time include Bangladesh, Ecuador, Ethiopia, Mexico, and Saudi Arabia.

## Labour markets, political leadership and supporting frameworks

- Around the world, economies are grappling with growing uncertainty. Despite decades of progress, efforts to achieve gender parity remain constrained, imposing a hidden but heavy tax on global growth and weakening the foundations of economic resilience – expressed in underutilized talent, lost productivity, slower innovation and frayed social cohesion. As the global context evolves, challenges and opportunities emerge for economies that seek to close gender gaps and adopt gender parity as a strategy for growth: expanding women's participation in the workforce, strengthening leadership pipelines, improving skills-to-work transitions, enhancing policy implementation, and ensuring inclusive outcomes in global trade.
- **Workforce participation and senior leadership:** Women's workforce participation globally has risen to 41.2% in 2024, with notable gains in traditionally male-dominated sectors such as Infrastructure (+8.9 percentage points). However, gender-based industry segregation persists, with women still concentrated in lower-paying, people-centric industries like Healthcare and Care (58.5%) and Education (52.9%). A greater balance between women's and men's workforce representation across industries would support creativity and innovation, address talent and skills shortages, and close wage gaps, amid technology

transformations and demographic shifts.

- **Returns on education investment:** Increasingly, women are outperforming men at tertiary education levels. Despite this, they remain underrepresented in the workforce and in leadership roles – only 29.5% of tertiary-educated senior managers are women. This mismatch highlights systemic inefficiencies in translating skill preparedness into economic engagement and leadership. As younger generations become the face of the global workforce, an opportunity emerges for decision-makers to seize long-term talent dividends by ensuring the workforce can effectively capture total talent.
- **Career pathways:** Between 2015 and 2024, the share of women in top management rose from 25.7% to 28.1%, but progress has slowed post-2022. In many sectors, top-level gains are outpacing mid-level promotions, risking the sustainability of balanced talent pipelines. As cross-industry experience rises, particularly among women, nonlinear career paths are becoming more common. As an economic solution to both demographic and workforce transitions, the care economy remains underleveraged. Robust care systems can improve workforce planning and economic productivity by supporting parents and caregivers who seek a different balance. Currently women are 55.2% more likely than men to take career breaks, and for longer durations (19.6 months vs. 13.9 months) largely due to parenting responsibilities.
- **Political leadership:** Globally, women remain significantly underrepresented in the political sphere, including legislative bodies – where they represent fewer than one-third of parliamentary speakers. Across legislative institutions, there are 161 bodies with a gender equality mandate, leadership of which remains predominantly female. Women are also underrepresented in cabinet portfolios such as economy, infrastructure, and defence – a distribution with tangible economic consequences in the shaping of national priorities and public investment.
- **The role of legal frameworks:** A major barrier to progress is the “implementation gap” – the disconnect between gender-equal laws and the infrastructure needed to enforce them. Across economies included in the index, there is a near-universal implementation gap. Even economies with advanced legal frameworks show wide differences in practical support. Adopting high legal standards alone is insufficient to close gender gaps; robust implementation mechanisms are key to translating policy into real gender parity outcomes.
- **Goeconomic risks and opportunities:** Both technological transformation and goeconomic fragmentation create new risks



that could reverse the economic gains made by women in recent decades. Women in lower- and middle-income economies, in particular, moved into formal and better remunerated employment in export sectors in recent years. These roles could be at risk in the face of potential trade contractions. As evidenced by the COVID-19 emergency, while both men and women suffer under trade shocks, effects for women tend to last longer and are harder to reverse, exacerbating pre-existing disparities in earnings, assets and wealth. It will therefore be important to keep the gendered job and wage impacts of trade fragmentation and its effects on growth and prosperity at the forefront as trade policy evolves in 2025.

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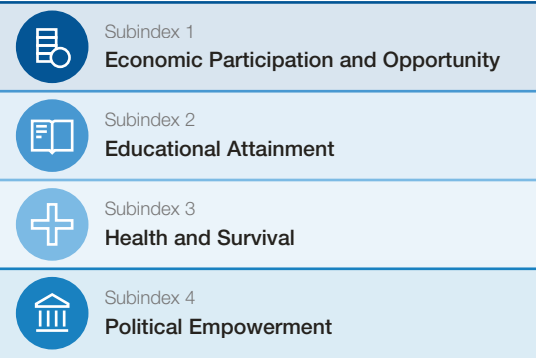
# Benchmarking gender gaps, 2025

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

Throughout its 19 editions, the index has intended to offer a stable metric for the assessment of changes in gender parity indicators over time. Using the methodology introduced in 2006, the index and the analysis focus on benchmarking parity between women and men at global, regional and economy levels based on the latest available data.

FIGURE 1.1

## The Global Gender Gap Index Framework



Source  
World Economic Forum, Global Gender Gap Index 2025.

The level of progress toward gender parity (the parity score) for each indicator is calculated as the ratio of the value of each indicator for women to the value for men. A parity score of 1 indicates full parity and a score above 1 is truncated to 1 for interpretability. The gender gap is the distance from full parity. In addition to the 0–1 scale, the index also expresses progress toward gender parity as a percentage, indicating the extent to which the gender gap has been closed on a 0–100% scale. For further information on index methodology, please refer to Appendix B.

## 1.1 Economy coverage

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

Among the 148 economies included this year are a set of 100 economies that have been covered in all editions since 2006. Scores based on this constant set of economies are used to calculate and compare regional and global aggregates across time.

The report this year covers 148 economies. Papua New Guinea and Trinidad and Tobago return to the index in 2025, and Gabon is included for the first time. Qatar, featured in the 2024 index, is not covered infrom this edition.

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

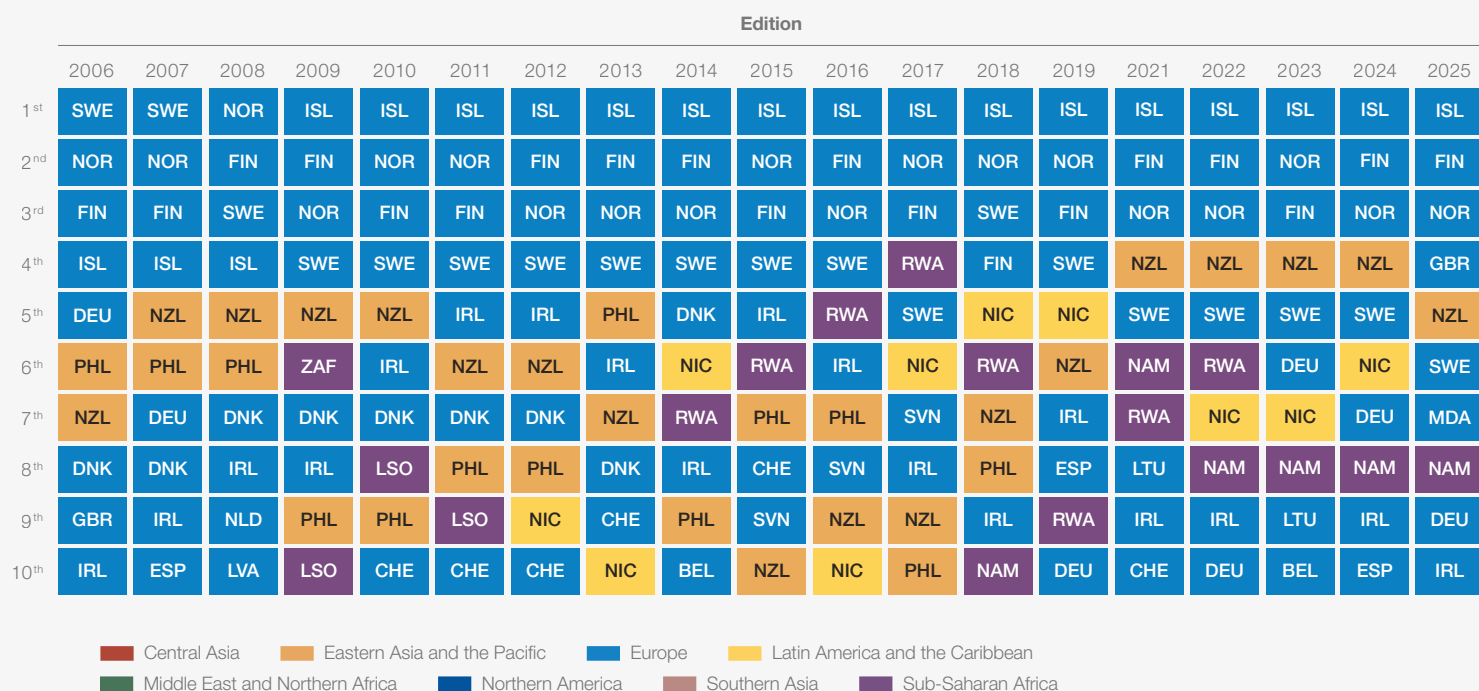
## 1.2 Global results

The global gender gap score in 2025 for all 148 economies included in this edition stands at 68.8% closed. When comparing the constant set of 145 economies included in both this year's and last year's editions, the global gender gap closed by +0.3 percentage points in 2025, from 68.4% in 2024 to 68.8% in 2025. Furthermore, when considering the constant set of 100 economies covered continuously since the inaugural 2006 edition, the gap has narrowed by 0.4 percentage points, from 68.6% in 2024 to 69.0% in 2025.

Among the 145 economies included in both 2024 and 2025 editions, slightly more than half of the economies register increases in their gender parity scores. Notable improvements are observed in Bangladesh (+8.6 percentage points), the United Kingdom (+4.9 percentage points) and Benin (+4.6 percentage points), while Estonia, Dominican Republic, Mongolia and the Republic of Moldova have also narrowed their gaps by over 2 percentage points over the same period. Conversely, Togo (-5.3 percentage points), Mozambique (-3.9 percentage points) and Sierra Leone (-3.1 percentage points) experience declines of more than 3 percentage points between 2024 and 2025. Kenya, Nicaragua, Peru, Portugal, the North Macedonia and Tajikistan see a decrease of over 2 percentage points in their scores (Table 1.1).

While the score changes reflect the progress of individual economies in achieving gender parity, the difference in rankings offer a complementary perspective on their relative performance over time. Bangladesh records the most significant improvement in ranking (+75, 24th), followed by Benin (+21, 113rd), Dominican Republic (+21, 61st) and Mongolia (+20, 65th). Eleven other economies also register double-digit increase in rankings: Australia (+11, 13rd), Bahrain (+12, 104th), Barbados (+16, 15th), Cape Verde (+11, 30th), El Salvador (+18, 78th), Estonia (+18, 11th), Guatemala (+12, 81st), Israel (+15, 76th), Mexico (+10, 23rd), the United Kingdom (+10, 4th), and Zambia (+13, 79th). On the other hand, Togo (-44, 121st), Sierra Leone (-32, 112nd) and North Macedonia (-32, 90th) experience the largest declines in ranking. Rankings for Bulgaria, Kenya and Mozambique drop by more than 20 places as well (Table 1.1).

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



### Source

World Economic Forum, Global Gender Gap Index 2025.

### Note

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



Despite all these fluctuations in rankings, the top 10 economies continue to show a high level of stability in their configuration across editions. European economies continue to occupy most of the spots. Ranked again as number 1, Iceland (92.6%, 1st), has led the Global Gender Gap Index for 16 editions and is the only economy that has closed the gap by over 90% to date. Finland (87.9%, 2nd), Norway (86.3%, 3rd) and Sweden (81.7%, 6th) have consistently ranked in the top 10 since the first edition in 2006. Germany (80.3%, 9th) and Ireland (80.1%, 10th) are also among the top 10 this year, marking their 7th and 18th appearances, respectively. Notably, the United Kingdom (83.8%, 4th) re-enters the top 10 for the second time since its first appearance in 2006. The Republic of Moldova (81.3%, 7th) joins the top 10 for the first time. Outside of Europe, two long-standing performers stand out: New Zealand (82.7%, 5th), representing Eastern Asia and the Pacific, makes the top 10 in 18 out of 19 editions, and Namibia (81.1%, 8th), representing Sub-Saharan Africa, has held a top-10 position each year since 2021. Nicaragua (78.3%, 18th) and Spain (79.7%, 12th) drop out of the top 10 compared to the 2024 edition (Figure 1.2).

Compared to the previous edition, Morocco (62.8%, 137th) climbs slightly and exits the bottom 10. Meanwhile, Egypt (62.5%, 139th) falls in the ranking and replaces Morocco in the bottom 10. Alongside Egypt, the other nine lowest-ranked economies in the 2025 edition are: Pakistan (56.7%, 148th), Sudan (57.0%, 147th), Chad (57.1%, 146th), Islamic Republic of Iran (58.3%, 145th), Guinea (59.5%, 144th), Democratic Republic of the Congo (60.1%, 143rd), Niger (61.3%, 142nd), Algeria (61.4%, 141st), and Mali (61.7%, 140th) (Table 1.1).

TABLE 1.1 | The Global Gender Gap Index 2025 rankings

| Rank | Economy                          | Score         |  | Score change from | Rank change from | Rank | Economy                          | Score         |  | Score change from | Rank change from |
|------|----------------------------------|---------------|--|-------------------|------------------|------|----------------------------------|---------------|--|-------------------|------------------|
|      |                                  | 0–1, 1=parity |  | 2024              | 2024             |      |                                  | 0–1, 1=parity |  | 2024              | 2024             |
| 1    | Iceland                          | 0.926         |  | -0.010            | -                | 75   | Ethiopia                         | 0.710         |  | 0.001             | +4               |
| 2    | Finland                          | 0.879         |  | 0.004             | -                | 76   | Israel                           | 0.709         |  | 0.010             | +15              |
| 3    | Norway                           | 0.863         |  | -0.012            | -                | 77   | Greece                           | 0.709         |  | -0.005            | -4               |
| 4    | United Kingdom                   | 0.838         |  | 0.049             | +10              | 78   | El Salvador                      | 0.709         |  | 0.013             | +18              |
| 5    | New Zealand                      | 0.827         |  | -0.008            | -1               | 79   | Zambia                           | 0.707         |  | 0.011             | +13              |
| 6    | Sweden                           | 0.817         |  | 0.001             | -1               | 80   | Uganda                           | 0.707         |  | 0.001             | +3               |
| 7    | Republic of Moldova              | 0.813         |  | 0.023             | +6               | 81   | Guatemala                        | 0.706         |  | 0.010             | +12              |
| 8    | Namibia                          | 0.811         |  | 0.006             | -                | 82   | Cyprus                           | 0.706         |  | 0.001             | +2               |
| 9    | Germany                          | 0.803         |  | -0.006            | -2               | 83   | Bulgaria                         | 0.706         |  | -0.017            | -23              |
| 10   | Ireland                          | 0.801         |  | -0.001            | -1               | 84   | Montenegro                       | 0.705         |  | -0.013            | -17              |
| 11   | Estonia                          | 0.799         |  | 0.025             | +18              | 85   | Italy                            | 0.704         |  | 0.001             | +2               |
| 12   | Spain                            | 0.797         |  | 0.000             | -2               | 86   | Timor-Leste                      | 0.704         |  | 0.000             | nb               |
| 13   | Australia                        | 0.792         |  | 0.012             | +11              | 87   | Paraguay                         | 0.703         |  | -0.003            | -6               |
| 14   | Denmark                          | 0.791         |  | 0.002             | +1               | 88   | Ghana                            | 0.703         |  | 0.002             | -                |
| 15   | Barbados                         | 0.786         |  | 0.013             | +16              | 89   | Belize                           | 0.702         |  | 0.006             | +6               |
| 16   | Costa Rica                       | 0.786         |  | 0.000             | +3               | 90   | North Macedonia                  | 0.699         |  | -0.027            | -32              |
| 17   | Switzerland                      | 0.785         |  | 0.000             | +3               | 91   | Gabon*                           | 0.699         |  | n/a               | n/a              |
| 18   | Nicaragua                        | 0.783         |  | -0.028            | -12              | 92   | Kazakhstan                       | 0.698         |  | -0.012            | -16              |
| 19   | Lithuania                        | 0.783         |  | -0.010            | -8               | 93   | Cameroon                         | 0.697         |  | 0.004             | +4               |
| 20   | Philippines                      | 0.781         |  | 0.002             | +5               | 94   | Romania                          | 0.697         |  | -0.020            | -26              |
| 21   | Latvia                           | 0.778         |  | 0.005             | +9               | 95   | Kyrgyzstan                       | 0.696         |  | -0.003            | -5               |
| 22   | Chile                            | 0.777         |  | -0.005            | -1               | 96   | Lao PDR                          | 0.692         |  | -0.008            | -7               |
| 23   | Mexico                           | 0.776         |  | 0.008             | +10              | 97   | Indonesia                        | 0.692         |  | 0.005             | +3               |
| 24   | Bangladesh                       | 0.775         |  | 0.086             | +75              | 98   | Kenya                            | 0.689         |  | -0.023            | -23              |
| 25   | Ecuador                          | 0.774         |  | -0.014            | -9               | 99   | Lesotho                          | 0.688         |  | -0.003            | -1               |
| 26   | Serbia                           | 0.774         |  | -0.005            | -                | 100  | Azerbaijan                       | 0.688         |  | 0.003             | +3               |
| 27   | Belgium                          | 0.773         |  | -0.020            | -15              | 101  | South Korea                      | 0.687         |  | -0.009            | -7               |
| 28   | Trinidad and Tobago*             | 0.772         |  | n/a               | n/a              | 102  | Czechia                          | 0.686         |  | 0.002             | +2               |
| 29   | Slovenia                         | 0.770         |  | 0.004             | +5               | 103  | China                            | 0.686         |  | 0.002             | +3               |
| 30   | Cape Verde                       | 0.769         |  | 0.014             | +11              | 104  | Bahrain                          | 0.684         |  | 0.019             | +12              |
| 31   | Guyana                           | 0.768         |  | 0.003             | +4               | 105  | Hungary                          | 0.684         |  | -0.002            | -4               |
| 32   | Canada                           | 0.767         |  | 0.007             | +4               | 106  | Cambodia                         | 0.682         |  | -0.003            | -4               |
| 33   | South Africa                     | 0.767         |  | -0.018            | -15              | 107  | Brunei Darussalam                | 0.681         |  | -0.002            | -2               |
| 34   | Portugal                         | 0.767         |  | -0.021            | -17              | 108  | Malaysia                         | 0.681         |  | 0.013             | +6               |
| 35   | France                           | 0.765         |  | -0.016            | -13              | 109  | Vanuatu                          | 0.679         |  | 0.006             | +2               |
| 36   | Albania                          | 0.763         |  | -0.017            | -13              | 110  | Uzbekistan                       | 0.678         |  | -0.002            | -2               |
| 37   | Argentina                        | 0.762         |  | -0.009            | -5               | 111  | Mauritius                        | 0.677         |  | -0.006            | -4               |
| 38   | Jamaica                          | 0.762         |  | 0.005             | -1               | 112  | Sierra Leone                     | 0.677         |  | -0.031            | -32              |
| 39   | Rwanda                           | 0.762         |  | 0.005             | -                | 113  | Benin                            | 0.676         |  | 0.046             | +21              |
| 40   | Liberia                          | 0.760         |  | 0.006             | +2               | 114  | Gambia (Republic of The)         | 0.674         |  | -0.005            | -4               |
| 41   | Colombia                         | 0.758         |  | 0.013             | +4               | 115  | Comoros                          | 0.672         |  | 0.009             | +4               |
| 42   | United States of America         | 0.756         |  | 0.010             | +1               | 116  | Senegal                          | 0.670         |  | -0.010            | -7               |
| 43   | Netherlands                      | 0.756         |  | -0.018            | -15              | 117  | Angola                           | 0.668         |  | 0.000             | -4               |
| 44   | Burundi                          | 0.756         |  | -0.001            | -6               | 118  | Japan                            | 0.666         |  | 0.003             | -                |
| 45   | Poland                           | 0.750         |  | 0.010             | +6               | 119  | Bhutan                           | 0.663         |  | 0.012             | +5               |
| 46   | Eswatini                         | 0.748         |  | 0.004             | +1               | 120  | Burkina Faso                     | 0.659         |  | -0.002            | nb               |
| 47   | Singapore                        | 0.748         |  | 0.005             | +1               | 121  | Togo                             | 0.657         |  | -0.053            | -44              |
| 48   | Bolivia (Plurinational State of) | 0.747         |  | 0.001             | -4               | 122  | Jordan                           | 0.655         |  | 0.003             | +1               |
| 49   | Zimbabwe                         | 0.747         |  | 0.007             | +3               | 123  | Tunisia                          | 0.654         |  | -0.014            | -8               |
| 50   | Luxembourg                       | 0.745         |  | 0.000             | -4               | 124  | Nigeria                          | 0.649         |  | -0.001            | +1               |
| 51   | Panama                           | 0.741         |  | -0.001            | -1               | 125  | Nepal                            | 0.648         |  | -0.015            | -8               |
| 52   | Suriname                         | 0.738         |  | -0.001            | +1               | 126  | Fiji                             | 0.647         |  | 0.005             | +2               |
| 53   | Mozambique                       | 0.738         |  | -0.039            | -26              | 127  | Côte d'Ivoire                    | 0.647         |  | -0.008            | -6               |
| 54   | Belarus                          | 0.736         |  | 0.003             | +1               | 128  | Kuwait                           | 0.646         |  | 0.010             | +3               |
| 55   | United Republic of Tanzania      | 0.736         |  | 0.002             | -1               | 129  | Tajikistan                       | 0.646         |  | -0.027            | -17              |
| 56   | Austria                          | 0.735         |  | -0.008            | -7               | 130  | Sri Lanka                        | 0.645         |  | -0.007            | -8               |
| 57   | Peru                             | 0.735         |  | -0.020            | -17              | 131  | India                            | 0.644         |  | 0.003             | -2               |
| 58   | Madagascar                       | 0.734         |  | 0.015             | +8               | 132  | Saudi Arabia                     | 0.643         |  | -0.003            | -6               |
| 59   | Armenia                          | 0.731         |  | 0.010             | +5               | 133  | Papua New Guinea*                | 0.638         |  | n/a               | n/a              |
| 60   | Botswana                         | 0.731         |  | 0.000             | -3               | 134  | Oman                             | 0.637         |  | 0.009             | +2               |
| 61   | Dominican Republic               | 0.730         |  | 0.024             | +21              | 135  | Türkiye                          | 0.633         |  | -0.012            | -8               |
| 62   | Ukraine                          | 0.730         |  | 0.008             | +1               | 136  | Lebanon                          | 0.632         |  | 0.001             | -3               |
| 63   | Georgia                          | 0.729         |  | 0.014             | +6               | 137  | Morocco                          | 0.628         |  | 0.000             | -                |
| 64   | Croatia                          | 0.728         |  | 0.005             | -3               | 138  | Maldives                         | 0.626         |  | -0.007            | -6               |
| 65   | Mongolia                         | 0.728         |  | 0.023             | +20              | 139  | Egypt                            | 0.625         |  | -0.004            | -4               |
| 66   | Thailand                         | 0.728         |  | 0.007             | -1               | 140  | Mali                             | 0.617         |  | 0.013             | +1               |
| 67   | Honduras                         | 0.727         |  | 0.001             | -8               | 141  | Algeria                          | 0.614         |  | 0.002             | -2               |
| 68   | Malta                            | 0.727         |  | 0.004             | -6               | 142  | Niger                            | 0.613         |  | -0.014            | -4               |
| 69   | United Arab Emirates             | 0.724         |  | 0.012             | +5               | 143  | Democratic Republic of the Congo | 0.601         |  | -0.008            | -3               |
| 70   | Slovakia                         | 0.723         |  | -0.008            | -14              | 144  | Guinea                           | 0.595         |  | -0.006            | -2               |
| 71   | Uruguay                          | 0.720         |  | 0.005             | -                | 145  | Iran (Islamic Republic of)       | 0.583         |  | 0.005             | -2               |
| 72   | Brazil                           | 0.720         |  | 0.004             | -2               | 146  | Chad                             | 0.571         |  | -0.005            | -2               |
| 73   | Bosnia and Herzegovina           | 0.717         |  | 0.008             | +5               | 147  | Sudan                            | 0.570         |  | 0.002             | -1               |
| 74   | Viet Nam                         | 0.713         |  | -0.001            | -2               | 148  | Pakistan                         | 0.567         |  | -0.003            | -3               |

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

Source

World Economic Forum, Global Gender Gap Index 2025.

Note

“-” indicates the score or rank is unchanged from the previous year.  
“n/a” indicates that the economy was not covered in the 2024 edition.  
\* New to index in 2025.

# 1.3 Performance by income level

The sample included in this year’s Global Gender Gap Index combines a mix of high-income (51), upper-middle-income (41), lower-middle-income (40) and lower-income economies (16). Regional representation tends to be highly concentrated across these groups, with Europe having the highest representation in the high-income group (60.8%), a majority of upper-middle-income economies located in Latin America and the Caribbean (34.1%), and Sub-Saharan Africa with a large footprint in both lower-middle-income (40%) and low-income (93.8%) economic groups.

When aggregated, the average population-weighted scores show all income groups have closed more than two-thirds of their gender gap.

The index looks only at gender gaps in outcomes and not at the overall levels of resources and opportunities in an economy. It finds a slight correlation between the current income levels of the economies covered and their gender gaps, with richer economies being slightly more gender equal. High-income economies register the highest collective score, at 74.3%. The group stands at some distance from the remaining three, which score similarly – with the upper-middle income group at 69.6%, lower-middle-income at 66.0%, and low-income at 66.4% (Figure 1.3).

FIGURE 1.3 Range of scores, Global Gender Gap Index 2025, by income group



Source  
World Economic Forum, Global Gender Gap Index 2025.

Note  
Blue diamonds correspond to population-weighted averages, by income group.

Variation in scores within income groups is most pronounced among high-income countries, where parity scores range from 63.7% in Oman to 92.6% in Iceland a difference of 28.9 percentage points. Smaller variations are observed among upper-middle- and lower-middle-income groups, at 23.0 and 21.7 percentage points, respectively, between the top and bottom of the ranges. With fewer economies represented, the low-income group shows the least variation, at 19.2 percentage points.

While Figure 1.3 displays a positive association between higher income and gender parity scores, it is relevant to note that economies in

lower-income categories have also achieved high levels of parity. While resources matter, it is not richer countries alone that can afford to invest in gender parity and economies can integrate parity into their growth strategies at all levels of development. Historically, those who have done well at developing and integrating their full human capital tend to have more sustainable and prosperous economies as a result. Leveraging the full base of talent and diverse ideas in an economy can unlock creativity and drive innovation, growth and productivity. All individual performances within each income group are ranked and presented in Table 1.2.

TABLE 1.2 | The Global Gender Gap Index 2025, results by income group

### High-income

|  | Global Rank | Income Group | Economy                  | Score |
|--|-------------|--------------|--------------------------|-------|
|  | 1           | 1            | Iceland                  | 0.926 |
|  | 2           | 2            | Finland                  | 0.879 |
|  | 3           | 3            | Norway                   | 0.863 |
|  | 4           | 4            | United Kingdom           | 0.838 |
|  | 5           | 5            | New Zealand              | 0.827 |
|  | 6           | 6            | Sweden                   | 0.817 |
|  | 9           | 7            | Germany                  | 0.803 |
|  | 10          | 8            | Ireland                  | 0.801 |
|  | 11          | 9            | Estonia                  | 0.799 |
|  | 12          | 10           | Spain                    | 0.797 |
|  | 13          | 11           | Australia                | 0.792 |
|  | 14          | 12           | Denmark                  | 0.791 |
|  | 15          | 13           | Barbados                 | 0.786 |
|  | 17          | 14           | Switzerland              | 0.785 |
|  | 19          | 15           | Lithuania                | 0.783 |
|  | 21          | 16           | Latvia                   | 0.778 |
|  | 22          | 17           | Chile                    | 0.777 |
|  | 27          | 18           | Belgium                  | 0.773 |
|  | 28          | 19           | Trinidad and Tobago*     | 0.772 |
|  | 29          | 20           | Slovenia                 | 0.770 |
|  | 31          | 21           | Guyana                   | 0.768 |
|  | 32          | 22           | Canada                   | 0.767 |
|  | 34          | 23           | Portugal                 | 0.767 |
|  | 35          | 24           | France                   | 0.765 |
|  | 42          | 25           | United States of America | 0.756 |
|  | 43          | 26           | Netherlands              | 0.756 |
|  | 45          | 27           | Poland                   | 0.750 |
|  | 47          | 28           | Singapore                | 0.748 |
|  | 50          | 29           | Luxembourg               | 0.745 |
|  | 51          | 30           | Panama                   | 0.741 |
|  | 56          | 31           | Austria                  | 0.735 |
|  | 64          | 32           | Croatia                  | 0.728 |
|  | 68          | 33           | Malta                    | 0.727 |
|  | 69          | 34           | United Arab Emirates     | 0.724 |
|  | 70          | 35           | Slovakia                 | 0.723 |
|  | 71          | 36           | Uruguay                  | 0.720 |
|  | 76          | 37           | Israel                   | 0.709 |
|  | 77          | 38           | Greece                   | 0.709 |
|  | 82          | 39           | Cyprus                   | 0.706 |
|  | 83          | 40           | Bulgaria                 | 0.706 |
|  | 85          | 41           | Italy                    | 0.704 |
|  | 94          | 42           | Romania                  | 0.697 |
|  | 101         | 43           | South Korea              | 0.687 |
|  | 102         | 44           | Czechia                  | 0.686 |
|  | 104         | 45           | Bahrain                  | 0.684 |
|  | 105         | 46           | Hungary                  | 0.684 |
|  | 107         | 47           | Brunei Darussalam        | 0.681 |
|  | 118         | 48           | Japan                    | 0.666 |
|  | 128         | 49           | Kuwait                   | 0.646 |
|  | 132         | 50           | Saudi Arabia             | 0.643 |
|  | 134         | 51           | Oman                     | 0.637 |

### Upper-middle-income

|  | Global Rank | Income Group | Economy                  | Score |
|--|-------------|--------------|--------------------------|-------|
|  | 7           | 1            | Republic of Moldova      | 0.813 |
|  | 8           | 2            | Namibia                  | 0.811 |
|  | 16          | 3            | Costa Rica               | 0.786 |
|  | 23          | 4            | Mexico                   | 0.776 |
|  | 25          | 5            | Ecuador                  | 0.774 |
|  | 26          | 6            | Serbia                   | 0.774 |
|  | 33          | 7            | South Africa             | 0.767 |
|  | 36          | 8            | Albania                  | 0.763 |
|  | 37          | 9            | Argentina                | 0.762 |
|  | 38          | 10           | Jamaica                  | 0.762 |
|  | 41          | 11           | Colombia                 | 0.758 |
|  | 52          | 12           | Suriname                 | 0.738 |
|  | 54          | 13           | Belarus                  | 0.736 |
|  | 57          | 14           | Peru                     | 0.735 |
|  | 59          | 15           | Armenia                  | 0.731 |
|  | 60          | 16           | Botswana                 | 0.731 |
|  | 61          | 17           | Dominican Republic       | 0.730 |
|  | 62          | 18           | Ukraine                  | 0.730 |
|  | 63          | 19           | Georgia                  | 0.729 |
|  | 65          | 20           | Mongolia                 | 0.728 |
|  | 66          | 21           | Thailand                 | 0.728 |
|  | 72          | 22           | Brazil                   | 0.720 |
|  | 73          | 23           | Bosnia and Herzegovina   | 0.717 |
|  | 78          | 24           | El Salvador              | 0.709 |
|  | 81          | 25           | Guatemala                | 0.706 |
|  | 84          | 26           | Montenegro               | 0.705 |
|  | 87          | 27           | Paraguay                 | 0.703 |
|  | 89          | 28           | Belize                   | 0.702 |
|  | 90          | 29           | North Macedonia          | 0.699 |
|  | 91          | 30           | Gabon*                   | 0.699 |
|  | 92          | 31           | Kazakhstan               | 0.698 |
|  | 97          | 32           | Indonesia                | 0.692 |
|  | 100         | 33           | Azerbaijan               | 0.688 |
|  | 103         | 34           | China                    | 0.686 |
|  | 108         | 35           | Malaysia                 | 0.681 |
|  | 111         | 36           | Mauritius                | 0.677 |
|  | 126         | 37           | Fiji                     | 0.647 |
|  | 135         | 38           | Türkiye                  | 0.633 |
|  | 138         | 39           | Maldives                 | 0.626 |
|  | 141         | 40           | Algeria                  | 0.614 |
|  | 145         | 41           | Islamic Republic of Iran | 0.583 |

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

#### Source

World Economic Forum, Global Gender Gap Index 2025.

#### Note

\* New to index in 2025.



TABLE 1.2 | The Global Gender Gap Index 2025, results by income group

Lower-middle-income

|  | Global Rank | Income Group | Economy                          | Score |
|--|-------------|--------------|----------------------------------|-------|
|  | 18          | 1            | Nicaragua                        | 0.783 |
|  | 20          | 2            | Philippines                      | 0.781 |
|  | 24          | 3            | Bangladesh                       | 0.775 |
|  | 30          | 4            | Cape Verde                       | 0.769 |
|  | 46          | 5            | Eswatini                         | 0.748 |
|  | 48          | 6            | Bolivia (Plurinational State of) | 0.747 |
|  | 49          | 7            | Zimbabwe                         | 0.747 |
|  | 55          | 8            | United Republic of Tanzania      | 0.736 |
|  | 67          | 9            | Honduras                         | 0.727 |
|  | 74          | 10           | Viet Nam                         | 0.713 |
|  | 79          | 11           | Zambia                           | 0.707 |
|  | 86          | 12           | Timor-Leste                      | 0.704 |
|  | 88          | 13           | Ghana                            | 0.703 |
|  | 93          | 14           | Cameroon                         | 0.697 |
|  | 95          | 15           | Kyrgyzstan                       | 0.696 |
|  | 96          | 16           | Lao PDR                          | 0.692 |
|  | 98          | 17           | Kenya                            | 0.689 |
|  | 99          | 18           | Lesotho                          | 0.688 |
|  | 106         | 19           | Cambodia                         | 0.682 |
|  | 109         | 20           | Vanuatu                          | 0.679 |
|  | 110         | 21           | Uzbekistan                       | 0.678 |
|  | 113         | 22           | Benin                            | 0.676 |
|  | 115         | 23           | Comoros                          | 0.672 |
|  | 116         | 24           | Senegal                          | 0.670 |
|  | 117         | 25           | Angola                           | 0.668 |
|  | 119         | 26           | Bhutan                           | 0.663 |
|  | 122         | 27           | Jordan                           | 0.655 |
|  | 123         | 28           | Tunisia                          | 0.654 |
|  | 124         | 29           | Nigeria                          | 0.649 |
|  | 125         | 30           | Nepal                            | 0.648 |
|  | 127         | 31           | Côte d'Ivoire                    | 0.647 |
|  | 129         | 32           | Tajikistan                       | 0.646 |
|  | 130         | 33           | Sri Lanka                        | 0.645 |
|  | 131         | 34           | India                            | 0.644 |
|  | 133         | 35           | Papua New Guinea*                | 0.638 |
|  | 136         | 36           | Lebanon                          | 0.632 |
|  | 137         | 37           | Morocco                          | 0.628 |
|  | 139         | 38           | Egypt                            | 0.625 |
|  | 144         | 39           | Guinea                           | 0.595 |
|  | 148         | 40           | Pakistan                         | 0.567 |

Low-income

|  | Global Rank | Income Group | Economy                          | Score |
|--|-------------|--------------|----------------------------------|-------|
|  | 39          | 1            | Rwanda                           | 0.762 |
|  | 40          | 2            | Liberia                          | 0.760 |
|  | 44          | 3            | Burundi                          | 0.756 |
|  | 53          | 4            | Mozambique                       | 0.738 |
|  | 58          | 5            | Madagascar                       | 0.734 |
|  | 75          | 6            | Ethiopia                         | 0.710 |
|  | 80          | 7            | Uganda                           | 0.707 |
|  | 112         | 8            | Sierra Leone                     | 0.677 |
|  | 114         | 9            | Gambia (Republic of The)         | 0.674 |
|  | 120         | 10           | Burkina Faso                     | 0.659 |
|  | 121         | 11           | Togo                             | 0.657 |
|  | 140         | 12           | Mali                             | 0.617 |
|  | 142         | 13           | Niger                            | 0.613 |
|  | 143         | 14           | Democratic Republic of the Congo | 0.601 |
|  | 146         | 15           | Chad                             | 0.571 |
|  | 147         | 16           | Sudan                            | 0.570 |

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

Source

World Economic Forum, Global Gender Gap Index 2025.

Note

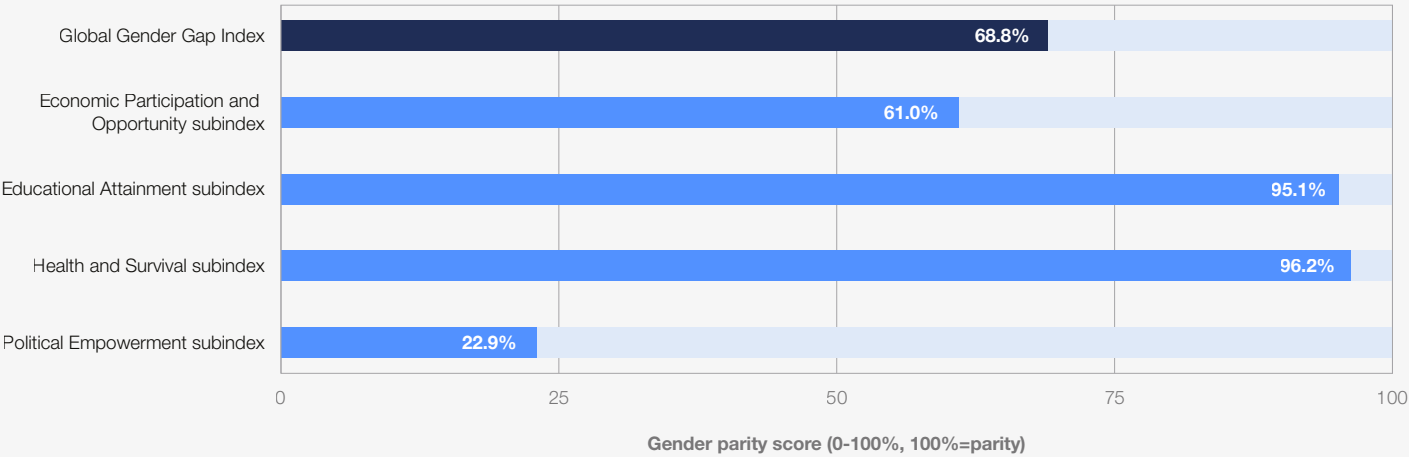
\* New to index in 2025.

# 1.4 Performance by subindex

This section presents the state of gender gaps across the four main components (subindexes) of the index: Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment. In addition to presenting the aggregate subindex performance of the 148 economies included in the 2025 index, the analysis offers insights into the different indicators driving the overall average global gender gap score.

Figure 1.4 shows the gender gap scores corresponding to each of the four subindexes. The Health and Survival gender gap has closed by 96.2, Educational Attainment by 95.1%, Economic Participation and Opportunity by 61.0%, and Political Empowerment by 22.9%.

FIGURE 1.4 The state of gender gaps, by subindex  
Percentage of the gender gap closed to date, 2025



Source  
World Economic Forum, Global Gender Gap Index 2025.

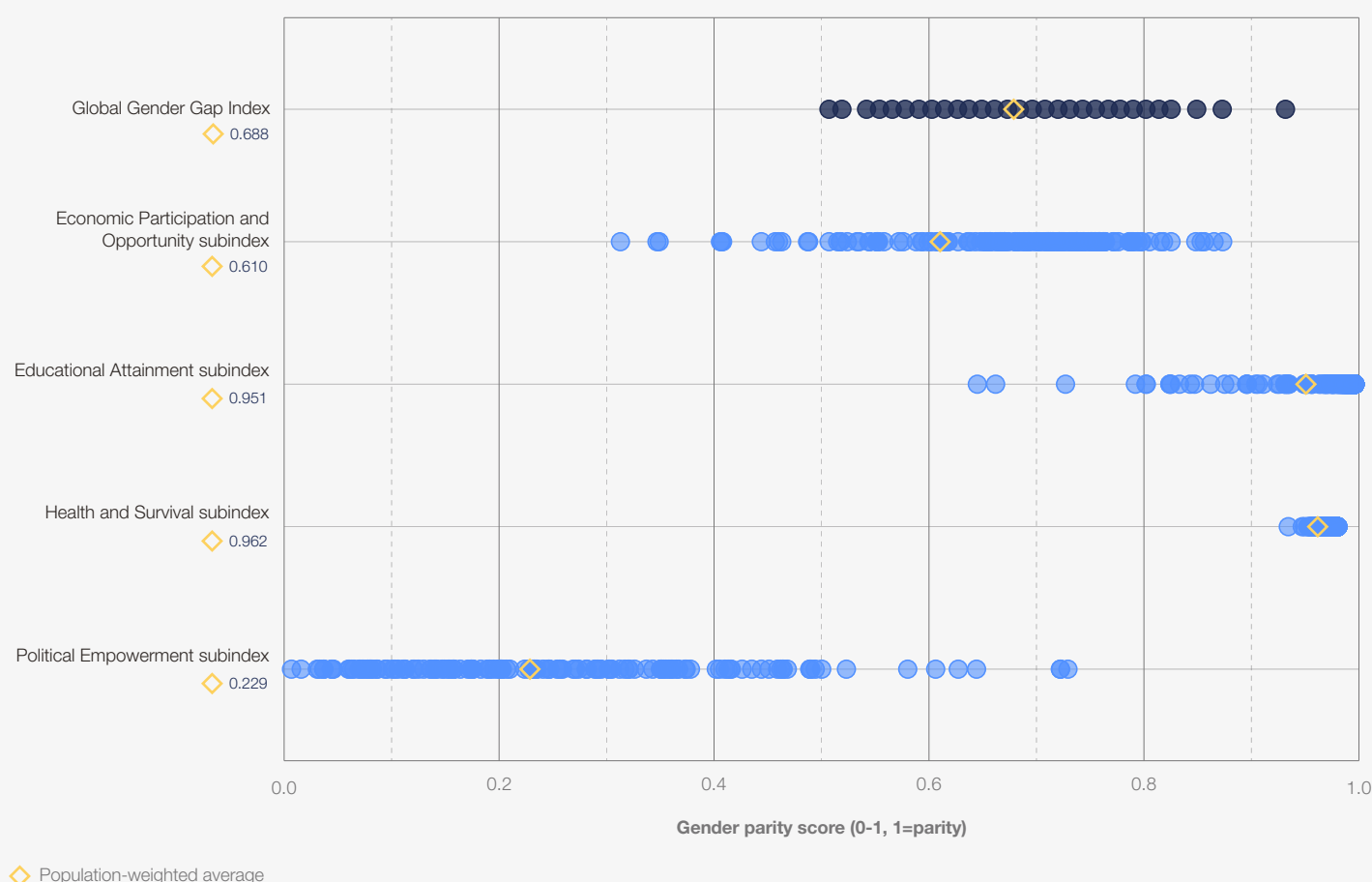
Note  
Population-weighted averages, 148 economies. The percentages indicate the gender gap that has been closed to date.

Among the 145 economies included in both the 2024 and 2025 editions, the global gender gap narrowed from 68.4% closed in 2024 to 68.8% in 2025. This progress is primarily driven by gains in Political Empowerment, which improved by 0.7 percentage points (from 22.5% to 23.2%), and in Economic Participation and Opportunity, which increased by 0.4 percentage points (from 60.3% to 60.7%). Educational Attainment and Health and Survival – both already averaging over 90% of the gap closed – each saw modest improvements of around 0.1 percentage points.

Figure 1.5 illustrates the distribution of scores across the 148 economies covered in the 2025 edition, broken down by subindex. Subindexes with greater disparities across economies tend to have lower average scores, indicating that larger gaps remain to be bridged globally.

FIGURE 1.5

Range of scores, Global Gender Gap Index and subindexes, 2025



## Source

World Economic Forum, Global Gender Gap Index 2025.

## Note

Yellow diamonds correspond to population-weighted averages, 148 economies.

Globally, the second-largest gap to bridge is in Economic Participation and Opportunity. Among the 148 economies covered in the 2025 edition, the score for this subindex varies from 31.3% in Sudan to 87.3% in Botswana. A majority of economies have scores within a range of 51.7% and 78.8%, between the 10th and 90th percentiles (Figure 1.5).

Among the five components of the Economic Participation and Opportunity subindex, the widest disparities across economies are observed in the parity scores for estimated earned income and the share of legislators, senior officials and managers, with differences between the maximum and minimum ratios exceeding 90 percentage points. The labour-force participation and share of professional and technical workers indicators show slightly lower disparities, with differences around 78 percentage points. The smallest disparity is observed in the parity score for wage equality for similar work, where the gap stands at 47 percentage points.

The economies that are ranked in the bottom five of the Economic Participation and Opportunity subindex are: Sudan (31.3%), Pakistan (34.7%), Islamic Republic of Iran (34.9%), Egypt (40.6%) and India (40.7%). These countries are marked

by extremely low estimated earned-income ratios, with women accessing less than one-third of the economic resources available to men. They also show minimal gender parity in senior workplace roles, with females-to-males ratios not exceeding 0.4, and labour-force participation rates reflecting less than half parity between women and men (Table 1.3).

The economies that are in the top 10 of the Economic Participation and Opportunity subindex are: Botswana (87.3%), Liberia (86.5%), Eswatini (85.6%), the Republic of Moldova (85.3%) and Barbados (84.8%). These economies have closed more than 85% of the gender gap in labour-force participation. They also rank among the highest for female representation in legislators, senior officials and managers, with Barbados, Botswana and Liberia achieving full gender parity in this area (Table 1.3).

Disparities across economies within the Educational Attainment subindex are relatively small. Scores for this subindex vary from 64.9% in Democratic Republic of the Congo to full parity (100%) in 35 out of 148 economies covered in the 2025 edition. Beyond the economies with full parity, 96 have closed at least 90% of the gender gap in education (Table 1.3).

Among the four components of this subindex, while almost half of the economies covered in the 2025 edition have achieved full parity, large gaps between economies are concentrated primarily in Sub-Saharan Africa. Of the 24 economies that have yet to close 80% of the adult literacy gap, 19 are located in this region. Thanks to the widespread implementation of at least nine years of compulsory education in most economies, gender gaps in primary and secondary school enrolment are relatively narrow, with minimal variation across economies. However, in terms of tertiary enrolment, Sub-Saharan Africa continues to hold some of the lowest scores. Notably, three economies – Chad, Guinea and Niger – have yet to achieve even 50% parity in tertiary enrolment.

While the report's primary focus is how close women are to reaching parity with men – capping the female-to-male ratio at 1 – it is noteworthy that in 109 of the economies covered in the 2025 edition, women are more likely than men to enrol in tertiary education. This includes all economies in Europe and Northern America. The gender gap in tertiary enrolment favouring women has widened in 49 economies featured in both the 2006 and 2025 editions. However, an increase in years of schooling has not necessarily translated into improved labour-market outcomes for women. Among the high-income economies covered in this edition, all have closed at least 99% of the gender gap in education, yet none have closed more than 85% of their economic gender gap. Previous *Global Gender Gap Reports* have highlighted the “drop-to-the-top” phenomenon, revealing persistent barriers preventing women from reaching senior leadership roles across industries and economies. This phenomenon is especially pronounced among women in STEM (science, technology, engineering and mathematics) fields.<sup>2</sup>

In the Health and Survival subindex, economies are clustered towards the upper end, near full parity. The subindex score ranges from 93.4% in Azerbaijan to full parity in 17 economies. This subindex has remained moderately stable throughout the 19 editions due to two slowly progressing indicators: sex ratio at birth, and healthy life expectancy (Figure 1.6).

For most economies covered in both the 2006 and 2025 editions, sex ratio at birth has remained largely unchanged. In Albania and Georgia, the ratio increased slightly, by 0.02 and 0.08, respectively. The largest decreases over the same period are observed in India (-0.01) and the Philippines (-0.02).

In this edition, women are still projected to enjoy a longer healthy life expectancy than men in 130 out of 148 economies. However, the gender differences in healthy life expectancy have narrowed in a majority of economies with data available in both the 2006 and 2025 editions. While overall life expectancy by gender has remained more stable than healthy life expectancy, and women continue to outlive men,<sup>3</sup> this indicates that the proportion of women's lives spent in full health has declined relative to men.

The Political Empowerment subindex demonstrates the widest variations across economies. This year, the percentage of the Political Empowerment gap that has been closed ranges from 0.6% in Vanuatu to 95.4% in Iceland. The population-weighted global average of 22.9% is skewed toward the lower end due to the poor performance of the world's most populous economies in this area (Figure 1.5).

Out of the 148 economies covered in this edition, only nine have closed more than half of the Political Empowerment gap. The top performers in the Political Empowerment subindex closely align with the highest-ranking economies in the overall index. This is largely due to the uneven progress observed at the upper end of the Political Empowerment score distribution, in contrast to the relatively smaller range of variations across the other three subindexes. For instance, with a Political Empowerment score of 95.4%, Iceland leads the subindex, outperforming the second-ranked Finland by over 22 percentage points. Iceland also ranks first in the overall Gender Gap Index, and the only economy scoring above 90% (Table 1.3).

Results of all three components of the Political Empowerment subindex – proportion of years with a female head of state over the past 50 years, share of female ministers, and the proportion of women in parliament – show the full range of variation across economies, with scores ranging from 0 to 100%. Nearly half of the economies covered in this edition have had no female head of state in the past 50 years, while only Bangladesh and Iceland have parity in this area. At the ministerial level, five European economies (Estonia, Finland, Iceland, Spain and the United Kingdom) and two from Latin America and the Caribbean (Chile and Nicaragua) have reached full gender parity. In contrast, Azerbaijan, Hungary, Pakistan, Saudi Arabia, and Vanuatu have all-male ministerial cabinets. Full parity in parliamentary representation has been achieved by Mexico, Nicaragua, Rwanda and the United Arab Emirates, whereas Oman remains the only economy without any women in its national parliament this year.

## 1.5 Progress over time

The index has documented the average yearly change in the gender gap since the inaugural edition of the report in 2006. This metric, applied to a consistent sample of 100 economies included in all 19 editions, can further indicate what the rate of progress is over time, as well as estimate how long it will take to close each gender gap

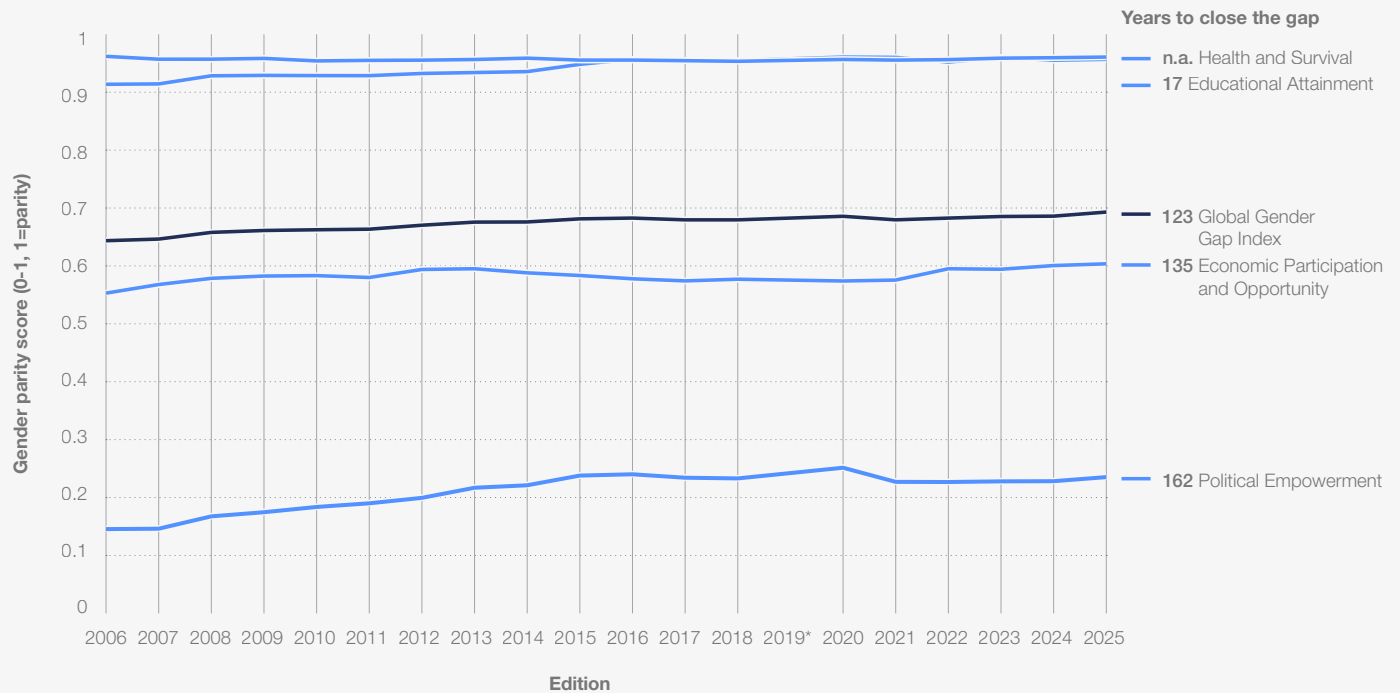
across the four subindexes. The results in this section discuss scores and averages for these 100 economies.

The 19-year trajectory of global gender gaps is charted in Figure 1.6.

FIGURE 1.6

### Evolution of the Global Gender Gap Index and subindexes over time

Evolution in scores, 2006-2025



#### Source

World Economic Forum, Global Gender Gap Index 2025.

#### Note

Population-weighted averages for the 100 economies featured in all editions of the index, from 2006 to 2025.

\*There is no corresponding edition for 2019.

Over the past 19 editions, global parity levels have been boosted by two different dynamics at the subindex level. Higher baselines for parity in Educational Attainment and Health and Survival have resulted in comparatively lower advances, whereas Economic Participation and Opportunity as well as Political Empowerment have exhibited more dynamism, with higher gains made over time.

Results from this edition suggest that the global pace of progress has picked up from last year, boosted by increases in almost every metric of economic, political and educational parity tracked by the index. The **Global Gender Gap Index** has improved +4.8 percentage points, from 64.1% in 2006 to 69.0% in 2025 – its highest score to date, above pre-pandemic levels. Spaced over 19 editions, the total gain over the gender gap yields a yearly average progress of 0.25 percentage points. If economies were to continue to advance at this

estimated rate of progress, global gender parity would be attained in 123 years – reducing last edition's estimates by a full decade but overshooting Sustainable Development Targets (SDGs) by well over a century – 118 years, to be exact.



Since its launch, nearly every dimension of the index has registered some advancement. The most progress since 2006 has been made in **Political Empowerment**, with a total gain of +9 percentage points from its original score of 14.3% to the latest of 23.4%. Compared to 2024, results from this edition notably improved by nearly one percentage point (+0.8), translating to a shortened timeline for the achievement of political parity of 162 years, compared to last edition's estimate of 169 years. Nevertheless, Political Empowerment remains the subindex where the gender gap is largest, at 76.6%.

**Economic Participation and Opportunity** has gained +5.6 percentage points over time, from a 2006 score of 55.1% to a 2025 score of 60.7% – registering the second strongest performance among subindexes, while continuing to be the second largest gender gap in the index. Compared to last year, nearly every indicator showed increased parity scores, contributing to an overall subindex increase of half a percentage point since 2024. Based on this improved speed of progress, economic parity is 17 years closer than in last edition's estimates, at 135 years.

**Educational Attainment** has increased its initial 2006 score of 90.8% to 95.7% in 2025, the highest to date. Every indicator in the subindex has slightly improved parity scores compared to 2024, with three of the four indicators having closed over 96% of the gender gap. A modest +0.2 percentage point improvement reset the timeline for educational parity to 17 years, compared to the 20-year estimate from the 18th edition. In contrast, **Health and Survival** stands as the one subindex with a negative evolution over time. The initial score posted in this subindex was 96.3% in 2006, which has since decreased to 96.1% in 2025. While parity in sex ratio at birth has continued to improve, it has failed to counter parity decreases in healthy life expectancy, which has subsequently pushed the subindex performance below others.

TABLE 1.3 | The Global Gender Gap Index 2025, results by subindex

## Economic Participation and Opportunity

| Rank | Economy                  | Score (0-1) | Rank | Economy                          | Score (0-1) | Rank | Economy                    | Score (0-1) |
|------|--------------------------|-------------|------|----------------------------------|-------------|------|----------------------------|-------------|
| 1    | Botswana                 | 0.873       | 67   | Austria                          | 0.711       | 133  | Türkiye                    | 0.518       |
| 2    | Liberia                  | 0.865       | 68   | Uruguay                          | 0.710       | 134  | Mali                       | 0.517       |
| 3    | Eswatini                 | 0.856       | 69   | Costa Rica                       | 0.709       | 135  | Tunisia                    | 0.515       |
| 4    | Republic of Moldova      | 0.853       | 70   | Dominican Republic               | 0.707       | 136  | Maldives                   | 0.507       |
| 5    | Barbados                 | 0.848       | 71   | Colombia                         | 0.703       | 137  | Senegal                    | 0.488       |
| 6    | Zambia                   | 0.825       | 72   | Brunei Darussalam                | 0.702       | 138  | Guinea                     | 0.487       |
| 7    | Sweden                   | 0.818       | 73   | United Republic of Tanzania      | 0.701       | 139  | Algeria                    | 0.463       |
| 8    | Finland                  | 0.815       | 74   | Netherlands                      | 0.698       | 140  | Nepal                      | 0.460       |
| 9    | Belarus                  | 0.805       | 75   | Comoros                          | 0.693       | 141  | Bangladesh                 | 0.457       |
| 10   | Iceland                  | 0.798       | 76   | Bhutan                           | 0.693       | 142  | Chad                       | 0.444       |
| 11   | Namibia                  | 0.797       | 77   | Cyprus                           | 0.692       | 143  | Morocco                    | 0.408       |
| 12   | Burundi                  | 0.794       | 78   | Ecuador                          | 0.689       | 144  | India                      | 0.407       |
| 13   | Philippines              | 0.790       | 79   | Hungary                          | 0.688       | 145  | Egypt                      | 0.406       |
| 14   | Singapore                | 0.789       | 80   | Papua New Guinea*                | 0.684       | 146  | Iran (Islamic Republic of) | 0.349       |
| 15   | Zimbabwe                 | 0.788       | 81   | Malaysia                         | 0.682       | 147  | Pakistan                   | 0.347       |
| 16   | Albania                  | 0.787       | 82   | Peru                             | 0.680       | 148  | Sudan                      | 0.313       |
| 17   | Thailand                 | 0.786       | 83   | Germany                          | 0.680       |      |                            |             |
| 18   | Norway                   | 0.776       | 84   | Malta                            | 0.674       |      |                            |             |
| 19   | Jamaica                  | 0.772       | 85   | Bolivia (Plurinational State of) | 0.671       |      |                            |             |
| 20   | Mongolia                 | 0.771       | 86   | Paraguay                         | 0.670       |      |                            |             |
| 21   | Belize                   | 0.764       | 87   | Greece                           | 0.670       |      |                            |             |
| 22   | Ghana                    | 0.763       | 88   | Burkina Faso                     | 0.670       |      |                            |             |
| 23   | United States of America | 0.762       | 89   | Romania                          | 0.670       |      |                            |             |
| 24   | Nigeria                  | 0.762       | 90   | Indonesia                        | 0.668       |      |                            |             |
| 25   | Viet Nam                 | 0.759       | 91   | Armenia                          | 0.668       |      |                            |             |
| 26   | Madagascar               | 0.759       | 92   | Kyrgyzstan                       | 0.667       |      |                            |             |
| 27   | Cape Verde               | 0.758       | 93   | Argentina                        | 0.666       |      |                            |             |
| 28   | Slovenia                 | 0.758       | 94   | Montenegro                       | 0.666       |      |                            |             |
| 29   | Portugal                 | 0.757       | 95   | Sierra Leone                     | 0.664       |      |                            |             |
| 30   | Ireland                  | 0.755       | 96   | Brazil                           | 0.662       |      |                            |             |
| 31   | Estonia                  | 0.754       | 97   | Croatia                          | 0.657       |      |                            |             |
| 32   | Australia                | 0.754       | 98   | South Africa                     | 0.657       |      |                            |             |
| 33   | Denmark                  | 0.752       | 99   | Bahrain                          | 0.656       |      |                            |             |
| 34   | Bulgaria                 | 0.751       | 100  | Chile                            | 0.654       |      |                            |             |
| 35   | Canada                   | 0.751       | 101  | Democratic Republic of the Congo | 0.652       |      |                            |             |
| 36   | Lithuania                | 0.750       | 102  | Timor-Leste                      | 0.652       |      |                            |             |
| 37   | Azerbaijan               | 0.748       | 103  | Honduras                         | 0.648       |      |                            |             |
| 38   | United Kingdom           | 0.744       | 104  | Czechia                          | 0.643       |      |                            |             |
| 39   | Ukraine                  | 0.744       | 105  | Uganda                           | 0.638       |      |                            |             |
| 40   | Guyana                   | 0.743       | 106  | Lesotho                          | 0.637       |      |                            |             |
| 41   | Suriname                 | 0.741       | 107  | Guatemala                        | 0.636       |      |                            |             |
| 42   | New Zealand              | 0.738       | 108  | Bosnia and Herzegovina           | 0.627       |      |                            |             |
| 43   | Kenya                    | 0.738       | 109  | Mauritius                        | 0.618       |      |                            |             |
| 44   | Vanuatu                  | 0.737       | 110  | Togo                             | 0.617       |      |                            |             |
| 45   | Latvia                   | 0.737       | 111  | Côte d'Ivoire                    | 0.615       |      |                            |             |
| 46   | Mozambique               | 0.737       | 112  | Japan                            | 0.613       |      |                            |             |
| 47   | Trinidad and Tobago*     | 0.735       | 113  | Mexico                           | 0.609       |      |                            |             |
| 48   | Gambia (Republic of The) | 0.733       | 114  | South Korea                      | 0.608       |      |                            |             |
| 49   | Spain                    | 0.731       | 115  | El Salvador                      | 0.607       |      |                            |             |
| 50   | Israel                   | 0.730       | 116  | Gabon*                           | 0.602       |      |                            |             |
| 51   | China                    | 0.726       | 117  | Italy                            | 0.599       |      |                            |             |
| 52   | France                   | 0.725       | 118  | Angola                           | 0.594       |      |                            |             |
| 53   | Georgia                  | 0.724       | 119  | North Macedonia                  | 0.593       |      |                            |             |
| 54   | Luxembourg               | 0.723       | 120  | Fiji                             | 0.588       |      |                            |             |
| 55   | Panama                   | 0.722       | 121  | Niger                            | 0.576       |      |                            |             |
| 56   | Lao PDR                  | 0.721       | 122  | United Arab Emirates             | 0.572       |      |                            |             |
| 57   | Cambodia                 | 0.721       | 123  | Uzbekistan                       | 0.558       |      |                            |             |
| 58   | Switzerland              | 0.721       | 124  | Ethiopia                         | 0.553       |      |                            |             |
| 59   | Cameroon                 | 0.720       | 125  | Jordan                           | 0.552       |      |                            |             |
| 60   | Belgium                  | 0.716       | 126  | Oman                             | 0.552       |      |                            |             |
| 61   | Kazakhstan               | 0.715       | 127  | Kuwait                           | 0.551       |      |                            |             |
| 62   | Benin                    | 0.715       | 128  | Sri Lanka                        | 0.545       |      |                            |             |
| 63   | Serbia                   | 0.713       | 129  | Saudi Arabia                     | 0.544       |      |                            |             |
| 64   | Poland                   | 0.713       | 130  | Lebanon                          | 0.535       |      |                            |             |
| 65   | Rwanda                   | 0.712       | 131  | Nicaragua                        | 0.533       |      |                            |             |
| 66   | Slovakia                 | 0.711       | 132  | Tajikistan                       | 0.524       |      |                            |             |

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

## Source

World Economic Forum, Global Gender Gap Index 2025.

## Note

\* New to index in 2025.

TABLE 1.3 | The Global Gender Gap Index 2025, results by subindex

## Educational Attainment

| Rank | Economy                  | Score (0-1) | Rank | Economy                          | Score (0-1) | Rank | Economy                          | Score (0-1) |
|------|--------------------------|-------------|------|----------------------------------|-------------|------|----------------------------------|-------------|
| 1    | Argentina                | 1.000       | 67   | Bulgaria                         | 0.993       | 133  | Papua New Guinea*                | 0.898       |
| 1    | Belize                   | 1.000       | 68   | Greece                           | 0.993       | 134  | Mozambique                       | 0.885       |
| 1    | Botswana                 | 1.000       | 69   | Switzerland                      | 0.993       | 135  | Cameroon                         | 0.879       |
| 1    | Brazil                   | 1.000       | 70   | Saudi Arabia                     | 0.993       | 136  | Togo                             | 0.866       |
| 1    | Canada                   | 1.000       | 71   | Kuwait                           | 0.993       | 137  | Pakistan                         | 0.851       |
| 1    | Colombia                 | 1.000       | 72   | Mexico                           | 0.993       | 138  | Kenya                            | 0.847       |
| 1    | Croatia                  | 1.000       | 73   | Gabon*                           | 0.992       | 139  | Nigeria                          | 0.837       |
| 1    | Czechia                  | 1.000       | 74   | Montenegro                       | 0.992       | 140  | Sierra Leone                     | 0.829       |
| 1    | Dominican Republic       | 1.000       | 75   | Mauritius                        | 0.992       | 141  | Ethiopia                         | 0.828       |
| 1    | France                   | 1.000       | 76   | El Salvador                      | 0.992       | 142  | Benin                            | 0.828       |
| 1    | Honduras                 | 1.000       | 77   | Guyana                           | 0.992       | 143  | Niger                            | 0.806       |
| 1    | Ireland                  | 1.000       | 78   | Belarus                          | 0.991       | 144  | Angola                           | 0.806       |
| 1    | Israel                   | 1.000       | 79   | Australia                        | 0.990       | 145  | Mali                             | 0.796       |
| 1    | Jamaica                  | 1.000       | 80   | Jordan                           | 0.990       | 146  | Guinea                           | 0.731       |
| 1    | Kyrgyzstan               | 1.000       | 81   | Iceland                          | 0.990       | 147  | Chad                             | 0.666       |
| 1    | Latvia                   | 1.000       | 82   | Kazakhstan                       | 0.990       | 148  | Democratic Republic of the Congo | 0.649       |
| 1    | Lesotho                  | 1.000       | 83   | Suriname                         | 0.990       |      |                                  |             |
| 1    | Luxembourg               | 1.000       | 84   | Oman                             | 0.989       |      |                                  |             |
| 1    | Maldives                 | 1.000       | 85   | Lebanon                          | 0.989       |      |                                  |             |
| 1    | Mongolia                 | 1.000       | 86   | Germany                          | 0.988       |      |                                  |             |
| 1    | Namibia                  | 1.000       | 87   | Philippines                      | 0.988       |      |                                  |             |
| 1    | Netherlands              | 1.000       | 88   | Lithuania                        | 0.988       |      |                                  |             |
| 1    | New Zealand              | 1.000       | 89   | Azerbaijan                       | 0.988       |      |                                  |             |
| 1    | Nicaragua                | 1.000       | 90   | Chile                            | 0.987       |      |                                  |             |
| 1    | North Macedonia          | 1.000       | 91   | Bolivia (Plurinational State of) | 0.986       |      |                                  |             |
| 1    | Singapore                | 1.000       | 92   | Türkiye                          | 0.986       |      |                                  |             |
| 1    | Slovakia                 | 1.000       | 93   | Madagascar                       | 0.985       |      |                                  |             |
| 1    | Slovenia                 | 1.000       | 94   | Georgia                          | 0.985       |      |                                  |             |
| 1    | Sweden                   | 1.000       | 95   | Bahrain                          | 0.984       |      |                                  |             |
| 1    | Thailand                 | 1.000       | 96   | Eswatini                         | 0.983       |      |                                  |             |
| 1    | Trinidad and Tobago*     | 1.000       | 97   | Peru                             | 0.982       |      |                                  |             |
| 1    | United States of America | 1.000       | 98   | South Korea                      | 0.980       |      |                                  |             |
| 1    | Ukraine                  | 1.000       | 99   | Armenia                          | 0.980       |      |                                  |             |
| 1    | United Kingdom           | 1.000       | 100  | Iran (Islamic Republic of)       | 0.980       |      |                                  |             |
| 1    | Uruguay                  | 1.000       | 101  | Cape Verde                       | 0.979       |      |                                  |             |
| 36   | Finland                  | 1.000       | 102  | Guatemala                        | 0.979       |      |                                  |             |
| 37   | Belgium                  | 1.000       | 103  | Indonesia                        | 0.978       |      |                                  |             |
| 38   | Estonia                  | 1.000       | 104  | Fiji                             | 0.976       |      |                                  |             |
| 39   | Malta                    | 1.000       | 105  | Tunisia                          | 0.974       |      |                                  |             |
| 40   | Spain                    | 1.000       | 106  | Algeria                          | 0.974       |      |                                  |             |
| 41   | Vanuatu                  | 1.000       | 107  | Sudan                            | 0.974       |      |                                  |             |
| 42   | Romania                  | 0.998       | 108  | Ghana                            | 0.972       |      |                                  |             |
| 43   | Uzbekistan               | 0.998       | 109  | Viet Nam                         | 0.972       |      |                                  |             |
| 44   | Republic of Moldova      | 0.998       | 110  | India                            | 0.971       |      |                                  |             |
| 45   | Serbia                   | 0.998       | 111  | Egypt                            | 0.968       |      |                                  |             |
| 46   | Poland                   | 0.998       | 112  | Timor-Leste                      | 0.967       |      |                                  |             |
| 47   | Panama                   | 0.998       | 113  | Rwanda                           | 0.960       |      |                                  |             |
| 48   | Sri Lanka                | 0.998       | 114  | Morocco                          | 0.960       |      |                                  |             |
| 49   | Hungary                  | 0.998       | 115  | Bangladesh                       | 0.960       |      |                                  |             |
| 50   | Costa Rica               | 0.998       | 116  | United Republic of Tanzania      | 0.956       |      |                                  |             |
| 51   | Italy                    | 0.998       | 117  | Albania                          | 0.955       |      |                                  |             |
| 52   | Paraguay                 | 0.998       | 118  | Bhutan                           | 0.954       |      |                                  |             |
| 53   | Denmark                  | 0.997       | 119  | Cambodia                         | 0.953       |      |                                  |             |
| 54   | Portugal                 | 0.997       | 120  | Tajikistan                       | 0.939       |      |                                  |             |
| 55   | Brunei Darussalam        | 0.996       | 121  | Senegal                          | 0.938       |      |                                  |             |
| 56   | Zimbabwe                 | 0.996       | 122  | Comoros                          | 0.938       |      |                                  |             |
| 57   | Bosnia and Herzegovina   | 0.996       | 123  | Burundi                          | 0.936       |      |                                  |             |
| 57   | United Arab Emirates     | 0.996       | 124  | China                            | 0.935       |      |                                  |             |
| 59   | Malaysia                 | 0.996       | 125  | Lao PDR                          | 0.935       |      |                                  |             |
| 60   | Ecuador                  | 0.996       | 126  | Zambia                           | 0.930       |      |                                  |             |
| 61   | South Africa             | 0.996       | 127  | Gambia (Republic of The)         | 0.928       |      |                                  |             |
| 62   | Cyprus                   | 0.996       | 128  | Côte d'Ivoire                    | 0.915       |      |                                  |             |
| 63   | Austria                  | 0.995       | 129  | Nepal                            | 0.910       |      |                                  |             |
| 64   | Norway                   | 0.995       | 130  | Uganda                           | 0.908       |      |                                  |             |
| 65   | Barbados                 | 0.994       | 131  | Liberia                          | 0.901       |      |                                  |             |
| 66   | Japan                    | 0.994       | 132  | Burkina Faso                     | 0.900       |      |                                  |             |

■ Central Asia
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 ■ Sub-Saharan Africa

## Source

World Economic Forum, Global Gender Gap Index 2025.

## Note

\* New to index in 2025.

TABLE 1.3 | The Global Gender Gap Index 2025, results by subindex

## Health and Survival

| Rank | Economy                          | Score (0-1) | Rank | Economy                     | Score (0-1) | Rank | Economy              | Score (0-1) |
|------|----------------------------------|-------------|------|-----------------------------|-------------|------|----------------------|-------------|
| 1    | Belarus                          | 0.980       | 67   | Benin                       | 0.971       | 133  | United Arab Emirates | 0.959       |
| 1    | Cape Verde                       | 0.980       | 68   | Finland                     | 0.971       | 134  | Brunei Darussalam    | 0.958       |
| 1    | El Salvador                      | 0.980       | 69   | Botswana                    | 0.971       | 135  | Saudi Arabia         | 0.958       |
| 1    | Eswatini                         | 0.980       | 70   | Portugal                    | 0.970       | 136  | Morocco              | 0.956       |
| 1    | Guatemala                        | 0.980       | 71   | Serbia                      | 0.970       | 137  | Papua New Guinea*    | 0.956       |
| 1    | Guyana                           | 0.980       | 72   | Montenegro                  | 0.970       | 138  | Mali                 | 0.956       |
| 1    | Kyrgyzstan                       | 0.980       | 73   | Ethiopia                    | 0.970       | 139  | Jordan               | 0.956       |
| 1    | Lesotho                          | 0.980       | 74   | Rwanda                      | 0.969       | 140  | Liberia              | 0.955       |
| 1    | Lithuania                        | 0.980       | 75   | France                      | 0.969       | 141  | Uzbekistan           | 0.955       |
| 1    | Mauritius                        | 0.980       | 76   | Belize                      | 0.969       | 142  | Algeria              | 0.954       |
| 1    | Mexico                           | 0.980       | 77   | Canada                      | 0.969       | 143  | India                | 0.954       |
| 1    | Mongolia                         | 0.980       | 78   | Egypt                       | 0.969       | 144  | Bahrain              | 0.953       |
| 1    | Namibia                          | 0.980       | 79   | Cameroon                    | 0.968       | 145  | Israel               | 0.952       |
| 1    | Romania                          | 0.980       | 80   | Indonesia                   | 0.968       | 146  | Viet Nam             | 0.949       |
| 1    | Slovakia                         | 0.980       | 81   | Tunisia                     | 0.968       | 147  | China                | 0.947       |
| 1    | Trinidad and Tobago*             | 0.980       | 82   | Türkiye                     | 0.968       | 148  | Azerbaijan           | 0.934       |
| 1    | Uganda                           | 0.980       | 83   | Austria                     | 0.968       |      |                      |             |
| 18   | Hungary                          | 0.980       | 84   | Malaysia                    | 0.967       |      |                      |             |
| 19   | Uruguay                          | 0.979       | 85   | Philippines                 | 0.967       |      |                      |             |
| 20   | Dominican Republic               | 0.979       | 86   | Chile                       | 0.967       |      |                      |             |
| 21   | Bulgaria                         | 0.979       | 87   | Bosnia and Herzegovina      | 0.967       |      |                      |             |
| 21   | Poland                           | 0.979       | 88   | Chad                        | 0.966       |      |                      |             |
| 23   | Estonia                          | 0.979       | 89   | Italy                       | 0.966       |      |                      |             |
| 24   | Colombia                         | 0.978       | 90   | Honduras                    | 0.966       |      |                      |             |
| 25   | Ecuador                          | 0.977       | 91   | Nepal                       | 0.966       |      |                      |             |
| 26   | Republic of Moldova              | 0.977       | 92   | Belgium                     | 0.966       |      |                      |             |
| 26   | Ukraine                          | 0.977       | 93   | Germany                     | 0.966       |      |                      |             |
| 28   | Brazil                           | 0.977       | 94   | Spain                       | 0.965       |      |                      |             |
| 29   | Thailand                         | 0.977       | 95   | Oman                        | 0.965       |      |                      |             |
| 30   | Czechia                          | 0.977       | 96   | Australia                   | 0.965       |      |                      |             |
| 31   | Croatia                          | 0.977       | 97   | Kuwait                      | 0.965       |      |                      |             |
| 32   | Sri Lanka                        | 0.976       | 98   | Greece                      | 0.965       |      |                      |             |
| 33   | Kazakhstan                       | 0.976       | 99   | Luxembourg                  | 0.965       |      |                      |             |
| 33   | Latvia                           | 0.976       | 100  | Barbados                    | 0.965       |      |                      |             |
| 35   | South Korea                      | 0.976       | 101  | Fiji                        | 0.965       |      |                      |             |
| 36   | Peru                             | 0.976       | 102  | United Kingdom              | 0.965       |      |                      |             |
| 37   | Nicaragua                        | 0.976       | 103  | Timor-Leste                 | 0.964       |      |                      |             |
| 38   | Suriname                         | 0.976       | 104  | New Zealand                 | 0.964       |      |                      |             |
| 39   | Panama                           | 0.975       | 105  | Senegal                     | 0.964       |      |                      |             |
| 40   | Cambodia                         | 0.975       | 106  | Tajikistan                  | 0.964       |      |                      |             |
| 41   | Georgia                          | 0.975       | 107  | Denmark                     | 0.964       |      |                      |             |
| 42   | Bolivia (Plurinational State of) | 0.975       | 108  | Gambia (Republic of The)    | 0.964       |      |                      |             |
| 43   | Mozambique                       | 0.975       | 109  | United Republic of Tanzania | 0.963       |      |                      |             |
| 44   | Argentina                        | 0.974       | 110  | Switzerland                 | 0.963       |      |                      |             |
| 45   | Costa Rica                       | 0.974       | 111  | Ireland                     | 0.963       |      |                      |             |
| 46   | South Africa                     | 0.974       | 112  | Albania                     | 0.963       |      |                      |             |
| 47   | Zimbabwe                         | 0.974       | 113  | Comoros                     | 0.962       |      |                      |             |
| 48   | Paraguay                         | 0.974       | 114  | Guinea                      | 0.962       |      |                      |             |
| 49   | Jamaica                          | 0.973       | 115  | Sweden                      | 0.962       |      |                      |             |
| 50   | Japan                            | 0.973       | 116  | Madagascar                  | 0.962       |      |                      |             |
| 51   | Democratic Republic of the Congo | 0.973       | 117  | Nigeria                     | 0.962       |      |                      |             |
| 52   | Gabon*                           | 0.973       | 118  | Cyprus                      | 0.961       |      |                      |             |
| 53   | Vanuatu                          | 0.973       | 119  | Sudan                       | 0.961       |      |                      |             |
| 54   | Lao PDR                          | 0.973       | 120  | Iran (Islamic Republic of)  | 0.961       |      |                      |             |
| 55   | Burkina Faso                     | 0.973       | 121  | Netherlands                 | 0.961       |      |                      |             |
| 56   | Zambia                           | 0.973       | 122  | Armenia                     | 0.961       |      |                      |             |
| 57   | Burundi                          | 0.973       | 123  | Bangladesh                  | 0.960       |      |                      |             |
| 58   | United States of America         | 0.973       | 124  | Sierra Leone                | 0.960       |      |                      |             |
| 59   | Angola                           | 0.972       | 125  | Iceland                     | 0.960       |      |                      |             |
| 60   | Lebanon                          | 0.972       | 126  | Bhutan                      | 0.959       |      |                      |             |
| 61   | Ghana                            | 0.972       | 127  | Maldives                    | 0.959       |      |                      |             |
| 62   | Singapore                        | 0.972       | 128  | Malta                       | 0.959       |      |                      |             |
| 63   | Slovenia                         | 0.972       | 129  | Niger                       | 0.959       |      |                      |             |
| 64   | Kenya                            | 0.971       | 130  | Norway                      | 0.959       |      |                      |             |
| 65   | Côte d'Ivoire                    | 0.971       | 131  | Pakistan                    | 0.959       |      |                      |             |
| 66   | Togo                             | 0.971       | 132  | North Macedonia             | 0.959       |      |                      |             |

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## Source

World Economic Forum, Global Gender Gap Index 2025.

## Note

\* New to index in 2025.

TABLE 1.3 | The Global Gender Gap Index 2025, results by subindex

## Political Empowerment

| Rank | Economy                          | Score (0-1) | Rank | Economy                          | Score (0-1) | Rank | Economy                    | Score (0-1) |
|------|----------------------------------|-------------|------|----------------------------------|-------------|------|----------------------------|-------------|
| 1    | Iceland                          | 0.954       | 67   | North Macedonia                  | 0.246       | 133  | Hungary                    | 0.072       |
| 2    | Finland                          | 0.728       | 68   | Suriname                         | 0.245       | 134  | Gambia (Republic of The)   | 0.070       |
| 3    | Bangladesh                       | 0.721       | 69   | India                            | 0.245       | 135  | Brunei Darussalam          | 0.069       |
| 4    | Norway                           | 0.721       | 70   | Brazil                           | 0.240       | 136  | Algeria                    | 0.064       |
| 5    | United Kingdom                   | 0.643       | 71   | Georgia                          | 0.234       | 137  | Sri Lanka                  | 0.062       |
| 6    | Nicaragua                        | 0.626       | 72   | Dominican Republic               | 0.234       | 138  | Fiji                       | 0.060       |
| 7    | New Zealand                      | 0.605       | 73   | Madagascar                       | 0.232       | 139  | Türkiye                    | 0.059       |
| 8    | Germany                          | 0.579       | 74   | Guatemala                        | 0.232       | 140  | Bhutan                     | 0.045       |
| 9    | Mexico                           | 0.522       | 75   | Singapore                        | 0.232       | 141  | Oman                       | 0.044       |
| 10   | Chile                            | 0.499       | 76   | Timor-Leste                      | 0.231       | 142  | Iran (Islamic Republic of) | 0.043       |
| 11   | Spain                            | 0.493       | 77   | Zimbabwe                         | 0.230       | 143  | Nigeria                    | 0.036       |
| 12   | Ethiopia                         | 0.489       | 78   | Gabon*                           | 0.227       | 144  | Maldives                   | 0.036       |
| 13   | Sweden                           | 0.488       | 79   | Cameroon                         | 0.223       | 145  | Lebanon                    | 0.032       |
| 14   | Ireland                          | 0.488       | 80   | Chad                             | 0.209       | 146  | Sudan                      | 0.030       |
| 15   | Namibia                          | 0.467       | 81   | Greece                           | 0.206       | 147  | Papua New Guinea*          | 0.015       |
| 16   | Switzerland                      | 0.463       | 82   | Uzbekistan                       | 0.202       | 148  | Vanuatu                    | 0.006       |
| 17   | Estonia                          | 0.463       | 83   | Slovakia                         | 0.201       |      |                            |             |
| 18   | Costa Rica                       | 0.461       | 84   | Guinea                           | 0.201       |      |                            |             |
| 19   | Australia                        | 0.458       | 85   | Mali                             | 0.200       |      |                            |             |
| 20   | Denmark                          | 0.450       | 86   | Kenya                            | 0.200       |      |                            |             |
| 21   | South Africa                     | 0.443       | 87   | Ukraine                          | 0.198       |      |                            |             |
| 22   | Ecuador                          | 0.434       | 88   | Montenegro                       | 0.194       |      |                            |             |
| 23   | Republic of Moldova              | 0.425       | 89   | Uruguay                          | 0.190       |      |                            |             |
| 24   | Lithuania                        | 0.415       | 90   | Benin                            | 0.190       |      |                            |             |
| 25   | Serbia                           | 0.414       | 91   | Morocco                          | 0.188       |      |                            |             |
| 26   | Belgium                          | 0.412       | 92   | South Korea                      | 0.182       |      |                            |             |
| 27   | Argentina                        | 0.409       | 93   | Cyprus                           | 0.175       |      |                            |             |
| 28   | Rwanda                           | 0.404       | 94   | Eswatini                         | 0.174       |      |                            |             |
| 29   | Latvia                           | 0.401       | 95   | Viet Nam                         | 0.173       |      |                            |             |
| 30   | Philippines                      | 0.377       | 96   | Togo                             | 0.173       |      |                            |             |
| 31   | Trinidad and Tobago*             | 0.373       | 97   | Paraguay                         | 0.173       |      |                            |             |
| 32   | United Arab Emirates             | 0.372       | 98   | Belarus                          | 0.170       |      |                            |             |
| 33   | Netherlands                      | 0.366       | 99   | Mongolia                         | 0.163       |      |                            |             |
| 34   | France                           | 0.364       | 100  | Tunisia                          | 0.157       |      |                            |             |
| 35   | Cape Verde                       | 0.360       | 101  | Egypt                            | 0.157       |      |                            |             |
| 36   | Guyana                           | 0.359       | 102  | Tajikistan                       | 0.156       |      |                            |             |
| 37   | Bolivia (Plurinational State of) | 0.357       | 103  | Indonesia                        | 0.153       |      |                            |             |
| 38   | Mozambique                       | 0.354       | 104  | Israel                           | 0.152       |      |                            |             |
| 39   | Colombia                         | 0.352       | 105  | Thailand                         | 0.148       |      |                            |             |
| 40   | Slovenia                         | 0.350       | 106  | Bahrain                          | 0.146       |      |                            |             |
| 41   | Canada                           | 0.350       | 107  | Romania                          | 0.141       |      |                            |             |
| 42   | Albania                          | 0.349       | 108  | Lao PDR                          | 0.140       |      |                            |             |
| 43   | Portugal                         | 0.342       | 109  | Kyrgyzstan                       | 0.139       |      |                            |             |
| 44   | Barbados                         | 0.336       | 110  | Lesotho                          | 0.136       |      |                            |             |
| 45   | United Republic of Tanzania      | 0.325       | 111  | China                            | 0.135       |      |                            |             |
| 46   | Burundi                          | 0.320       | 112  | Democratic Republic of the Congo | 0.129       |      |                            |             |
| 47   | Liberia                          | 0.319       | 113  | Czechia                          | 0.124       |      |                            |             |
| 48   | Armenia                          | 0.316       | 114  | Jordan                           | 0.120       |      |                            |             |
| 49   | Poland                           | 0.311       | 115  | Mauritius                        | 0.119       |      |                            |             |
| 50   | Jamaica                          | 0.304       | 116  | Niger                            | 0.112       |      |                            |             |
| 51   | Peru                             | 0.302       | 117  | Kazakhstan                       | 0.111       |      |                            |             |
| 52   | Uganda                           | 0.301       | 118  | Pakistan                         | 0.110       |      |                            |             |
| 53   | Angola                           | 0.301       | 119  | Ghana                            | 0.105       |      |                            |             |
| 54   | Honduras                         | 0.294       | 120  | Zambia                           | 0.102       |      |                            |             |
| 55   | United States of America         | 0.291       | 121  | Bulgaria                         | 0.100       |      |                            |             |
| 56   | Luxembourg                       | 0.290       | 122  | Burkina Faso                     | 0.095       |      |                            |             |
| 57   | Senegal                          | 0.288       | 123  | Comoros                          | 0.093       |      |                            |             |
| 58   | Croatia                          | 0.281       | 124  | Côte d'Ivoire                    | 0.086       |      |                            |             |
| 59   | Bosnia and Herzegovina           | 0.280       | 125  | Japan                            | 0.085       |      |                            |             |
| 60   | Malta                            | 0.273       | 126  | Azerbaijan                       | 0.081       |      |                            |             |
| 61   | Panama                           | 0.270       | 127  | Cambodia                         | 0.080       |      |                            |             |
| 62   | Austria                          | 0.268       | 128  | Malaysia                         | 0.079       |      |                            |             |
| 63   | Nepal                            | 0.258       | 129  | Botswana                         | 0.079       |      |                            |             |
| 64   | El Salvador                      | 0.256       | 130  | Saudi Arabia                     | 0.077       |      |                            |             |
| 65   | Italy                            | 0.255       | 131  | Kuwait                           | 0.077       |      |                            |             |
| 66   | Sierra Leone                     | 0.253       | 132  | Belize                           | 0.073       |      |                            |             |

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## Source

World Economic Forum, Global Gender Gap Index 2025.

## Note

\* New to index in 2025.



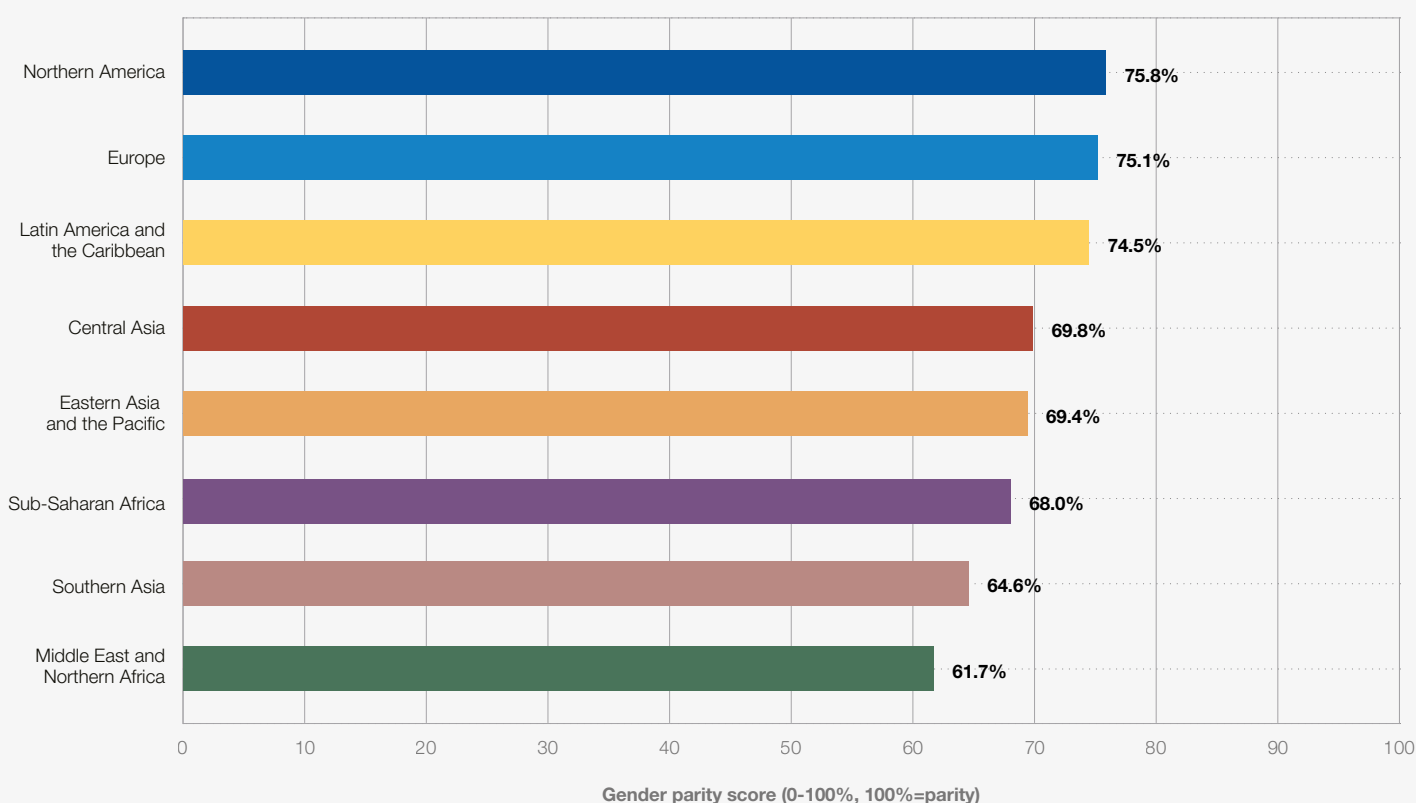
## 1.6 Performance by region

In line with its prior editions, the *Global Gender Gap Report 2025* groups economies into eight regions: Central Asia, Eastern Asia and the Pacific, Europe, Latin America and the Caribbean, Middle East and Northern Africa, Northern America, Sub-Saharan Africa, and Southern Asia. Economies in each regional group are listed in Appendix A.

Around the world, progress toward gender parity traces different routes – and the collective efforts of the 148 economies included in the 2025 Global Gender Gap Index suggest there are three progress points for regions (Figure 1.7). Northern America,

Europe, and Latin America and the Caribbean lead the regional scoreboard, each closing around three-quarters of their gender gaps, with scores of 75.8%, 75.1% and 74.5%, respectively. In the middle are Central Asia (69.8%), Eastern Asia and the Pacific (69.4%), and Sub-Saharan Africa (68.0%), steadily approaching the 70% threshold. At the lower end of the ranking are Southern Asia (64.6%) and the Middle East and Northern Africa (61.7%), having bridged about two-thirds of the gender gap. Only five of the eight regions score ahead of the 2025 global gender parity average of 68.8%.

FIGURE 1.7 Gender gap closed to date, by region



Source

World Economic Forum, Global Gender Gap Index 2025.

Note

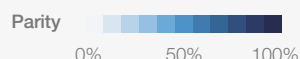
Population-weighted averages, 148 economies. The percentages indicate the gender gap that has been closed to date.

Below the headline numbers lie the building blocks of regional performance. Figure 1.8 breaks down the overall gender parity scores by subindex,

showing where gaps are widest for individual regions, as well as where regional efforts are aggregating into better global results.

FIGURE 1.8 Regional performance 2025, by subindex

|                                 | Global Gender Gap Index | Subindexes                             |                        |                     |                       |
|---------------------------------|-------------------------|----------------------------------------|------------------------|---------------------|-----------------------|
|                                 |                         | Economic Participation and Opportunity | Educational Attainment | Health and Survival | Political Empowerment |
| Central Asia                    | 69.8%                   | 71.2%                                  | 99.3%                  | 97.3%               | 11.6%                 |
| Eastern Asia and the Pacific    | 69.4%                   | 71.6%                                  | 95.3%                  | 95.5%               | 15.3%                 |
| Europe                          | 75.1%                   | 68.4%                                  | 99.6%                  | 96.9%               | 35.4%                 |
| Latin America and the Caribbean | 74.5%                   | 65.6%                                  | 99.6%                  | 97.7%               | 35.0%                 |
| Middle East and Northern Africa | 61.7%                   | 42.4%                                  | 97.6%                  | 96.2%               | 10.5%                 |
| Northern America                | 75.8%                   | 76.1%                                  | 100.0%                 | 97.2%               | 29.7%                 |
| Southern Asia                   | 64.6%                   | 40.6%                                  | 95.4%                  | 95.5%               | 26.8%                 |
| Sub-Saharan Africa              | 68.0%                   | 67.5%                                  | 85.6%                  | 96.8%               | 22.2%                 |
| <b>Global average</b>           | <b>68.8%</b>            | <b>61.0%</b>                           | <b>95.1%</b>           | <b>96.2%</b>        | <b>22.9%</b>          |



#### Source

World Economic Forum, Global Gender Gap Index, 2025.

#### Note

Population-weighted averages, 148 economies. The percentages indicate the gender gap that has been closed to date.

In 2025, Educational Attainment and Health and Survival are the two dimensions where regions perform best overall. Nearly all regions have closed over 90% of the gender gap in Educational Attainment – with Sub-Saharan Africa, scoring 85.6%, the exception. Only Northern America has achieved full educational parity. In terms of Health and Survival, all regions show gender parity levels over 95%, but only Central Asia, Latin America and the Caribbean, and Northern America score over 97%. Where performance is third best is in Economic Participation and Opportunity. Here, regional parity scores are widely dispersed – the lowest, at 40.6%, in Southern Asia, and the highest, 76.1%, in Northern America. The distance between low and high performers pulls the overall global average down to 61.0%, despite having three regions with economic parity levels over 70%. In Political Empowerment, regional parity scores are somewhat less dispersed, yet the distance between the highest scoring region (Europe, 35.4%) and lowest performer (Middle East and Northern Africa, 10.5%) stretches to 23.8 percentage points.

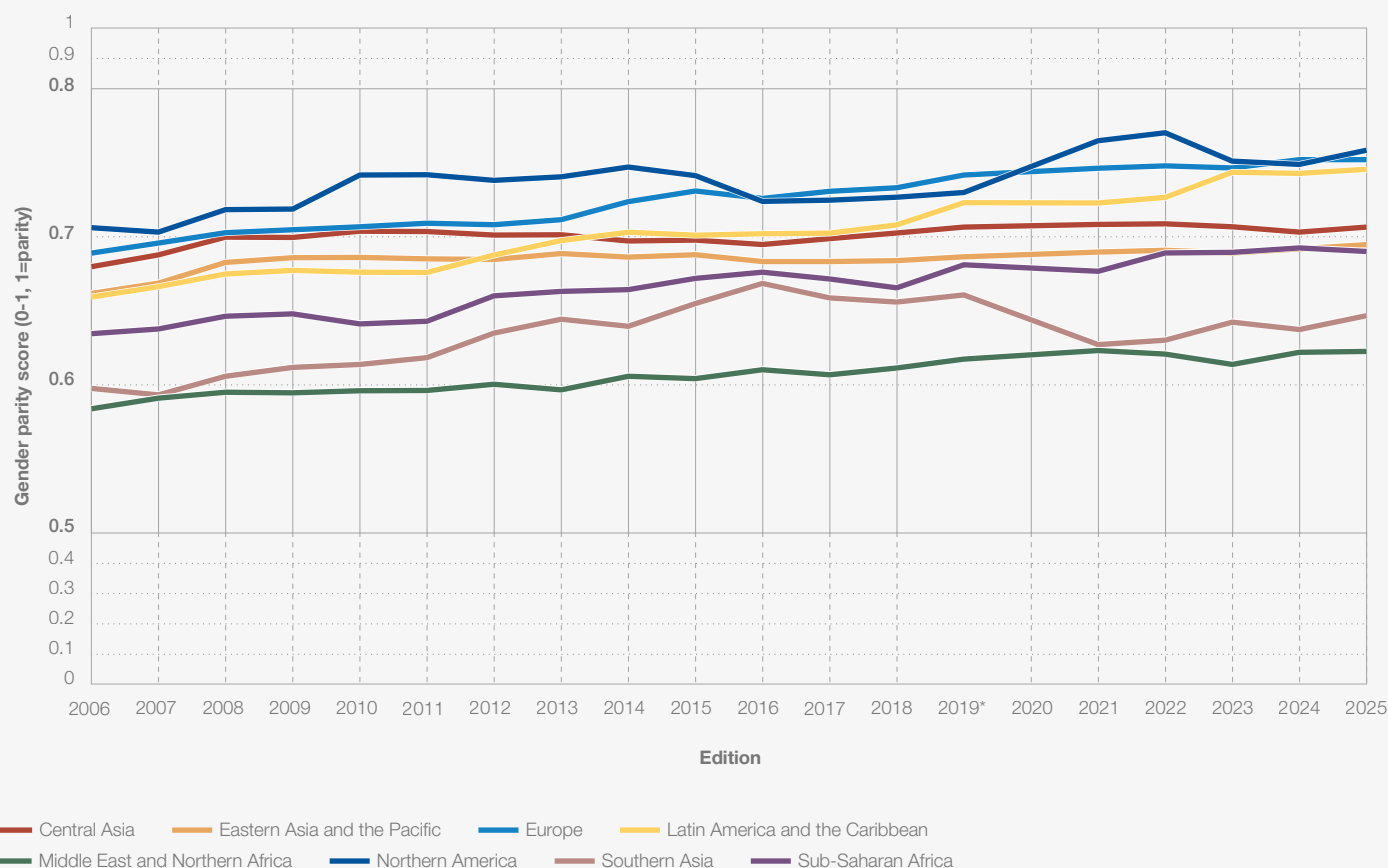
While complete gender parity has yet to be achieved, regional progress recorded thus far is collectively and overwhelmingly positive. Drawing from a constant sample of 100 economies included in the index since 2006, the report traces the evolving gender parity paths of all eight regions. As Figure 1.9 illustrates, each region charts an individual trajectory towards

parity that reflects the range and pace of progress made by economies in that regional group. Where a broad and global set of economies pulls collectively and steadily forward, regional performance can reveal a more pronounced upwards trajectory – Latin America and the Caribbean is a prime example.

FIGURE 1.9

**Regional gender gaps over time**

Evolution in scores, 2006–2025

**Source**

World Economic Forum, Global Gender Gap Index 2025.

**Note**

Population-weighted averages for the 100 economies featured in all editions of the index, from 2006–2025. \*There is no corresponding edition for 2019.

Since 2006, economies in Latin America and the Caribbean have collectively advanced the most out of all regions, a total of +8.6 percentage points, for a 2025 score of 74.5%. Their efforts have moved at an average annual pace of nearly half a percentage point – three times as fast as Central Asia (69.8%) and over twice as fast as Eastern Asia and the Pacific (69.4%). At this rate, economies in Latin America and the Caribbean would close the gender gap in 57 years. Over two percentage points behind them, in terms of overall advancement, is Europe (75.1%). Having closed 6.3 percentage points of their gender gap overall, European economies have nonetheless made zero progress since 2024, slowing their average annual pace to just 0.3 percentage points and placing them second in the race to parity, with 76 years of efforts ahead. Sub-Saharan Africa (68%) is the region with the third-best overall effort to date, having closed 5.6 percentage points of their gender gap since 2006. However, between last edition and this year's, Sub-Saharan economies lost -0.2 percentage points in their score, reducing the momentum built to date and leaving parity 107 years away.

Out of the remaining regions, only Northern America has closed over 5 percentage points of its overall gender gap (5.2 percentage points). The two economies in Northern America have been moving at an average annual pace of 0.3 percentage points per year, positioning the region as a whole in third place in terms of achieving full parity, at an estimated 89 years. Having closed between 3 to nearly 5 percentage points of their gap are Eastern Asia and the Pacific (3.3 percentage points), Middle East and Northern Africa (3.9 percentage points), and Southern Asia (4.9 percentage points). All three regions registered modest improvements since the 2024 edition of the index, ranging between 0.3 to 0.9 percentage-point increases in their overall scores. Of the three, Southern Asia is expected to reach parity first, in 138 years, followed by Eastern Asia and the Pacific, in 179 years, and Middle East and Northern Africa, in 185 years. The region that has reduced its gender gap by the lowest amount is Central Asia, with 2.7 percentage points. Its average annual rate of progress rises to just 0.1 percentage points, giving economies in the region a projected timeline to parity of 208 years.

## Central Asia

Central Asia places fourth out of all eight regions with an overall gender parity score of 69.8%. Of the seven economies that make up the Central Asia grouping, four of them are listed in the top 100, but only Armenia (59th) and Georgia (63rd) register scores over 70% (73.1% and 72.9%, respectively). Nevertheless, the score dispersion within the region is low, suggesting the region moves in relative unison – only 8 percentage points separate Armenia (59th, 73.1%) from Tajikistan (129th, 64.6%).

Central Asia is among the three top scoring regions in the Economic Participation and Opportunity (71.2%), Educational Attainment (99.3%) and Health and Survival (97.3%) subindexes, yet has the second lowest score for Political Empowerment at 11.6%.

Based on the constant sample and its performance across editions, Central Asia has closed its overall gender gap by 2.7 percentage points since 2006. The most notable gains have been made in Economic Participation and Opportunity and Political Empowerment, where parity improved by 5.6 and 5.3 percentage points, respectively. Despite a 1 percentage-point overall loss in labour-force participation parity since 2006, economic parity has progressed due to significant gains in economic representation, with the gender gap among senior officials, managers and legislators narrowing by nearly 0.2 percentage points. Among the seven economies in the region, however, only Georgia, Kazakhstan and Azerbaijan have closed more than 70% of the economic gap, with scores of 72.4%, 71.5% and 74.8%, respectively.

Since 2006, regional gender parity in Educational Attainment has receded by 0.3 percentage points. With sustained virtual parity in primary and tertiary enrolment, increases in gender parity in literacy are overshadowed by a reduction in secondary enrolment parity, which pulls the overall subindex score down. Six economies in the region are making gains towards educational parity with scores over 97%, while only Tajikistan trails behind (93.9%).

Finally, despite having the lowest regional score in Political Empowerment, Central Asia has made remarkable strides over time. Since the index launched, the region has leaped forward with an 8.2 percentage-point increase in ministerial representation and a 10 percentage-point improvement in parliamentary parity. Armenia, Georgia and Uzbekistan lead the region with political parity scores over 20%.

## Eastern Asia and the Pacific

Eastern Asia and the Pacific ranks 5th in this edition's regional ranking, with a score of 69.4%. Approximately 52.6% of the regional block ranks above 100 in the overall index, but only one economy features in the top 10 (New Zealand, 5th, 82.7%). Over the course of 19 editions, the block has reduced overall gender disparity by -3.3 percentage points.

In 2025, Eastern Asia and the Pacific has the second-highest regional score for Economic Participation and Opportunity at 71.6%. The region's strong economic performance reflects a relative level of concentration in scores, with 12 of the 19 economies scoring within a range of 70%-80%. Only one economy, Fiji (126th, 64.7%) has closed less than 60% of its economic gap (58.8%). Over time, the region has closed 9.2 percentage points of the economic gap, recording impressive advances in senior and overall workforce representation, improving parity by 31.1 and 16.3 percentage points, respectively, since 2006. In 2025, 17 of the 19 economies in the region have a female labour-force participation rate of over 40%, the highest of which is recorded in Cambodia (73.7%).

The region has the second-lowest score for Educational Attainment at 95.3% and has lost -0.8 percentage points in educational parity over time. Basic educational parity has dropped over time by -2.2 percentage points in primary education enrolment. The region's declining performance in education continues in 2025, with Lao PDR, Philippines and Papua New Guinea posting female rates for primary education enrolment of under 90%.

Across regions, Eastern Asia and the Pacific places the lowest in Health and Survival with a score of 95.5%. Only 15 of the economies in the regional block have over 96% in health parity in 2025, a metric skewed by comparatively lower levels of parity in birth ratios in Viet Nam, China, Brunei Darussalam and Papua New Guinea, as well as absence of parity in healthy life expectancy in 14 of the economies.

Eastern Asia and the Pacific also ranks sixth in Political Empowerment, having achieved 15.3% political parity. Despite narrowing the political gap by 4.1 percentage points since the index launched in 2006, the region advances slowly in this dimension – in part because performance is so uneven among economies. In 2025, only New Zealand (60.5%) has passed the 50% threshold for parity in this subindex, while Japan, Cambodia, Malaysia, Brunei, Fiji, Papua New Guinea and Vanuatu trail behind with scores under 10%. Nine of the 19 economies have had no female head of state, and only seven have cabinets where women represent at least one in five ministers. The same ratio holds more broadly – in 12 of the economies across the region – for parliamentary representation.

## Europe

Displaced by Northern America in 2025 from the top rank, Europe places second in this year's edition with an overall gender parity score of 75.1%. The block is comprised of 40 economies; eight are in the top 10 and 37 of are in the top 100. The region's high score is achieved despite having relatively high score dispersion, with 29 percentage points separating Iceland's 92.6% overall gender parity score from Türkiye's (63.3%). Since 2006, Europe's trajectory across three of the four subindexes has trended upwards. As a result, Europe has closed 6.3 percentage points of its overall gap.

In 2025, Europe places fourth out of all regions in Economic Participation and Opportunity (68.4%). In terms of performance, 35.0% of the regional block has closed three-quarters of the economic gap, while another 7.5% is yet to pass the 60% parity mark. Since the launch of the index, Europe has closed its economic parity gap by 8.6 percentage points, and most notably, reduced gender disparity in senior and technical and professional representation categories by 13.9 and 12.4, respectively.

The region ranks third in Educational Attainment (99.6%), having reduced educational disparity by a modest 1.5 percentage points since the index was launched. 32.5% of the regional block has achieved full educational parity, and the remaining ones are within 5 percentage points of doing so. Modest advances have been made in primary and secondary education enrolments, with advances under 3 percentage points. Parity in literacy, by contrast, has receded by 0.1 percentage points. Where Europe has made the most progress to date is in tertiary education enrolment, where gender parity has increased by 4 percentage points since 2006.

In Health and Survival (96.9%) Europe ranks fourth out of all regions, showing a nearly 1 percentage-point loss since its first score was indexed. This devolution follows a decrease in parity in healthy life expectancy of –2.6 percentage points.

In striking comparison, Europe boasts the highest regional score in Political Empowerment with 35.4%. The achievement is especially remarkable in light of the high score dispersion in this category, where the difference between the highest (Iceland, 95.4%) and lowest score (Türkiye, 5.9%) is 89.5 percentage points. Regional advances in Political Empowerment nearly double those of Economic Participation and Opportunity, with gains since 2006 of 16.0 and 8.6 percentage points, respectively. Since the launch of the index, all three metrics for political parity show significant improvement, with increases of 10.8 percentage points for years with a female head of state, 21.1 percentage points for ministerial parity, and 25.6 percentage points for parliamentary parity. Out of all regions, Europe has the third-highest ministerial and second-highest parliamentary scores of the 2025 index, at 55.3% and 53.3%, respectively.

## Latin America and the Caribbean

Latin America and the Caribbean stands out in the 2025 edition of the Global Gender Gap Index as the third-ranked region, with a gender parity score of 74.5%. Comprising 23 economies, the region has made the greatest overall progress since the index's inception in 2006 – closing 8.6 percentage points of its gender gap.

Despite achieving the third-lowest score globally in Economic Participation and Opportunity (65.6%), Latin America and the Caribbean has made significant headway, narrowing its economic gap by 9.9 percentage points since 2006. As of 2025, every country in the region has closed at least 50% of

its economic gap. The region also demonstrates strong internal consistency in this dimension, with less than 8.4 percentage points separating the top and bottom performers.

Notable improvements in economic parity are seen in leadership and workforce representation. Since 2006, parity scores for senior officials, managers and legislators have risen by 18 percentage points, while parity in professional and technical roles improved by 8.8 percentage points. In 2025, women hold an average of 42.9% of senior economic leadership positions, though disparities persist, with more than 32 percentage points separating economies within the region. Workforce parity is a brighter spot: 14 economies report full parity in professional and technical roles, and the lowest score in this category (El Salvador, 80.8%) remains well above the global average of 72.0%.

The region records the third-highest score in Educational Attainment (99.6%), with only a 1.6-percentage-point improvement since 2006 – reflecting the region's near-parity baseline level. Ten economies have reached full educational parity and the remainder are within 3 percentage points of doing so. Thirteen economies have achieved full parity in literacy, with Guatemala as the outlier, posting a female literacy rate of 78.6%, well below the regional norm. In primary education, parity is uneven. While countries like Uruguay report near-universal female enrolment (99%), Trinidad and Tobago, Honduras and Suriname still report enrolment rates under 80%, highlighting areas for renewed focus.

Latin America and the Caribbean achieves the highest regional score for Health and Survival (97.7%), with tightly clustered national scores – less than 1.5 percentage points separating the top and bottom. All 23 economies have achieved parity in sex ratio at birth, underscoring widespread progress in basic health equity.

Political parity has seen transformative gains, with the region ranking second globally (35%) and achieving a 23.3 percentage-point improvement since 2006. Across the block, progress is broad-based: gender parity has risen by 7.7 percentage points in heads of state, 40.5 in ministerial roles, and 31.9 in parliamentary representation. The region boasts a strong record of female political leadership: 15 economies have had a woman as head of state in the past five decades. In 17 economies, women make up at least one-third of the cabinet and all economies include women in parliament – with Mexico and Nicaragua posting full parliamentary parity.

## Middle East and Northern Africa

Middle East and Northern Africa ranks eighth in the 2025 edition of the Global Gender Gap Index, with a regional gender parity score of 61.7%. Comprising 14 economies, the region has made moderate progress since 2006, closing 3.9 percentage points of its overall gender gap. While it remains the lowest-ranked



region, its trajectory signals gradual improvement.

Economic Participation and Opportunity remains the region's greatest challenge, with an average score of 42.4% – the second-lowest globally. Internal disparities are pronounced: top performers like Israel (73.0%) and Bahrain (65.6%) more than double the scores of Sudan (31.3%) and Iran (Islamic Republic of) (34.9%). Structural gaps persist, with men participating in the workforce at nearly four times the rate of women in economies such as Algeria, Egypt, Iran (Islamic Republic of), Jordan, and Sudan. Yet bright spots are emerging. Jordan reports over 50% female representation among senior officials and managers, and women make up a majority of professional and technical workers in both Israel and Lebanon.

The region ranks fifth globally in Educational Attainment (97.6%), having gained 5.4-percentage-points since 2006. Most economies are nearing full parity, but disparities in educational outcomes remain. For instance, while Sudan and Egypt post literacy parity scores around 86%, absolute literacy rates for both men and women are significantly lower than the regional average. Similarly, Lebanon and Sudan lag in primary enrolment for both genders, revealing deeper systemic barriers masked by aggregate parity scores.

In Health and Survival, the region places sixth with a score of 96.2%. Although all economies have achieved parity in sex ratio at birth, large differences in healthy life expectancy persist. For example, in Sudan, both men and women can expect just 58.5 years of healthy life – over a decade less than their Israeli counterparts, where life expectancy exceeds 70 years.

The region continues to trail in Political Empowerment, with the lowest global score of 10.5%. Still, the regional average has more than tripled since 2006, gaining 8.3 percentage points. The United Arab Emirates is the regional leader in the subindex with a political parity score of 37.2%, ranking 32nd globally. It far surpasses the next-best performers – Morocco (18.8%), Egypt (15.7%), and Tunisia (15.7%). Morocco (26.3%) and Tunisia (25.0%) register the highest levels of female representation in ministerial positions. Only Israel and Tunisia have had a woman head of state in the past 50 years.

## Northern America

In this edition, Northern America occupies first place in the regional ranking with a score of 75.8%.

The regional grouping comprises just two economies – Canada and the United States – whose combined population means the regional performance has a significant impact on overall global averages. Over time, the region has advanced a total of 5.2 percentage points in overall parity.

The region also ranks first in Economic Participation and Opportunity, with a score of 76.1%. However, compared to other regions, Northern America has made virtually no progress in economic parity since

the index was launched in 2006, increasing its score by a mere 0.6 percentage points in 19 years. Mixed results across economic indicators explain the limited progress: despite parity in workforce participation climbing 3.2 percentage points over time, the region has also seen parity in senior economic representation decrease by -6.8 percentage points.

Having achieved 100% of educational parity, Northern America leads the regional table on Educational Attainment. Over time, however, Northern America has advanced its educational parity baseline by only a modest 1.7 percentage points. Across all three enrolment indicators, the region displays healthy rates of female enrolment across primary, secondary and tertiary education levels. However, a pronounced disparity appears on the side of male enrolment rates at tertiary level, which stand nearly 30 percentage points below female rates in the United States and 26 points in Canada.

Northern America ranks third in Health and Survival with a score of 97.2%. Both economies have achieved parity in sex ratio at birth. Healthy life expectancy is higher for women than for men in both countries, contributing to the observed parity score.

In Political Empowerment the region places third, behind its hemispheric and Atlantic neighbours, with a score of 29.7%. Since the index was launched, this is the dimension where the region has made most progress, narrowing its political parity gap by 19.3 percentage points. The region's increase in ministerial parity is the indicator that has pushed the region forward in this dimension, raising its initial parity score by a striking 50.4 percentage points over time.

## Southern Asia

Southern Asia ranks seventh in the 2025 edition, having closed about 64.6% of its overall gender gap. Of the seven economies that integrate the block, only one places in the top 50: Bangladesh (24th, 77.5%). Over the course of 19 editions, the region has narrowed its gender gap by 4.9 percentage points.

With the lowest Economic Participation and Opportunity score among all regions at 40.6%, Southern Asia is yet to close two-thirds of the economic gender gap. Economies within the block register high levels of score dispersion in this subindex, evidenced by the 34.6 points that separate Pakistan (34.7%) from Bhutan (69.3%). Overall, the region has only inched forward by 0.8 percentage points since 2006. However, this number masks what is in fact a very heterogeneous economic parity trajectory. Over time, Southern Asia has significantly improved parity in economic representation, with increases of 9.1 percentage points for senior officials, managers and legislators, and 17.2 percentage points for professional and technical workers. These advances accompany a modest 1.3 percentage-point parity jump in labour-force participation rate. At the same time, the region has seen parity decrease in estimated earned income by 7.8 points.



In Educational Attainment, Southern Asia places sixth among regions, with a 95.4% parity score. Over time, the region has made substantive progress to advance educational parity, resulting in a 14.4-percentage-point increase from its 2006 score. The most significant shift the region has made over the past 19 editions is a 20.1 percentage-point parity increase in literacy, and a 31.1% parity increase in tertiary education enrolment. Despite this achievement, economies continue to show high levels of variance in female shares of literacy: in Pakistan, only 48.5% of women are literate, compared to 98% in the Maldives.

The Health and Survival score of Southern Asia is 95.5%, second from the bottom in the regional scoreboard. Over time, this subindex has seen limited movement, and the sparse advances registered in healthy life expectancy (+0.9 percentage points) are countered by parity losses in sex ratio at birth (-1 percentage points).

In Political Empowerment, Southern Asia places fourth among regions, having a political parity score of 26.8%. In 2006, the region had the highest baseline score of all regions at 21.9%. Since then, it has advanced political parity by 4.9 percentage points – a solid effort that nonetheless has been outstripped by other regions. Of the seven economies in the block, there are two where women have not yet been head of state and only Bangladesh has achieved political parity at the head-of-state level. Only in Bangladesh do women represent around one-fifth of ministers (18.2%). At the parliamentary level, Bhutan and Maldives are the only two economies with parity scores under 5%.

## Sub-Saharan Africa

Sub-Saharan Africa ranks sixth among regions in the 2025 Global Gender Gap Index, with an overall gender parity score of 68.0%. Since 2006, the region has improved its parity score by 5.6 percentage points. Comprising 36 economies, the region displays significant heterogeneity in parity outcomes. The highest-ranked country, Namibia (81.1%), places 8th globally and is the only Sub-Saharan African economy in the global top 10 in 2025. Historically, Namibia has featured in the top 10 six times. At the other end of the spectrum, Chad ranks 146th with a score of 57.1%, resulting in a 24-percentage-point gap between the top and bottom performers. Twenty economies in the region place in the global top 100.

In Economic Participation and Opportunity, Sub-Saharan Africa ranks fifth, with a score of 67.5%, marking a 4.8 percentage-point improvement since 2006. The region presents diverse performance profiles in this dimension: Chad records the lowest score (44.4%), while Botswana leads globally (87.3%). Female labour-force participation ranges from 39.2% in Senegal to 80.7% in Nigeria. Representation of women in senior economic leadership varies widely, from 11.6% in Chad to 69.9% in Burkina Faso. The region has achieved a 35.1 percentage-point improvement in parity for senior officials, managers

and legislators, and a 12-point gain in labour-force participation parity.

Sub-Saharan Africa ranks eighth in Educational Attainment, with a score of 85.6%, up 5.2 percentage points since 2006. This improvement is largely driven by gains in educational enrolment parity, though challenges remain. Female literacy parity has declined by 1.5 percentage points over time, and in 2025, female literacy rates remain below 50% in 13 economies. Female enrolment in primary education remains below 80% in nearly one-third of the region's economies. Further, at the tertiary level, only Mauritius has enrolment rates above 30% for both men and women. In line with other regions, women surpass men in tertiary enrolment rates.

In Political Empowerment, Sub-Saharan Africa ranks fifth, with a score of 22.2% – a 12.4 percentage-point improvement since 2006. At the launch of the index, the region scored zero for years with female head of state; by 2025, parity in this indicator has reached 3.2%. Ministerial and parliamentary representation has also seen substantial gains: women now hold 40.2% of ministerial roles and 37.7% of parliamentary seats, up from under 20% in both categories in 2006. Rwanda is the only economy in the region to achieve full parliamentary parity, with South Africa (81%) and Cape Verde (80%) close behind. All 36 economies have women in ministerial positions, though representation varies widely – from 45.5% in Ethiopia to just 8% in Mauritius.

TABLE 1.4 | The Global Gender Gap Index 2025, results by region

Central Asia

| Economy    | Rank     |        | Score |
|------------|----------|--------|-------|
|            | Regional | Global |       |
| Armenia    | 1        | 59     | 0.731 |
| Georgia    | 2        | 63     | 0.729 |
| Kazakhstan | 3        | 92     | 0.698 |
| Kyrgyzstan | 4        | 95     | 0.696 |
| Azerbaijan | 5        | 100    | 0.688 |
| Uzbekistan | 6        | 110    | 0.678 |
| Tajikistan | 7        | 129    | 0.646 |

Southern Asia

| Economy    | Rank     |        | Score |
|------------|----------|--------|-------|
|            | Regional | Global |       |
| Bangladesh | 1        | 24     | 0.775 |
| Bhutan     | 2        | 119    | 0.663 |
| Nepal      | 3        | 125    | 0.648 |
| Sri Lanka  | 4        | 130    | 0.645 |
| India      | 5        | 131    | 0.644 |
| Maldives   | 6        | 138    | 0.626 |
| Pakistan   | 7        | 148    | 0.567 |

Eastern Asia and the Pacific

| Economy           | Rank     |        | Score |
|-------------------|----------|--------|-------|
|                   | Regional | Global |       |
| New Zealand       | 1        | 5      | 0.827 |
| Australia         | 2        | 13     | 0.792 |
| Philippines       | 3        | 20     | 0.781 |
| Singapore         | 4        | 47     | 0.748 |
| Mongolia          | 5        | 65     | 0.728 |
| Thailand          | 6        | 66     | 0.728 |
| Viet Nam          | 7        | 74     | 0.713 |
| Timor-Leste       | 8        | 86     | 0.704 |
| Lao PDR           | 9        | 96     | 0.692 |
| Indonesia         | 10       | 97     | 0.692 |
| South Korea       | 11       | 101    | 0.687 |
| China             | 12       | 103    | 0.686 |
| Cambodia          | 13       | 106    | 0.682 |
| Brunei Darussalam | 14       | 107    | 0.681 |
| Malaysia          | 15       | 108    | 0.681 |
| Vanuatu           | 16       | 109    | 0.679 |
| Japan             | 17       | 118    | 0.666 |
| Fiji              | 18       | 126    | 0.647 |
| Papua New Guinea* | 19       | 133    | 0.638 |

Europe

| Economy                | Rank     |        | Score |
|------------------------|----------|--------|-------|
|                        | Regional | Global |       |
| Iceland                | 1        | 1      | 0.926 |
| Finland                | 2        | 2      | 0.879 |
| Norway                 | 3        | 3      | 0.863 |
| United Kingdom         | 4        | 4      | 0.838 |
| Sweden                 | 5        | 6      | 0.817 |
| Republic of Moldova    | 6        | 7      | 0.813 |
| Germany                | 7        | 9      | 0.803 |
| Ireland                | 8        | 10     | 0.801 |
| Estonia                | 9        | 11     | 0.799 |
| Spain                  | 10       | 12     | 0.797 |
| Denmark                | 11       | 14     | 0.791 |
| Switzerland            | 12       | 17     | 0.785 |
| Lithuania              | 13       | 19     | 0.783 |
| Latvia                 | 14       | 21     | 0.778 |
| Serbia                 | 15       | 26     | 0.774 |
| Belgium                | 16       | 27     | 0.773 |
| Slovenia               | 17       | 29     | 0.770 |
| Portugal               | 18       | 34     | 0.767 |
| France                 | 19       | 35     | 0.765 |
| Albania                | 20       | 36     | 0.763 |
| Netherlands            | 21       | 43     | 0.756 |
| Poland                 | 22       | 45     | 0.750 |
| Luxembourg             | 23       | 50     | 0.745 |
| Belarus                | 24       | 54     | 0.736 |
| Austria                | 25       | 56     | 0.735 |
| Ukraine                | 26       | 62     | 0.730 |
| Croatia                | 27       | 64     | 0.728 |
| Malta                  | 28       | 68     | 0.727 |
| Slovakia               | 29       | 70     | 0.723 |
| Bosnia and Herzegovina | 30       | 73     | 0.717 |
| Greece                 | 31       | 77     | 0.709 |
| Cyprus                 | 32       | 82     | 0.706 |
| Bulgaria               | 33       | 83     | 0.706 |
| Montenegro             | 34       | 84     | 0.705 |
| Italy                  | 35       | 85     | 0.704 |
| North Macedonia        | 36       | 90     | 0.699 |
| Romania                | 37       | 94     | 0.697 |
| Czechia                | 38       | 102    | 0.686 |
| Hungary                | 39       | 105    | 0.684 |
| Türkiye                | 40       | 135    | 0.633 |

Middle East and Northern Africa

| Economy                    | Rank     |        | Score |
|----------------------------|----------|--------|-------|
|                            | Regional | Global |       |
| United Arab Emirates       | 1        | 69     | 0.724 |
| Israel                     | 2        | 76     | 0.709 |
| Bahrain                    | 3        | 104    | 0.684 |
| Jordan                     | 4        | 122    | 0.655 |
| Tunisia                    | 5        | 123    | 0.654 |
| Kuwait                     | 6        | 128    | 0.646 |
| Saudi Arabia               | 7        | 132    | 0.643 |
| Oman                       | 8        | 134    | 0.637 |
| Lebanon                    | 9        | 136    | 0.632 |
| Morocco                    | 10       | 137    | 0.628 |
| Egypt                      | 11       | 139    | 0.625 |
| Algeria                    | 12       | 141    | 0.614 |
| Iran (Islamic Republic of) | 13       | 145    | 0.583 |
| Sudan                      | 14       | 147    | 0.570 |

Source

World Economic Forum, Global Gender Gap Index 2025.

Note

\* New to index in 2025.

TABLE 1.4

## The Global Gender Gap Index 2025, results by region

## Northern America

| Economy                  | Rank     |        | Score |
|--------------------------|----------|--------|-------|
|                          | Regional | Global |       |
| Canada                   | 1        | 32     | 0.767 |
| United States of America | 2        | 42     | 0.756 |

## Latin America and the Caribbean

| Economy                          | Rank     |        | Score |
|----------------------------------|----------|--------|-------|
|                                  | Regional | Global |       |
| Barbados                         | 1        | 15     | 0.786 |
| Costa Rica                       | 2        | 16     | 0.786 |
| Nicaragua                        | 3        | 18     | 0.783 |
| Chile                            | 4        | 22     | 0.777 |
| Mexico                           | 5        | 23     | 0.776 |
| Ecuador                          | 6        | 25     | 0.774 |
| Trinidad and Tobago*             | 7        | 28     | 0.772 |
| Guyana                           | 8        | 31     | 0.768 |
| Argentina                        | 9        | 37     | 0.762 |
| Jamaica                          | 10       | 38     | 0.762 |
| Colombia                         | 11       | 41     | 0.758 |
| Bolivia (Plurinational State of) | 12       | 48     | 0.747 |
| Panama                           | 13       | 51     | 0.741 |
| Suriname                         | 14       | 52     | 0.738 |
| Peru                             | 15       | 57     | 0.735 |
| Dominican Republic               | 16       | 61     | 0.730 |
| Honduras                         | 17       | 67     | 0.727 |
| Uruguay                          | 18       | 71     | 0.720 |
| Brazil                           | 19       | 72     | 0.720 |
| El Salvador                      | 20       | 78     | 0.709 |
| Guatemala                        | 21       | 81     | 0.706 |
| Paraguay                         | 22       | 87     | 0.703 |
| Belize                           | 23       | 89     | 0.702 |

## Source

World Economic Forum, Global Gender Gap Index 2025.

## Sub-Saharan Africa

| Economy                          | Rank     |        | Score |
|----------------------------------|----------|--------|-------|
|                                  | Regional | Global |       |
| Namibia                          | 1        | 8      | 0.811 |
| Cape Verde                       | 2        | 30     | 0.769 |
| South Africa                     | 3        | 33     | 0.767 |
| Rwanda                           | 4        | 39     | 0.762 |
| Liberia                          | 5        | 40     | 0.760 |
| Burundi                          | 6        | 44     | 0.756 |
| Eswatini                         | 7        | 46     | 0.748 |
| Zimbabwe                         | 8        | 49     | 0.747 |
| Mozambique                       | 9        | 53     | 0.738 |
| United Republic of Tanzania      | 10       | 55     | 0.736 |
| Madagascar                       | 11       | 58     | 0.734 |
| Botswana                         | 12       | 60     | 0.731 |
| Ethiopia                         | 13       | 75     | 0.710 |
| Zambia                           | 14       | 79     | 0.707 |
| Uganda                           | 15       | 80     | 0.707 |
| Ghana                            | 16       | 88     | 0.703 |
| Gabon*                           | 17       | 91     | 0.699 |
| Cameroon                         | 18       | 93     | 0.697 |
| Kenya                            | 19       | 98     | 0.689 |
| Lesotho                          | 20       | 99     | 0.688 |
| Mauritius                        | 21       | 111    | 0.677 |
| Sierra Leone                     | 22       | 112    | 0.677 |
| Benin                            | 23       | 113    | 0.676 |
| Gambia (Republic of The)         | 24       | 114    | 0.674 |
| Comoros                          | 25       | 115    | 0.672 |
| Senegal                          | 26       | 116    | 0.670 |
| Angola                           | 27       | 117    | 0.668 |
| Burkina Faso                     | 28       | 120    | 0.659 |
| Togo                             | 29       | 121    | 0.657 |
| Nigeria                          | 30       | 124    | 0.649 |
| Côte d'Ivoire                    | 31       | 127    | 0.647 |
| Mali                             | 32       | 140    | 0.617 |
| Niger                            | 33       | 142    | 0.613 |
| Democratic Republic of the Congo | 34       | 143    | 0.601 |
| Guinea                           | 35       | 144    | 0.595 |
| Chad                             | 36       | 146    | 0.571 |

## Note

\* New to index in 2025.

## 1.7 In-focus country performances: Top 10 and most populous

This section reviews the state of gender parity for selected individual economies, examining performance across the four dimensions of the index as well as the economies' trajectories followed to date. The economies in this section are both statistically and strategically significant to monitoring and benchmarking efforts, given their placement in the index as well as the share of the global female population they represent.

### Top 10 economies

#### Iceland

**Iceland** has ranked at the top of the Global Gender Gap Index since 2009. Since the inaugural edition in 2006, the economy has demonstrated a consistently positive trajectory, not only maintaining its leading position, but also widening its score relative to global averages over time. Iceland has increased its overall gender parity from 78.1% in 2006 to 92.6% in 2025, while the gap between its score and the global average has expanded from 14.0 percentage points to 23.6 percentage points over the same period. Iceland's overall gender parity ranking is primarily driven by its outstanding performance in the Political Empowerment subindex. To date, the economy has closed 95.4% of the gender gap in politics – four times higher than the global average and more than twice the average of its European peers. Iceland has achieved full parity in ministerial positions since 2024 and in the head-of-state role since 2023. In contrast, Iceland's performance in the Economic Participation and Opportunity subindex has shown more fluctuations. This year, its score stands at 79.8%, lower than its peak of 84.6% in 2021. The decline is mainly attributed to a drop in estimated earned income (67.6% in 2025 against 73.7% in 2021) and reduced female representation among legislators, senior officials and managers (58.2% in 2025 against 72.1% in 2021). A downward trend is also observed in the Health and Survival subindex. Here, Iceland's parity score has been gradually declining for almost a decade, from 97.0% in 2016 to 96.0% in 2025. Although the absolute decrease appears modest, the score now falls below both the European and global averages. Notably, despite generally long healthy life expectancies, women in Iceland are projected to have a shorter healthy lifespan than men for the first time in a decade.

#### Finland

**Finland** ranks 2nd in 2025, having closed 87.9% of the overall gender gap to date. This economy has consistently remained among the top five economies since the first edition in 2006. In the Economic Participation and Opportunity subindex, Finland has shown a moderately positive trend with minor fluctuations over time. This year, its economic parity score returns to its peak in 2015, reaching 81.5%. In particular, parity among legislators, senior officials

and managers has steadily improved, rising from 38.9% in 2006 to 62.4% in 2025. Its score for perceived wage equality has also reached the highest level in 2025, at 81.4%. In parallel, the estimated earned income score has increased over the past nine editions, reaching 75.2%, though it has yet to surpass the record high achieved in 2015 (81.3%). Finland maintains its strong performance with full parity in education and near-complete parity in health. A slight decline in female parliamentary representation has led to a drop in its Political Empowerment score, from 73.4% in 2024 to 72.8% in 2025. Despite this, with full parity in ministerial positions and half-parity achieved in the head-of-state role, Finland ranks second in the global Political Empowerment ranking.

#### Norway

**Norway** ranks 3rd in 2025, with an overall score of 86.3%, and continues to be one of the perennial top performers in the Global Gender Gap Index. Although it maintains its relative position among leading economies, recent years have seen declines across the Economic Participation and Opportunity, Health and Survival, and Political Empowerment subindexes. Notably, its score for estimated earned income falls to its lowest level since 2016, at 71.5%. Similar to Iceland, women in Norway now face slightly shorter healthy lifespans than their male counterparts, which has contributed to the Health and Survival subindex score decreasing from 96.2% to 95.9% between 2024 and 2025. In the political sphere, a decline in the representation of women in parliamentary and ministerial positions has offset consistent progress in the representation of women as head of state, leading to a decrease in Norway's overall Political Empowerment score, from 74.6% in 2024 to 72.1% in 2025.

#### United Kingdom

The **United Kingdom** rises to 4th in the Global Gender Gap Index, marking the first time the economy has closed over 80% of its overall gender gap (83.8%) and secured a position among the top 5. A historic gender-equal cabinet is the primary driver of this achievement, complemented by an increase in women representation in the parliament. As a result, the United Kingdom's Political Empowerment score has increased from 47.4% in 2024 to 64.3% in 2025. Positive developments have also been recorded in the Economic Participation and Opportunity subindex. In particular, the share of women among senior roles at the work place has improved over time. Parity in legislators, senior officials and managers stands at 67.3% in 2025, up from 58.3% in 2024 and 49.3% in 2006.

## New Zealand

**New Zealand** ranks 5th in 2025, with an overall gender parity score of 82.7%, marking a slight decline from its peak of 85.6% in 2023. After notable progress between 2019 and 2023, the Political Empowerment subindex has experienced setbacks. Parity in ministerial positions has dropped by nearly 30 percentage points, from 81.8% in 2023 to 53.8% in 2025. Similarly, parity in parliamentary representation now stands at 83.6%, down from full parity achieved in 2023. The Economic Participation and Opportunity subindex exhibits a downward trend, despite minor fluctuations over time. There is further a decline in executive perceptions of wage equality. In 2025, New Zealand falls below the 70% parity threshold for the first time since 2007.

## Sweden

In 2025, **Sweden** is positioned 6th with a score of 81.7%. However, these results fall within the narrow trajectory Sweden has been tracing since the index was launched in 2006. The economy has advanced just 0.4 percentage points over time and this year fell below its best parity score of 82.3%, achieved in 2015 and again in 2021. Despite this, the state of economic parity in Sweden is much improved from last year, shifting from 79.4% to 81.8% in 2025. The labour-force participation rate increases for both men and women, but the jump in the female participation rate was significantly higher. Similarly, higher rates of female representation in senior economic roles (+6 percentage points) boosts the parity score for these indicators and the subindex overall. In Educational Attainment, Sweden achieves full parity across indicators on account of women engaging with educational opportunities in equal or higher shares than men. While parity in the literacy and primary enrolment indicators results from a healthy equilibrium in male and female engagement, secondary and tertiary enrolment indicators show that women have significantly outpaced men's level of engagement, to the point of nearly duplicating their participation in tertiary education (104.1% for women vs 61% for men). In Health and Survival, Sweden has seen parity decrease over time by -1.1 percentage points. In 2025, a reduction in healthy life expectancy reduces last year's parity score, leaving both men and women with a slightly lower healthy lifespan and the economy with a slightly lower health parity score. In Political Empowerment a lower share of women in parliament reduces parliamentary parity by -5.8 percentage points and contributes to nearly a two-point reduction of the subindex score (48.8%).

## Republic of Moldova

**Moldova** enters the top 10 for the first time in 2025, placing 7th overall after improving its overall gender parity score (81.3%) by +2.3 points and climbing six ranks from 2024. Since the index was launched, Moldova has narrowed its overall gender gap by 10 percentage points, from 71.3% to 81.3%, its highest score to date. The subindex where Moldova sees the second-most significant shift from last year's edition

is Economic Participation and Opportunity. Moldova has increased economic parity by +1.6 percentage points, while maintaining parity in technical and professional workers, and virtually similar levels of parity in senior officials, legislators and managers compared to last year. Throughout all editions, Moldova has seen some fluctuation in its economic parity score. While the economy has posted stronger scores in the past two editions, it is yet to surpass its 2023 score of 86.3%. Educational Attainment is only slightly diminished from 2024, where a drop in secondary enrolment parity is higher than the increase in parity for literacy. In Health and Survival, Moldova registers no change since 2024. Where Moldova has made most advances since the last edition (+7.5 points) is in Political Empowerment, for a 2025 parity score of 42.5%. Compared to 2006, Moldova has more than tripled its political parity score. With an incumbent female head of state leading the economy since 2020, Moldova registers a slightly higher score in this category (18.2%) from last edition. Parity in parliamentary representation decreased somewhat since the last edition (from 68.9% to 66.7%). Nevertheless, the share of female ministers increases from 21.4% to 35.7% over the past year, leading to a +28.3 percentage-point increase in ministerial parity. This raises the subindex score, overall parity score, and the economy's position in the overall rankings.

## Namibia

Placing in the top 10 for the 6th time, **Namibia** ranks 8th in 2025 after closing its overall gender gap by 81.1%. The economy advances by +.6 percentage points, which contributes to a +12.4-point advance it has recorded since the index was first launched. This year's results are bolstered by score increases in economic and political parity, the two dimensions where Namibia has made the most gains over time (+18.3 points and +29.5, respectively). Parity in estimated earned income decreased from last edition, despite values increasing for both men and women. However, men's income rose more significantly than women's, leading to higher income disparity. Gender parity in workforce representation indicators has not changed from the last edition. Newer values for both indicators – senior officials, managers and legislators as well as professional and technical workers – would be needed to determine meaningful changes over the past few years. Namibia continues to maintain full parity in Educational Attainment. Updates from last edition reveal, however, that in tertiary education both male and female shares of enrolment have decreased – women's more significantly than men's, but not sufficiently to place men's enrolment rates on par with women's (33.1% for women vs. 19.2% for men). In Health and Survival, Namibia also retains parity, although healthy life expectancy for both women and men has decreased since the last edition, from 58.6 and 53.4 years to 54.6 and 51 years, respectively. In Political Empowerment, Namibia saw its parity scores for women in ministerial positions as well as female head of state increase, by +12.2 and +3.2 percentage points, respectively. Notably,



the ministerial representation of women rose from 31.6% to 38.8%. Parliamentary parity, on the other hand, decreased by –10.8 points since the last edition.

## Germany

Placing in the top 10 for the 7th time, **Germany** ranks 9th overall, falling in both rank (-2) and score (-.6 points) compared to last edition. When the index was first launched in 2006, Germany registered a high parity baseline at 75.2%. Since then, the economy has narrowed its gap by 5 percentage points. Economic Participation and Opportunity is one of the most static index dimensions for Germany, with the economy's performance slowing down since 2012. In this edition, Germany registers a 68% economic parity score but shows little movement across indicators. Germany maintains parity in technical and professional workers, where women make up a majority of the workers in the category at 51.9%. In comparison, women's representation in senior economic roles pales slightly, with women holding just under a third of total worker representation (28.6%) compared to men's 71.4%. Educational Attainment sees a slight improvement, primarily from improvements in secondary education enrolment. In this indicator, enrolment rates went up for both men and women, with a significant increase to the former. Female enrolment shares in tertiary education also increased from the 2024 edition; however, as women already outpace men in this domain beyond the range reflected by the truncated score, there are no changes to parity. Similar to other economies, Germany sees a decrease in healthy life expectancy – part of a three-year downward trajectory beginning in 2021 – compared to men, which brings down its Health and Survival score. In Political Empowerment, gender parity decreases compared to the previous edition by –2.5 points, namely in the parliamentary indicator, after women's representation in parliament decreases from 35.3% in 2024 to 32.4%. Women's representation in ministerial positions remains virtually the same as in the 2024 edition. Germany narrows the political gap by +21.4 percentage points over time, yet over the past two editions has fallen short of improving its 2023 score of 63.4%.

## Ireland

Closing the top 10 with a score of 80.1% is **Ireland**. The European economy registers a slight –0.1 decrease from last year's score that also contributes to a one-rank drop in the index. Despite this setback, Ireland maintains a largely positive parity dividend, having advanced its position by +6.8 percentage points since 2006 and showing a consistently upwards trajectory towards parity. Consistent with this trend is Ireland's performance in Economic Participation and Opportunity. Since 2006, Ireland has narrowed its economic gap by +11.5 points. Contributing to this trend is Ireland's performance over the past year, as it has further narrowed its economic parity gap by +1.8 points, registering a 75.5% score. Ireland maintains parity in professional and technical workers, with female representation improving from 51.9% to 52.5% in one year. Female representation

in senior economic roles shows a 1 percentage-point decline, and parity in labour-force participation has also declined due to male values increasing more than women's. Despite this, Ireland registers its third consecutive annual improvement in parity, placing it on a recovery pathway to reach its best economic parity score of 77.7%, posted in 2015. Ireland achieves full parity in Educational Attainment for the fourth year in a row. There are no significant changes to the parity ratio across indicators in 2025; however, it is worth noting that for both secondary and tertiary enrolment indicators, there has been a decrease in the overall enrolment shares for both men and women. In Political Empowerment, Ireland has moved forward by 16.4 percentage points since 2006 and has nearly closed half of the political parity gap at 48.8%. However, in 2025, Ireland registers a decrease in political parity that lowers its score from the 50.7% it achieved in 2024. The sole indicator contributing to score reduction is women in ministerial positions, which reflects a decline in female ministerial representation from 28.6% to 21.4%.

### Most populous economies

## Bangladesh

Bangladesh ranks 24th in 2025, recording the largest jump in the global gender gap ranking in one year (up 75 places). Its overall gender parity score rises accordingly, increasing significantly, from 68.9% in 2024 to 77.5% in 2025. The most substantial contributor to this progress has been the performance of the Political Empowerment subindex. The proportion of women in ministerial positions rises from 9.1% to 22.2% between 2024 and 2025. Combined with Bangladesh's parity in the head-of-state indicator, the economy now ranks 1st in Southern Asia and 3rd globally in the political parity ranking. The Economic Participation and Opportunity subindex is the second key driver of improvement, primarily due to labour-force data revisions, which brings Bangladesh's economic parity back to its 2023 level. Additionally, Bangladesh has made progress in bridging the gender gap in literacy, with women increasingly catching up to men in literacy rates.

## Brazil

Brazil ranks 72nd in the global ranking, climbing two positions compared to last year. Brazil's overall gender parity has improved from 71.6% in 2024 to 72.0% in 2025. Over time, Brazil has experienced two significant waves of progress in gender parity. The first occurred between 2006 and the early 2010s, driven primarily by gains in economic parity, which increased from 60.4% in 2006 to around 65.0% in the early 2010s, and to a lesser extent by advances in educational parity, which rose from 97.2% to above 99.0% since 2008. The second wave emerged after 2022, marked by a significant improvement in the Political Empowerment subindex. Between 2022 and 2023, Brazil's political parity score rose by more than 10 percentage points, reaching over 20% and remaining at that level since. This increase is largely



attributed to a sharp rise in women's representation in ministerial positions, with the score jumping from around 10% to over 50% during that period and maintaining that level thereafter.

## China

China, one of the world's most populous countries, improves gender parity by +0.2 points since the last edition of the report, with a 2025 score of 68.6% and climbs three ranks since last year to 103rd rank. China has been on a positive trajectory for the past three editions, and on course to approach its highest score to date (69.1%, 2013). This shift results from parity increases in Political Empowerment (+1.2 points) and Health and Survival (+0.7 points) and is achieved despite a slight reduction in economic parity (-1.2 points). In Economic Participation and Opportunity, while income parity rises from 64.2% to 63.9%, it is not sufficient to counter the drop in wage parity, of -0.3 percentage points. However, compared to 2006 China has advanced economic parity by an overall +10.5 percentage points. In Educational Attainment, parity ratios are maintained with the exception of literacy rates, which show the score modestly improved from 96.6% to 96.9% despite a minimal but overall reduction in values. China's improved sex ratio at birth has a significant effect on its Health and Parity subindex performance, raising the score from 94.0% to 94.7%. Unlike a large share of economies this year, China's healthy life expectancy remains virtually unchanged. Political parity improves as female ministerial representation nearly doubles in 2025, from 4.7% to 8.3%, and boosts the overall subindex score from 12.3% to 13.5%.

## Democratic Republic of Congo

With just under two-thirds of the gender gap closed (60.1%), the Democratic Republic of Congo (DRC) places 143rd in the overall ranking. Both numbers reflect a lower level of performance compared to the past two editions, with a decline in score of -8 percentage points, and a three-rank drop from 2024. This downward turn is driven by parity losses in every subindex except for Political Empowerment, where DRC improves by +2 percentage points. Parity in Educational Attainment drops by -3.4%, predominantly influenced by a loss of parity in literacy. While rates for both men and women are lower than in the last edition, female rates (61.6%) are lower compared to men's (87.5%), increasing the disparity. Similarly, healthy life expectancy has dropped for both men and women, although more significantly for women, creating a health disparity that lowers the subindex score. Where DRC makes progress is in ministerial parity, increasing female representation from 20.5% to 25% in one year and driving the indicator score to its highest level recorded, 33.3%. In a similar trajectory, parliamentary parity shifts by +0.2 points to reach 14.9%, almost doubling the economy's 2018 score of 9.8%.

## Egypt

With a population of over 100 million that tilts slightly towards a male majority, Egypt ranks 139th in the 2025 index with a gender parity score of 62.5%. Across most the remaining dimensions of the index, Egypt has a relatively stable, if not positive performance. In Economic Participation and Opportunity there are no score changes, owing to a balancing of negative variations in senior economic representation (-1.4 points) and income parity (-2.5 points) and positive shifts in female workforce participation rates (+3.3 points) and parity for professional and technical roles (+.5 points). In Educational Attainment, literacy parity improves but only because literacy rates diminish disproportionately for men. Similarly, healthy life expectancy diminishes for men more significantly than for women, thereby increasing gender parity. Where Egypt experiences a more significant score shift is at the ministerial level, where female representation declines by -7.7 percentage points, from 18.8% to 13.3%, bringing the overall subindex score down, from 17.6% to 15.7%. Overall, Egypt registers reductions in both score (-.4) and rank (-4) compared to last year.

## Ethiopia

Ethiopia ranks 75th in 2025, rising four spots compared to 2024, with a modest increase of 0.1 percentage-point in its overall gender parity score. This year's improvement is largely driven by strong performance in the Political Empowerment subindex, building on momentum since the election of its first female president, Sahle-Work Zewde, in late 2018. Ethiopia's political parity score now stands at 48.9%, an increase of 7.7 percentage points from last year. A major contributor to this rise is a notable growth in the score of women's representation in ministerial positions, which increases from 57.1% in 2024 to 83.3% in 2025. However, progress in other areas has been mixed. The estimated earned income score declines significantly, from 66.2% in 2024 to 55.7% in 2025, leading to a 3.4 percentage-point drop in the Economic Participation and Opportunity subindex. In Educational Attainment, the literacy rate improves for men but declines for women, resulting in a sharp 20 percentage-point drop in the literacy score: from 75% in 2024 to 55% in 2025, while gender gaps at other education levels remain largely unchanged. In the Health and Survival subindex, the healthy life expectancy score sees a slight decline of 0.4 percentage points.

## India

In 2025 India ranks 131st, with an overall gender parity score of 64.4%. Compared to the 2024 edition, India sees a relative drop in rank (-3) due to the performance of other economies. However, the economy's overall performance improves in absolute terms by +0.3 points. One of the dimensions where India increases parity is in Economic Participation and Opportunity, where its score improves by +.9 percentage points to

40.7%. While most indicator values remain the same, parity in estimated earned income rises from 28.6% to 29.9%, positively impacting the subindex score. Scores in labour-force participation rate remains the same (45.9%), duplicating India's highest level achieved to date. In Educational Attainment, India scores 97.1%, reflecting positive shifts in female shares for literacy and tertiary education enrolment, which result in positive score improvements for the subindex as a whole. India also records higher parity in Health and Survival, driven by improved scores in sex ratio at birth and in healthy life expectancy. However, similar to other countries, parity in the latter is obtained despite an overall reduction in men's and women's life expectancy. Where India records a slight drop in parity (-0.6 points) since the last edition is in Political Empowerment. Female representation in parliament falls from 14.7% to 13.8% in 2025, lowering the indicator score for the second year in a row below 2023 levels. Similarly, the share of women in ministerial roles falls from 6.5% to 5.6%, moving the indicator score (5.9%) further away this year from its highest level (30%, 2019).

## Indonesia

Indonesia ranks 97th in 2025, climbing three positions compared to 2024. Its overall gender parity score increases from 68.6% to 69.2% over the same period. While some of the year-on-year variation is linked to data availability, particularly in women's representation in parliament, long-term trends show more consistent progress. Since 2006, Indonesia has closed 5.2 percentage points of its political gender gap, driven by a steady increase in women's parliamentary representation, alongside some gains in ministerial positions. However, women's representation in ministerial roles has declined in recent years, though it remains above 2006 levels. In the Economic Participation and Opportunity subindex, Indonesia has seen gradual progress, with a notable increase in women's representation in senior roles. Between 2006 and 2025, the gender parity score for legislators, senior officials and managers rises from 20.5% to 49.4%. In the Educational Attainment subindex, women are steadily catching up to men across all education levels. This is particularly evident in tertiary education, where the score improves from 79.4% in 2006 to a point where women are now more likely than men to enrol. In the Health and Survival subindex, Indonesia has maintained a near-parity score, with only a minor decrease in the females-to-males ratio at birth – from 0.944 in 2006 to 0.943 in 2025 – representing a -0.1 percentage-point change over the period.

## Japan

Retaining the same rank as in the 2024 edition (118th), Japan shows a slight improvement (+0.3 points) in overall gender parity score (66.6%) compared to last year. This result puts Japan on track to reach and surpass its highest score to date, 67%, recorded in 2015. Across nearly every subindex, Japan has increased parity since

2024. Most notably, it is in Economic Participation and Opportunity where Japan records the most progress, raising its score from 56.8% to 61.3%. The shift is boosted by increased rates of women participating in the labour force (from 54.8% to 55.6%), higher representation of women in the senior officials, managers and legislators category (from 14.6% to 16.1%), as well as increased parity in estimated earned income (59.2%, up from 58.3%). In Educational Attainment, results remain virtually static. Parity in tertiary education enrolment increases alongside female rates in the category – but not enough to close the gap just yet. There are no significant changes in Health and Survival, as parity ratios prevail despite updates to indicator values. Where Japan's performance decreases is in Political Empowerment, from 11.8% in 2024 to 8.5% in 2025. The regression stems from a reduction in women's ministerial representation, from 25% to 10%, and places Japan back on prior and lower levels of performance after recording its highest-ever political parity score in 2024.

## Mexico

Mexico climbs 10 positions to rank 23rd globally and rises two spots to 5th in Latin American and the Caribbean. The economy has shown consistent progress over time, with its overall parity score increasing from 64.6% in 2006 to 77.6% in 2025. This clear upward trajectory is primarily driven by improvements in economic and political gender parity. In Economic Participation and Opportunity, Mexico's parity score rises from 48.0% in 2006 to 60.9% in 2025. However, this year's performance reflects a slight decline of 0.3 percentage points from the previous year, due mainly to a drop in the perceived wage equality score – from 52.2% in 2024 to 51.3% in 2025. While Mexico has caught up with the global average in economic parity (61.0%), it still lags behind the regional average of 65.6. In Political Empowerment, Mexico has demonstrated outstanding performance in women's representation in both parliamentary and ministerial positions. The economy has maintained full gender parity in parliament since 2022 and, for the first time in 2025, has closed more than 80% of the gender gap in ministerial roles. With the election of Claudia Sheinbaum Pardo as Mexico's first female president in late 2024, Mexico has now closed over half of its political gender gap. Across the Educational Attainment and Health and Survival subindexes, Mexico has consistently maintained near-full gender parity over time.

## Nigeria

Trending towards having a majority male population, Nigeria ranks 124th in 2025, having closed 64.9% of its overall gender gap yet losing one rank and -1.0 percentage points in score compared to last year's edition of the index. Nigeria records improved scores in Economic Participation and Opportunity, registering a +3.6-point improvement from last year. Across economic parity indicators, there are positive developments – most notably, parity in

labour-force participation rises from 89.9% to 95.6% after female participation grew to its highest recorded levels, and income parity increases from 50.1% to 60.4% after female income resumes an upward slope after a four-year slump. These developments place Nigeria on an encouraging trajectory for workforce parity; however, Nigeria's performance fails to advance in the other three subindexes, with the most significant regression occurring in Political Empowerment (-2.9 points) due to diminished representation of women in ministerial positions, which declines from 17.6% in 2024 to 8.8% in 2025. In Educational Attainment, while literacy rates increase overall for both men and women, male rates (73.7%) grew higher than women's (53.3%), increasing the gender disparity as a consequence. Unlike in many other economies, healthy life expectancy improves in Nigeria for both men and women, although more so for men, thereby diminishing gender parity in this indicator.

## Pakistan

Occupying the bottom rank of the index (148), Pakistan sees its overall parity score decline from last year's edition, from 57% to 56.7%. Overall Pakistan has closed +2.3 of its gender gap since 2006. However, this year's results are a second consecutive drop from the economy's best score of 57.7%, achieved in 2023. Parity in Economic Participation and Opportunity declines by -1.3 percentage points. While economic representation indicators have remained unchanged, income disparity in Pakistan has slightly increased since the last edition (+.02 points), as has perceived wage inequality (+4 percentage points). The sole subindex advance registered by Pakistan in this year's edition is Educational Attainment, bumping educational parity upwards by +1.5 percentage points to reach 85.1%. Part of the shift is driven by an increase in female literacy rates (from 46.5% to 48.5%). However, parity has also risen because male enrolment shares have dropped in tertiary education, increasing the relative balance between men and women but lowering educational reach overall. The Southern Asian economy sees political parity drop from 12.2% in 2024 to 11% in 2025. While parity in parliament increases by +1.2 percentage points, women's ministerial representation drops from 5.9% in 2024 to zero in 2025 – and with it the overall subindex score.

## Philippines

The Philippines ranks 20th in 2025 with an overall score of 78.1%. Compared to the previous year, the economy has climbed five positions in the ranking, with a 0.2 percentage-point increase in its overall gender parity score. Regionally, the Philippines retains its 3rd position in the Eastern Asia and the Pacific block, behind New Zealand and Australia, as it did last year. In the Economic Participation and Opportunity subindex, the Philippines has maintained a parity level of around 80% for years. In 2025, slight improvements in the scores for wage equality and estimated earned income have brought its economic parity score to

79%, the highest in Eastern Asia and the Pacific this year. Despite strong performances in Educational Attainment, the gender parity in education has slightly declined. For the first time, the primary school net enrolment rate for boys surpasses that of girls, resulting in a 1.2 percentage-point drop in the education parity score from previous years of full parity. In Health and Survival, the Philippines has faced growing sex imbalances at birth over the past decade. The sex ratio at birth (females to males) has declined from 0.944 in 2016 to 0.926 in 2025. In Political Empowerment, the Philippines's political parity score is buoyed by nearly 16 years of female leadership under Presidents Corazon Aquino and Gloria Macapagal-Arroyo. This contributes to a 46.2% score in the head-of-state indicator, the second-highest in the region. However, progress in female representation in parliament remains modest, with the score at 38.9%. The score for ministerial positions has declined to 21.1% in 2025, down from over 30% in both 2006-2007 and 2023.

## United States of America

The United States of America ranks 42nd, moving up one position compared to 2024. The economy has closed an additional one percentage point of its overall gender gap, reaching 75.6% parity in this edition. This improvement is primarily driven by increased representation of women in ministerial positions: on January 1, 2025, women held 40.0% of such roles, up from 33.3% in January 2024. In the Economic Participation and Opportunity subindex, the United States continues to score slightly above 75%, a level it has maintained for several years. However, there are masks underlying shifts: an increase in the share of women in senior leadership positions contrasts with a decline in estimated earned income. In 2025, the gender parity score for legislators, senior officials and managers has risen to 75%, returning to levels seen in the mid-2010s. Conversely, the score for estimated earned income has dropped to 63.3%, its lowest since 2010. Regarding the Health and Survival subindex, the United States has seen a marginal improvement of 1 percentage point in the healthy life expectancy score compared to 2024, while the females-to-males birth ratio remains unchanged. In the Educational Attainment subindex, the economy has achieved parity. Women now outnumber men in enrolment at all levels of education, a trend especially pronounced at the tertiary level, where the gap in favour of women continues to widen.

## Viet Nam

Viet Nam ranks 74th globally, climbing two spots compared to last year. At the regional level, it has been overtaken by Mongolia and now ranks 7th in Eastern Asia and the Pacific. To date, Viet Nam has closed 71.3% of its overall gender gap, reflecting a generally upward trend despite some fluctuations over time. In the Economic Participation and Opportunity subindex, Viet Nam has closed 75.9% of its gender gap, a level it has maintained since

the early 2020s. Notably, the economy has seen improvement in its labour-force participation parity for the first time since the COVID-19 downturn, rebounding to 88.6% this year. However, this still falls short of the pre-COVID level of around 92.0%. In the Educational Attainment subindex, Viet Nam has closed 97.2% of its gender gap this year and continues its efforts to narrow gender disparities in lower levels of education. Available data shows that from 2007 to 2025, the literacy gap has narrowed by 5.4 percentage points, and the gender gap in primary school enrolment has decreased by 2.8 percentage points, with improvements seen for both men and women. In Health and Survival, while women continue to outlive men in terms of healthy life expectancy, sex imbalances at birth have worsened over time. The female-to-male ratio at birth declined from 0.935 in 2007 to 0.900 in 2025, pushing Viet Nam's score in this subindex to the second lowest in the region. In Political Empowerment, there has been marginal progress, with a 0.5 percentage-point increase in women's representation in parliament compared to last year. Viet Nam's overall political parity score remains unchanged relative to its regional peers.

## 1.8 Speed of progress

The *Global Gender Gap Report* is the longest-standing index for gender parity, offering a unique overview of national, regional and global evolution across the four dimensions measured by the index. With a time series spanning 19 editions, the report can trace the extent of progress achieved to date by a group of 100 economies that have been featured in the index since 2006.

In this exploration, the report finds that in just under two decades, 99 of these 100 economies have improved their overall gender parity scores – gaining an average 6 percentage points from their initial baseline score. Figure 1.10 illustrates that while both the higher-performing and lower-performing economies have remained relatively stable, those in between show more dynamic trajectories.

The heatmap illustrates the numerous fluctuations experienced by economies over the past 19 years. While most economies have achieved overall upward trajectories, the trajectories have not been consistent across economies. Economies like Bangladesh, Iceland, United Arab Emirates, Chile, Ecuador and Mexico have improved their scores the most over the 19 editions, while North Macedonia, Iran (Islamic Republic of), Sweden, Kazakhstan, and Lesotho display the lowest total gains over time. Within the latter group, Sri Lanka is the sole economy to have regressed from its 2006 baseline (-7.4 percentage points).

This suggests that collective and coordinated progress has been possible under a global consensus to achieve gender equality by 2030. As a result, gender parity has increased by +4.8 percentage points since 2006, and access to economic and political opportunity has expanded over time. Gender parity has risen significantly in the world's senior economic leadership (+17.5 percentage points), in higher education (+16.1 percentage points), in governing cabinets (+12.6 percentage points) and in legislative bodies (+14.7 percentage points).

However, economies have been following and continue to follow different trajectories towards global parity. Not every advance has been sustainable over time, and the pace at which economies move can be affected by numerous externalities. To assess the speed of change that economies have experienced over the past 19 editions, the report groups economies with similar rates of advancement, as illustrated in Table 1.5, and analyses their evolution in terms of trends.

FIGURE 1.10 | Evolution of global gender gap index scores over time  
2006-2025

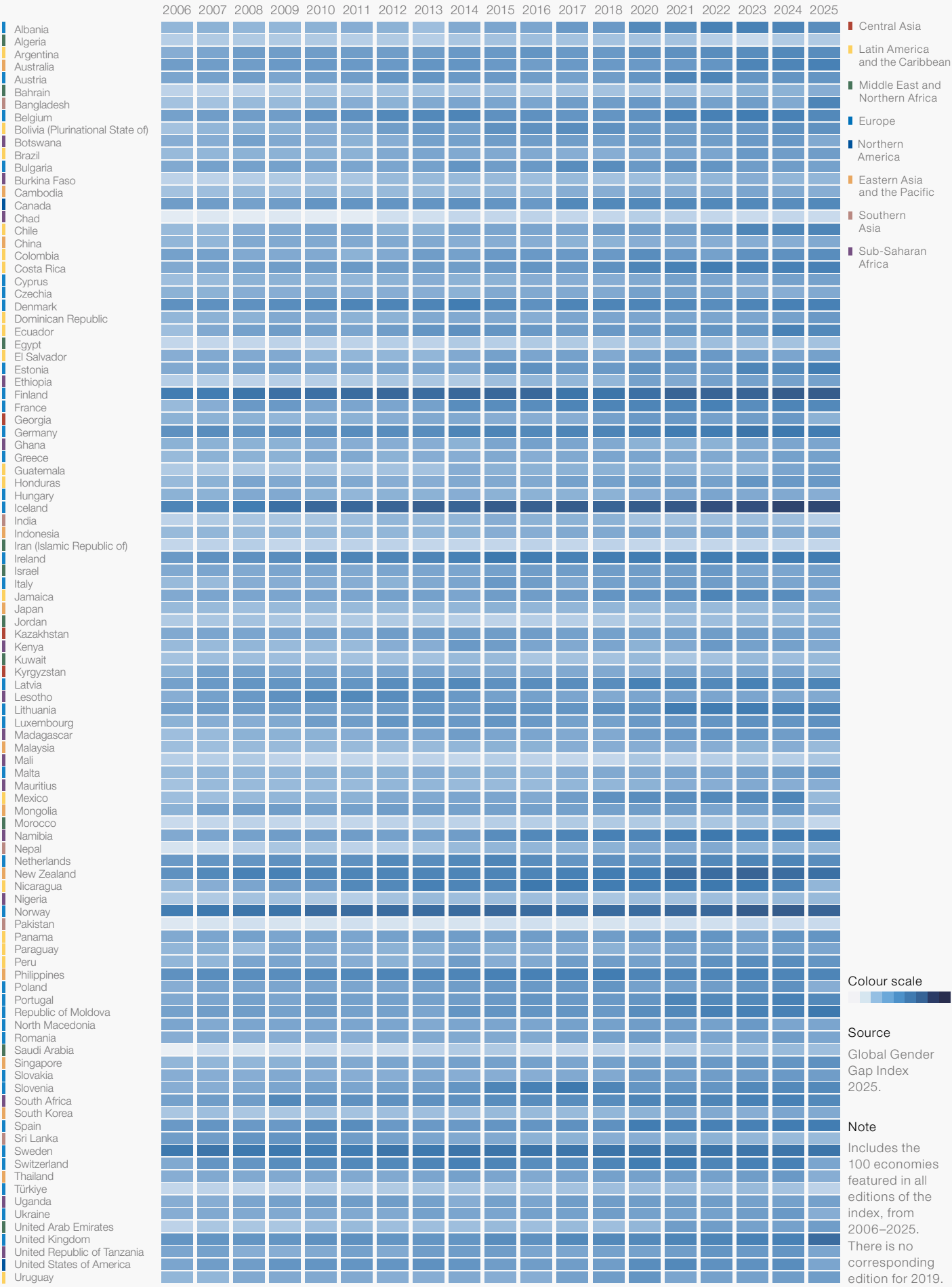




TABLE 1.5 Speed of progress, by group

| Economy                          | Speed of change |
|----------------------------------|-----------------|
| Bangladesh                       | 0.010-0.012     |
| Saudi Arabia                     | 0.010-0.012     |
| United Arab Emirates             | 0.010-0.012     |
| Ecuador                          | 0.010-0.012     |
| Chile                            | 0.010-0.012     |
| Mexico                           | 0.010-0.012     |
| Ethiopia                         | 0.010-0.012     |
| Nicaragua                        | 0.007-0.010     |
| Iceland                          | 0.007-0.010     |
| Nepal                            | 0.007-0.010     |
| Namibia                          | 0.007-0.010     |
| Bolivia (Plurinational State of) | 0.007-0.010     |
| France                           | 0.007-0.010     |
| Guatemala                        | 0.007-0.010     |
| Bahrain                          | 0.007-0.010     |
| Albania                          | 0.007-0.010     |
| Estonia                          | 0.007-0.010     |
| Madagascar                       | 0.007-0.010     |
| Singapore                        | 0.007-0.010     |
| Slovenia                         | 0.007-0.010     |
| Republic of Moldova              | 0.007-0.010     |
| United Kingdom                   | 0.007-0.010     |
| Costa Rica                       | 0.007-0.010     |
| Burkina Faso                     | 0.003-0.007     |
| Switzerland                      | 0.003-0.007     |
| Honduras                         | 0.003-0.007     |
| Argentina                        | 0.003-0.007     |
| Luxembourg                       | 0.003-0.007     |
| South Korea                      | 0.003-0.007     |
| Malta                            | 0.003-0.007     |
| Peru                             | 0.003-0.007     |
| Portugal                         | 0.003-0.007     |
| Lithuania                        | 0.003-0.007     |
| Australia                        | 0.003-0.007     |
| Finland                          | 0.003-0.007     |
| Poland                           | 0.003-0.007     |
| New Zealand                      | 0.003-0.007     |
| Brazil                           | 0.003-0.007     |
| Dominican Republic               | 0.003-0.007     |
| Uruguay                          | 0.003-0.007     |
| Cyprus                           | 0.003-0.007     |
| Latvia                           | 0.003-0.007     |
| Belgium                          | 0.003-0.007     |
| Ireland                          | 0.003-0.007     |
| Italy                            | 0.003-0.007     |
| Spain                            | 0.003-0.007     |
| Chad                             | 0.003-0.007     |
| Georgia                          | 0.003-0.007     |
| Jamaica                          | 0.003-0.007     |
| Cambodia                         | 0.003-0.007     |

## Source

Global Gender Gap Index 2025.

| Economy                     | Speed of change |
|-----------------------------|-----------------|
| Greece                      | 0.003-0.007     |
| Türkiye                     | 0.003-0.007     |
| Egypt                       | 0.003-0.007     |
| Norway                      | 0.003-0.007     |
| Morocco                     | 0.003-0.007     |
| South Africa                | 0.003-0.007     |
| Colombia                    | 0.003-0.007     |
| United States of America    | 0.003-0.007     |
| Ukraine                     | 0.003-0.007     |
| Paraguay                    | 0.003-0.007     |
| Jordan                      | 0.003-0.007     |
| Canada                      | 0.003-0.007     |
| India                       | 0.003-0.007     |
| Mauritius                   | 0.003-0.007     |
| Slovakia                    | 0.003-0.007     |
| Panama                      | 0.003-0.007     |
| Mongolia                    | 0.003-0.007     |
| Germany                     | 0.003-0.007     |
| Thailand                    | 0.003-0.007     |
| Nigeria                     | 0.003-0.007     |
| Kenya                       | 0.003-0.007     |
| Denmark                     | 0.003-0.007     |
| Botswana                    | 0.001-0.003     |
| Indonesia                   | 0.001-0.003     |
| Ghana                       | 0.001-0.003     |
| Austria                     | 0.001-0.003     |
| Malaysia                    | 0.001-0.003     |
| United Republic of Tanzania | 0.001-0.003     |
| China                       | 0.001-0.003     |
| Netherlands                 | 0.001-0.003     |
| Pakistan                    | 0.001-0.003     |
| Uganda                      | 0.001-0.003     |
| Philippines                 | 0.001-0.003     |
| El Salvador                 | 0.001-0.003     |
| Japan                       | 0.001-0.003     |
| Kyrgyzstan                  | 0.001-0.003     |
| Mali                        | 0.001-0.003     |
| Israel                      | 0.001-0.003     |
| Bulgaria                    | 0.001-0.003     |
| Romania                     | 0.001-0.003     |
| Hungary                     | 0.001-0.003     |
| Czechia                     | 0.001-0.003     |
| Algeria                     | 0.001-0.003     |
| Kuwait                      | 0.001-0.003     |
| Lesotho                     | 0.001-0.003     |
| Kazakhstan                  | 0.000-0.001     |
| Iran (Islamic Republic of)  | 0.000-0.001     |
| Sweden                      | 0.000-0.001     |
| North Macedonia             | 0.000-0.001     |
| Sri Lanka                   | <0              |

## Note

Table includes the 100 economies featured in all editions of the index, from 2006–2025. There is no corresponding edition for 2019. Economies are grouped according to the speed of change they record to date, calculated on the basis of how much of the gap they have closed over the course of 19 editions.

Economies in the fastest-moving group include Bangladesh, Chile, Ecuador, Ethiopia, Nicaragua, Mexico, Saudi Arabia and United Arab Emirates. Latin America and the Caribbean has the greatest regional representation in this block at 50%, followed by Middle East and Northern Africa, at 25%.

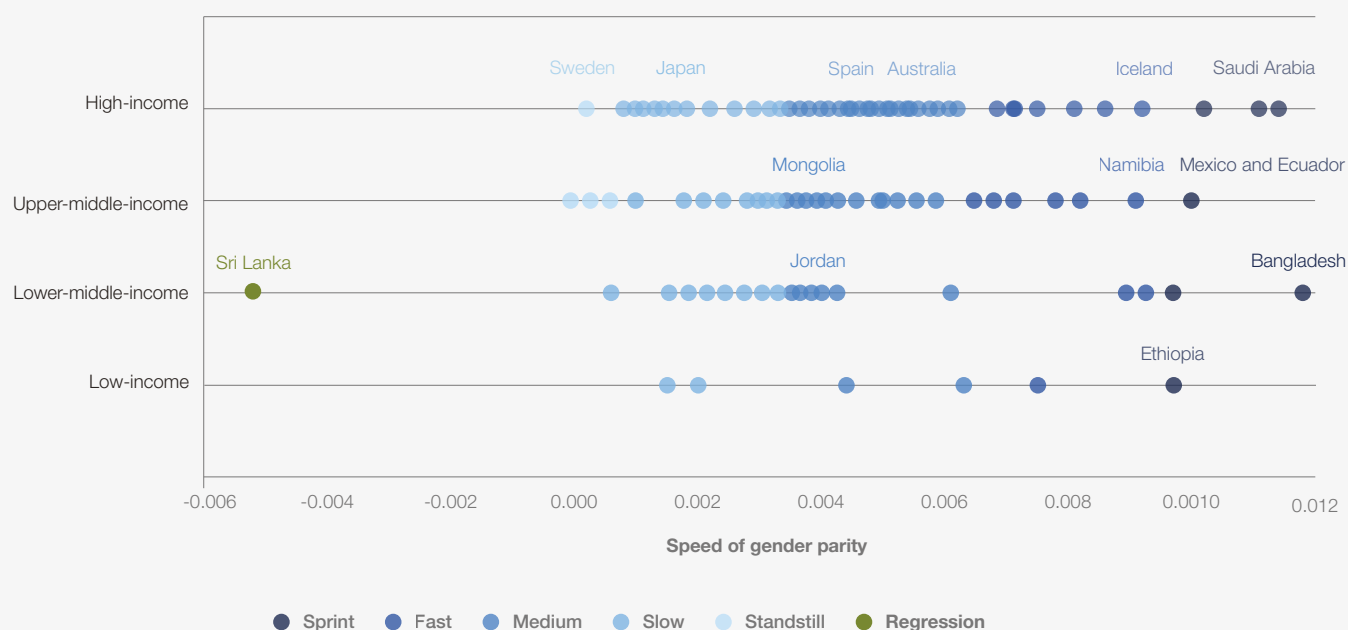
Closely behind are 15 economies moving at the second-fastest rate. Nearly half (46.7%) of the group comes from Europe, with representative contingents from Latin America and the Caribbean (20%) and Sub-Saharan Africa (13.3%) Bahrain is the sole member of this group from the Middle East and Northern Africa.

Moving at “medium” speed is the largest group, comprised of 42 economies. The group is dominated by European economies (43%), followed by Latin America and the Caribbean economies (21.4%). The two economies from Northern America are also in this group, while from Southern Asia only India features. At a slower speed, but still making progress, are 30 economies that follow next that include a mix of economies from Sub-Saharan Africa and Europe (at 26.6%) followed by Eastern

Asia and the Pacific (23.3%). Next are the four economies that are at a relative “standstill”. This group includes Kazakhstan, Iran, Sweden and North Macedonia. Finally, there is one economy with a negative rate of advancement: Sri Lanka.

Analysing the table in Figure 1.11 from an income perspective shows that 75% of economies that have been constantly represented in the index since 2006 fall into the high- or upper-middle income categories, as illustrated by figure 1.11. Only six economies in the sample belong to the low-income category and 19 are lower-middle income. This is more representative of income as an enabling factor for data availability and continuity, rather than as a condition for performance or speed – evidenced by the fact that 41% of the sample advances at medium speed, regardless of income level. In every income group are economies that break away from the pack and are able to maintain a faster pace of change.

FIGURE 1.11 Speed of progress, by income group



Source  
World Economic Forum calculations

Note  
Includes the 100 economies featured in all editions of the index, from 2006–2025. There is no corresponding edition for 2019.

Figure 1.12 illustrates how speed of progress reflects differently across the different dimensions of the index, with more dynamic changes in the Economic Participation and Opportunity and Political Empowerment subindexes.

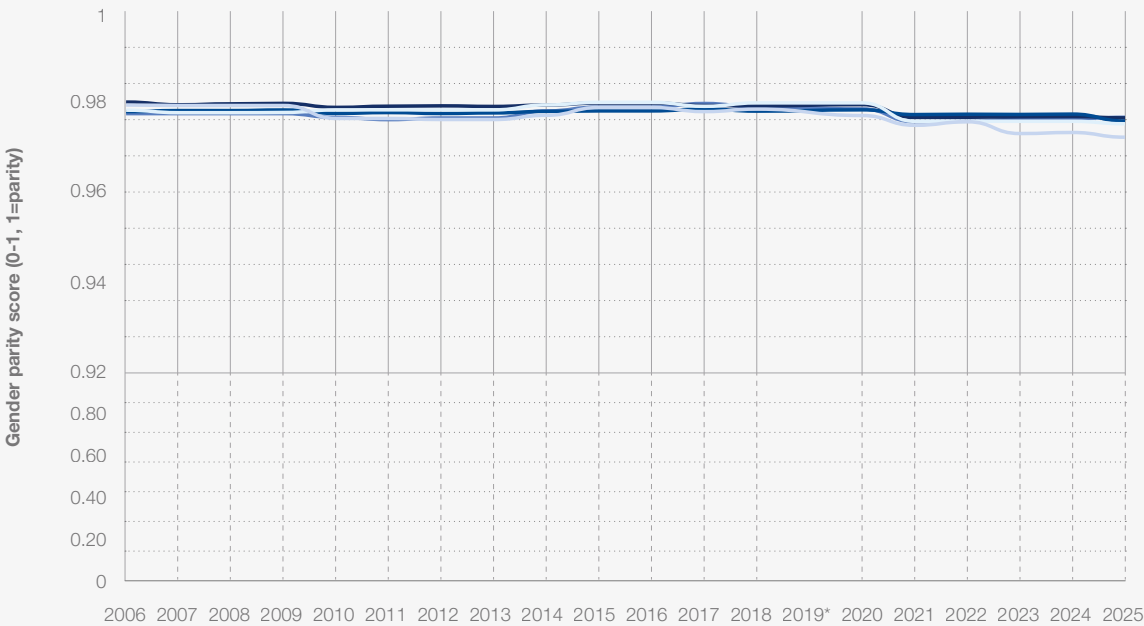
In Economic Participation and Opportunity, the fastest group had lower benchmark performances to start from compared to other groups but recorded positive trajectories that reduced their standing distance from 15 to 6 percentage points over time. The second group had the second-lowest departure point in 2006, yet has surpassed all other speed groups to occupy the highest position in the index in 2025. The standstill group has seen their trajectory tilt downwards over time, which negatively impacts their speed of change.

In Political Empowerment, it is the fastest group that has made the most progress, displaying an upwards trajectory starting from the lowest average score to the highest in 2025. The second group follows closely behind, with an initial jump in 2014, after which it has climbed progressively upwards. The fourth group has the flattest progression trajectory, devolving from the second-lowest to the lowest average score over 19 editions. The standstill group, in contrast, recovered from an early drop in scores, then sees its trajectory shift negatively compared to last year's edition.

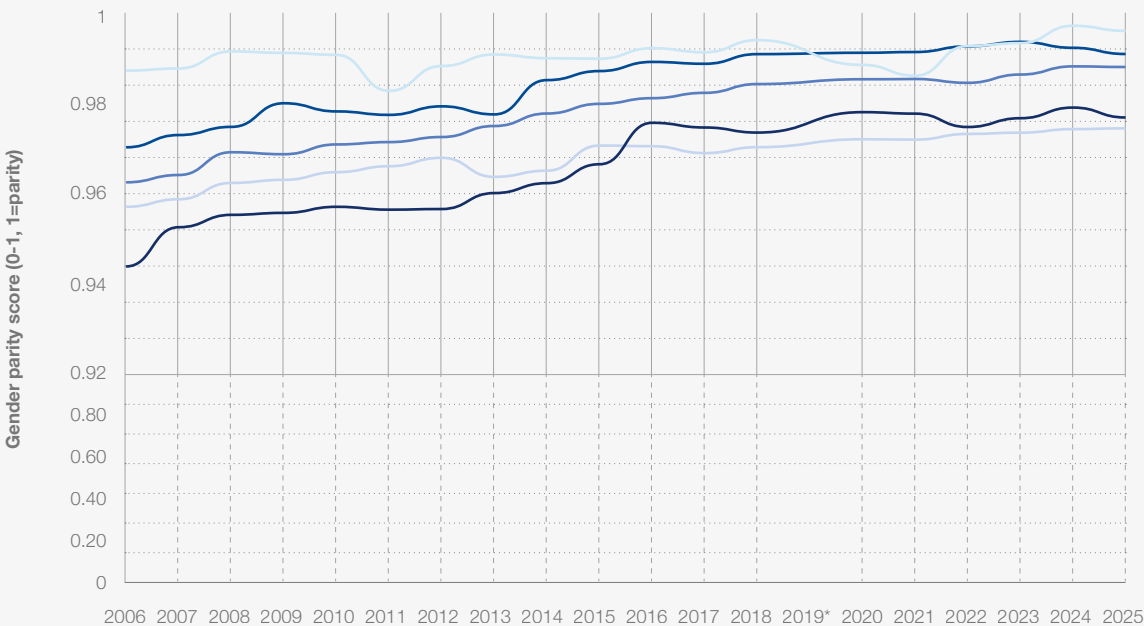
Although Educational Attainment and Health and Survival display high levels of fluctuation over time, there are changes within the space of a decile. All speed groups have managed to improve their educational parity scores over time. However, only the first group has overtaken other groups across editions, boosting their performance and speed of progress. The fifth group has seen the most fluctuation, having to recover twice from downturns in 2011 and 2021. In terms of health parity, most groups have seen their performance decline over time; only the second group has improved its average score since 2021.

FIGURE 1.12 Subindex evolution, by speed group  
2006-2025

Health and Survival



Educational Attainment



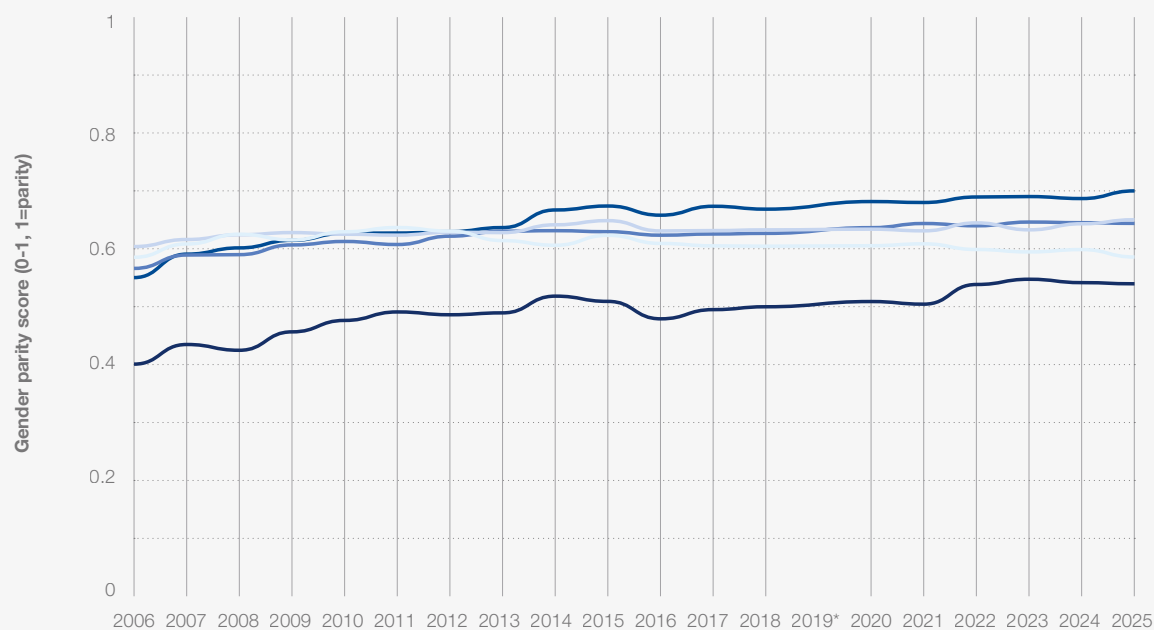
— Sprint — Fast — Medium — Slow — Standstill

Source  
World Economic Forum calculations

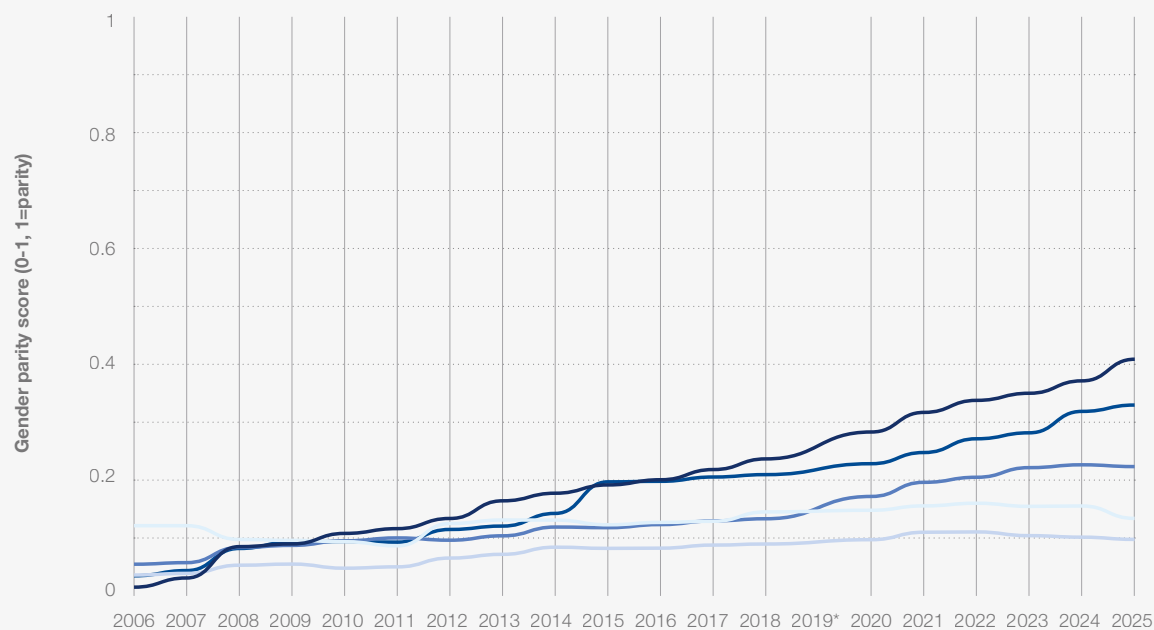
Note  
Unweighted average scores for the 100 featured in all editions of the index, from 2006–2025.  
\*There is no corresponding edition for 2019.

FIGURE 1.12 | Subindex evolution, by speed group  
2006-2025

### Economic Participation and Opportunity



### Political Empowerment



— Sprint — Fast — Medium — Slow — Standstill

Source  
World Economic Forum calculations

Note  
Unweighted average scores for the 100 featured in all editions of the index, from 2006–2025.  
\*There is no corresponding edition for 2019.

## 2

# Labour markets, political leadership and supporting frameworks

Around the world, economies are grappling with growing uncertainty. One truth remains constant, however: the economic potential of a society depends on whether its people have the equal footing to thrive. Yet despite decades of progress, investments in improving gender parity, across multiple facets of society, remain constrained, imposing a hidden but heavy tax on global growth, weakening the very foundations of economic resilience. The collective cost of gender gaps manifests in underutilized talent, lost productivity, slower innovation and frayed social cohesion.

This chapter delves into the shifting dynamics of economic and political participation through the lens of gender, examining how these spheres intersect and evolve in the context of a changing global economy. Building on long-standing data collaboration with LinkedIn and integrating insights from the World Bank's *Women Business and the Law* dataset, this chapter explores how gender differences shape and are shaped in a changing world. It considers how gender gaps in the labour-force are evolving, and whether investments in skilling are effectively generating dividends for economies. It also explores how career trajectories are shifting beyond the traditional ladder, and whether leadership representation in both public and private sectors is balanced. The chapter also highlights the importance of reducing implementation gaps that stand in the way of meaningful progress and delves into how the rewiring of global trade flows could impact men and women differently.

## 2.1 Workforce participation and senior leadership

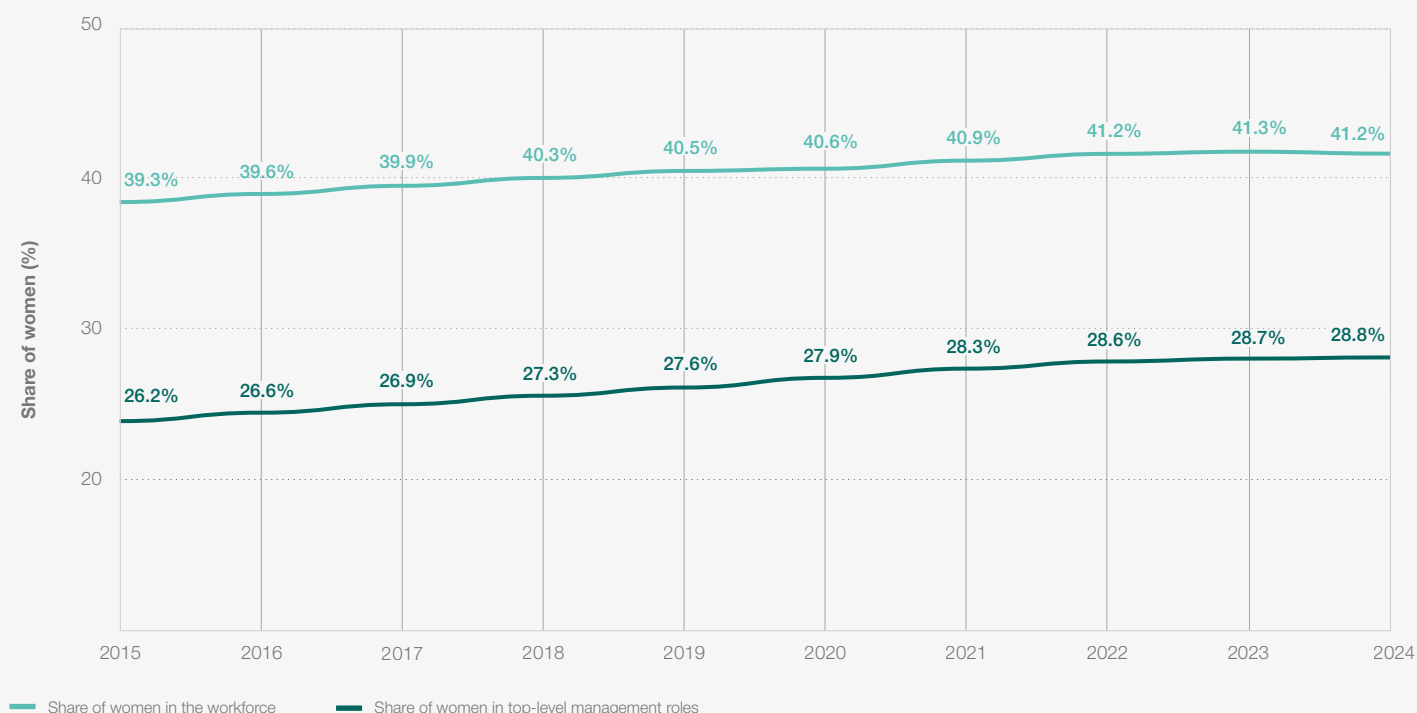
With talent availability already ranked as one of the top barriers to economic and business strategy, countries that draw from their full talent pool and integrate the vast, underutilized potential of women will have a clear advantage, building a stronger foundation for long-term growth. For economies across the income spectrum, higher female labour-force participation can have an outsized positive impact on productivity by increasing the size and diversity of the workforce.<sup>4</sup> This is a continued incentive for government and business to enhance women's footprint in the economy beyond 40.2% in the workforce and 28.8% in management.



Over a 10-year period, women's workforce participation has increased at both workforce and leadership levels, as illustrated by Figure 2.1. As of 2024, for the population covered in the LinkedIn dataset underlying the subsequent analysis, women represented 41.2% of the overall workforce, having increased their presence across nearly every industry – with notable jumps in Infrastructure (+8.9 percentage points) and Government and Public Sector (+6.5 percentage

points). However, industry patterns reveal that men and women continue to cluster around specific sectors, with women being highly concentrated in “people-focused” industries. According to 2024 data, women remain overrepresented in Healthcare and Care Services (58.5%) and Education (52.9%) – sectors critical to social infrastructure but that often have lower pay, capital intensity and long-term economic scaling potential (Figure 2.2).

FIGURE 2.1 Share of women in the workforce, selected economies, 2015-2024



#### Source

LinkedIn Economic Graph Research Institute.

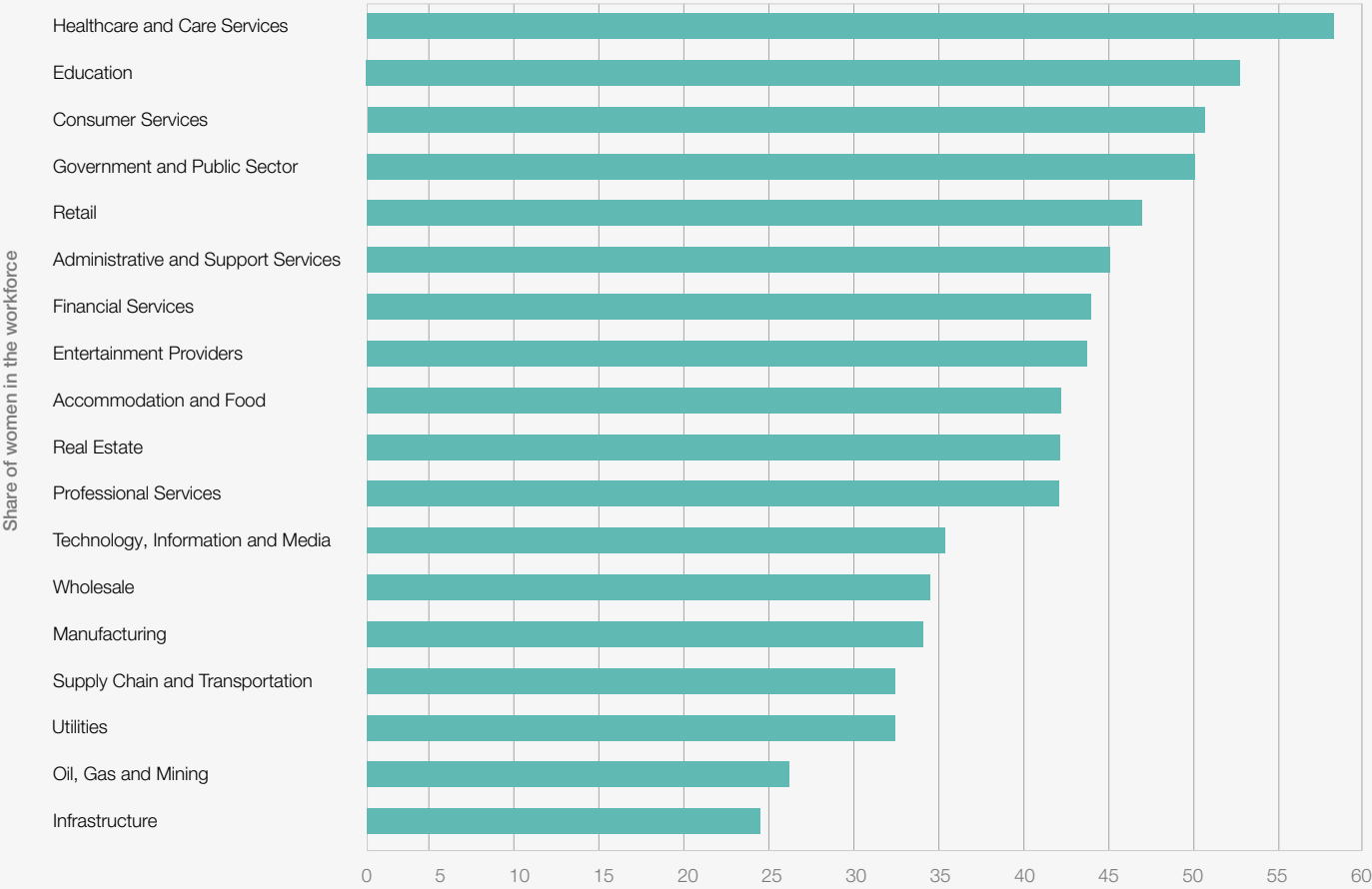
#### Note

Average share for 74 economies: Algeria, Argentina, Australia, Austria, Bahamas, Bahrain, Bangladesh, Barbados, Belgium, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Croatia, Cyprus, Czechia, Denmark, Dominican Republic, Ecuador, Egypt, Estonia, Finland, France, Germany, Ghana, Greece, Guatemala, Hong Kong SAR (China), India, Ireland, Israel, Italy, Jamaica, Jordan, Kenya, Latvia, Lithuania, Luxembourg, Malaysia, Maldives, Malta, Mauritius, Mexico, Morocco, Nepal, Netherlands, New Zealand, Norway, Pakistan, Panama, Peru, Philippines, Poland, Portugal, Puerto Rico, Qatar, Romania, Saudi Arabia, Singapore, South Africa, Spain, Sweden, Switzerland, Trinidad and Tobago, Tunisia, Türkiye, Ukraine, United Arab Emirates, United Kingdom, United States of America, Uruguay and Venezuela.

Better gender balance across sectors can boost innovation, address talent shortages and close wage gaps – in both industries that drive future economic growth and industries that sustain growth as part of the care economy. This becomes even more critical in a context where AI and automation

are rapidly shifting industry baselines, redefining the skills and roles that will shape the next generation of jobs. Recent LinkedIn data suggests that women are more likely to hold roles disrupted by GenAI and less likely to experience augmentation. Women’s participation in the technology,

FIGURE 2.2      **Share of women in the workforce, by industry, selected economies**  
Values as of 2024



Source  
LinkedIn Economic Graph Research Institute.

Note  
Average share for 74 economies: Algeria, Argentina, Australia, Austria, Bahamas, Bahrain, Bangladesh, Barbados, Belgium, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Croatia, Cyprus, Czechia, Denmark, Dominican Republic, Ecuador, Egypt, Estonia, Finland, France, Germany, Ghana, Greece, Guatemala, Hong Kong SAR (China), India, Ireland, Israel, Italy, Jamaica, Jordan, Kenya, Latvia, Lithuania, Luxembourg, Malaysia, Maldives, Malta, Mauritius, Mexico, Morocco, Nepal, Netherlands, New Zealand, Norway, Pakistan, Panama, Peru, Philippines, Poland, Portugal, Puerto Rico, Qatar, Romania, Saudi Arabia, Singapore, South Africa, Spain, Sweden, Switzerland, Trinidad and Tobago, Tunisia, Türkiye, Ukraine, United Arab Emirates, United Kingdom, United States of America, Uruguay, and Venezuela.

information and media industry has grown to 35.X%, yet retention remains a challenge. Men are more highly represented at every career stage, especially in the STEM C-suite. Yet the dynamism of AI transformation also offers an opportunity to break with longstanding gender disparities. LinkedIn data shows female AI talent on the platform has

expanded significantly between 2018 and 2025, and the gender gap in AI talent has narrowed in 74 of 75 economies. (source: Gender Parity in the Intelligent Age, World Economic Forum and LinkedIn, 2025). Ensuring women are not left out of these emerging sectors is key to building resilient, future-ready economies.

## 2.2 Maximizing returns on education investment

Integrating women's skills and experience into the workforce contributes to stronger and more balanced economies,<sup>5</sup> yet many economies are failing to translate educational attainment into full workforce utilization. This signals a largely untapped return on education investment: talent is being siphoned inefficiently, leaving valuable human capital underleveraged.

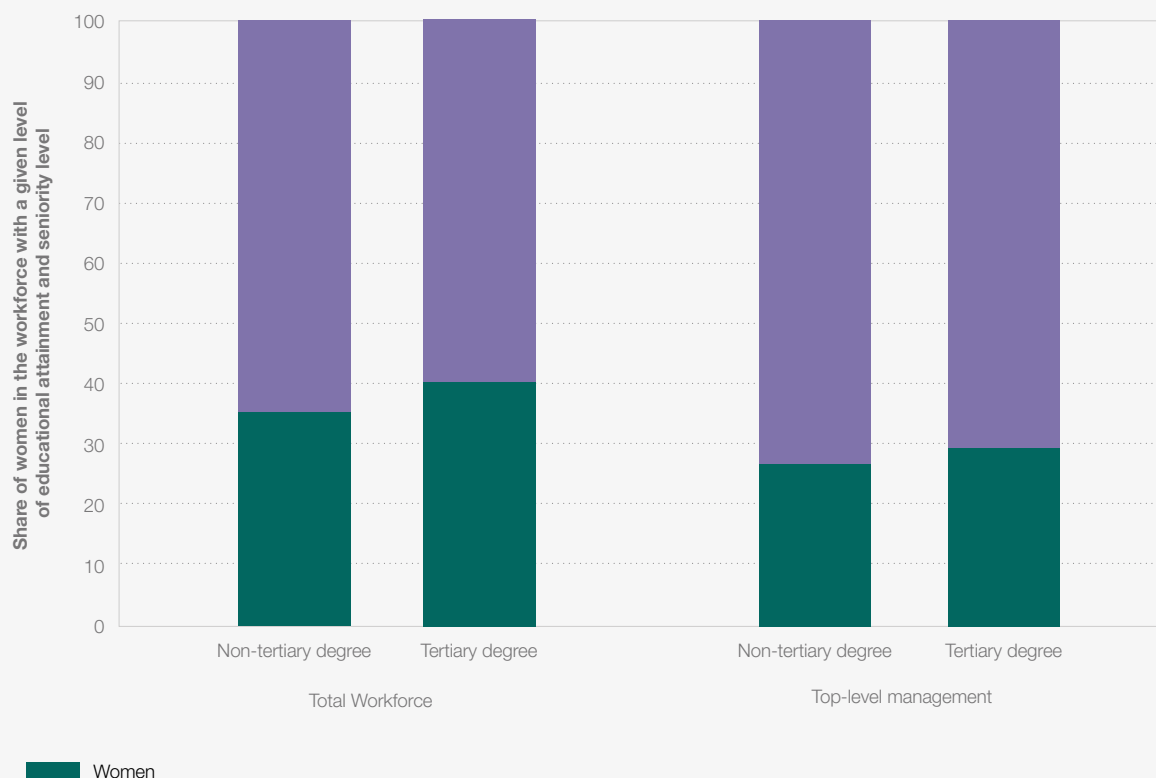
In 2024, men continue to be better represented in the workforce across all levels of educational attainment – comprising 65% of workers without a tertiary degree and 60% with tertiary diplomas (Figure 2.3). This is despite the fact that women graduate from tertiary education at higher rates than men. Importantly, among tertiary-educated women in the workforce, just 29.5% make it to

top leadership, despite representing 40.3% of the workforce. Even for women with master's or bachelor's degrees, top-level representation plateaus at 30.7% and 30.8%, respectively.

In other words, the gap between women's representation in the total workforce and in senior leadership widens as education levels increase, signalling a clear disconnect between educational attainment and economic engagement. This disparity underscores the inefficiency of current systems in translating women's skills into leadership and economic decision-making roles.

**FIGURE 2.3** Share of women and men in the workforce by educational attainment and seniority level, selected economies

Values as of 2024



**Source**  
LinkedIn Economic Graph Research Institute.

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

Demographic shifts suggest that workforce transformation will also see gender parity dynamics change. Women aged 16-28 years now represent 45.7% of the workforce, while the representation of women from those aged 61-79 years stands

at 26.8%, indicating that younger women are finding their way into the workforce and offering a demographic dividend for economies that can, in the decades ahead, retain and nurture the career progression of a highly educated labour force.

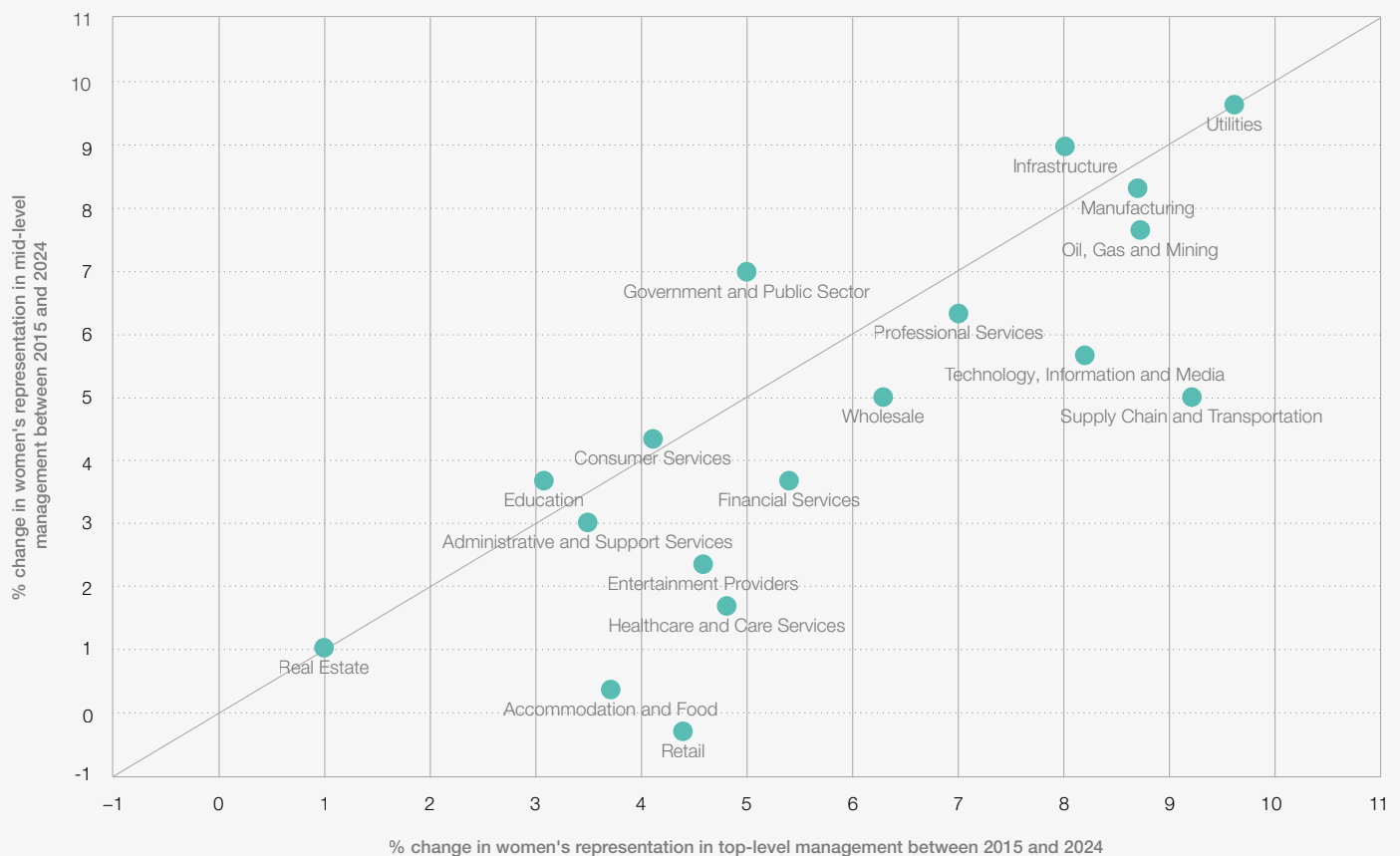
## 2.3 Career pathways

For nearly a decade, women have steadily gained ground in workplace leadership. Between 2015 and 2024, the share of women in top-management roles increased from 25.7% to 28.1%, with mid-level management also rising from 31.5% to 33.4%. These are important gains, but the momentum has slowed. Since 2020, the gap between women in mid-level and top-level leadership has stalled at 5.4 percentage points, indicating persistent drains in the leadership pipeline.

Notably, in 14 sectors – such as Supply Chain and Transportation, Financial Services, and Healthcare and Care Services – women's representation is growing faster in top management than in mid-level

management (Figure 2.4). Heterogenous leadership is directly linked to higher profitability, innovation and talent retention. However, in some industries, the rate at which women are being hired into top leadership roles now outpaces their hiring into middle management suggesting a need for building a more diverse middle management bench.

**FIGURE 2.4** Change (%) in women's representation in mid- and top-level management, selected industries and economies, 2015-2024



● Industries

### Source

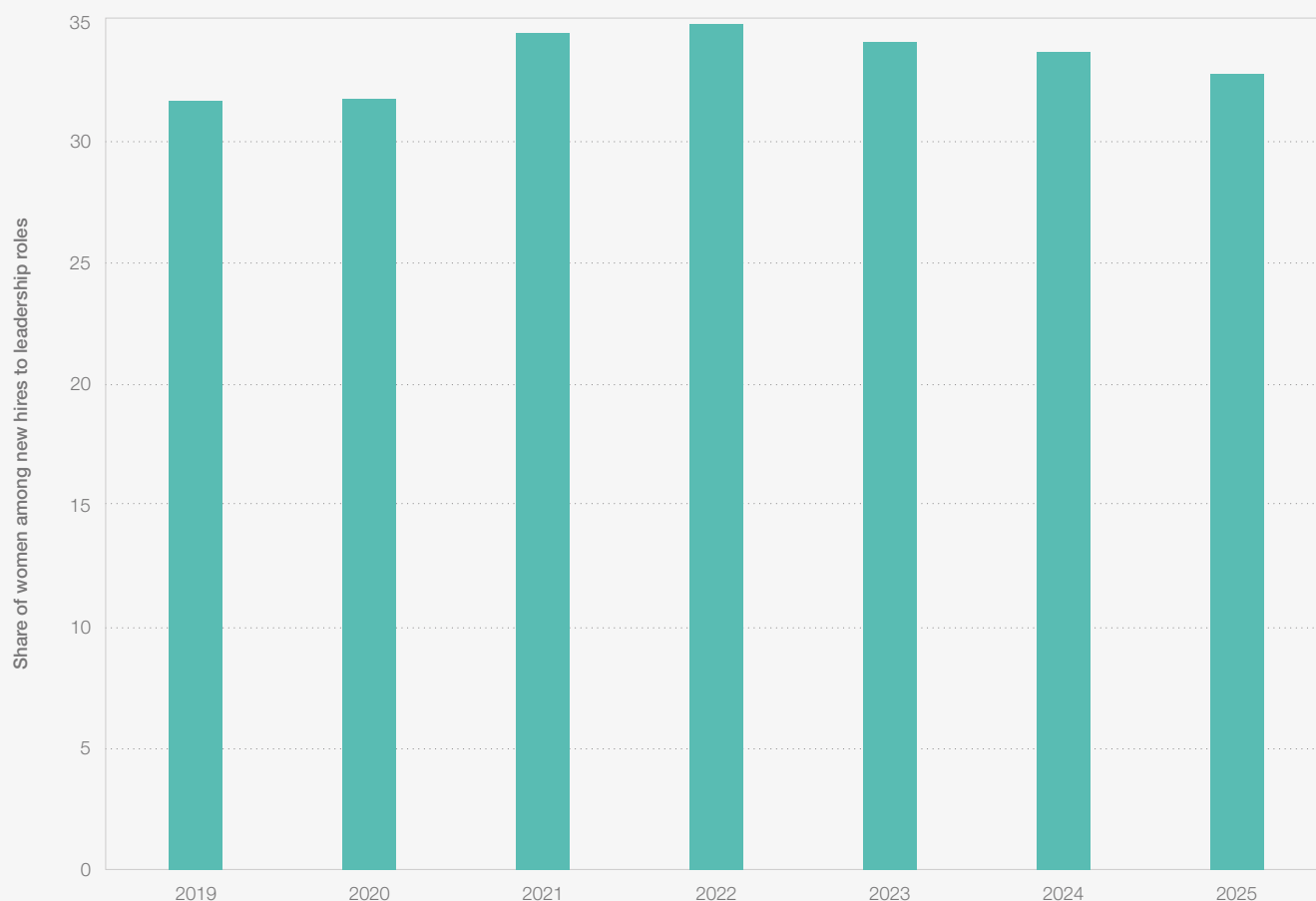
LinkedIn Economic Graph Research Institute.

### Note

Change (%) in average shares for 74 economies: Algeria, Argentina, Australia, Austria, Bahrain, Bangladesh, Barbados, Belgium, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Croatia, Cyprus, Czechia, Denmark, Dominican Republic, Ecuador, Egypt, Estonia, Finland, France, Germany, Ghana, Greece, Guatemala, Hong Kong SAR, India, Ireland, Israel, Italy, Jamaica, Jordan, Kenya, Latvia, Lithuania, Luxembourg, Malaysia, Maldives, Malta, Mauritius, Mexico, Morocco, Nepal, Netherlands, New Zealand, Norway, Pakistan, Panama, Peru, Philippines, Poland, Portugal, Puerto Rico, Qatar, Romania, Saudi Arabia, Singapore, South Africa, Spain, Sweden, Switzerland, Bahamas, Trinidad and Tobago, Tunisia, Türkiye, Ukraine, United Arab Emirates, United Kingdom, United States of America, Uruguay and Venezuela.

The share of women among new hires to top-level management roles has declined in the post-pandemic era. Across the 16 economies with available data, the share steadily increased from 31.6% in 2019 to 34.8% in 2022. However, by 2024, it has fallen slightly to 33.7% as illustrated in Figure 2.5.

**FIGURE 2.5** Share of women among new hires to leadership roles, 2019-2025



**Source**

LinkedIn Economic Graph Research Institute.

**Note**

Average share for 16 economies: Australia, Brazil, Canada, France, Germany, India, Ireland, Italy, Mexico, Netherlands, Singapore, Spain, Sweden, United Arab Emirates, United Kingdom, and United State of America. Including observations up to April 30.

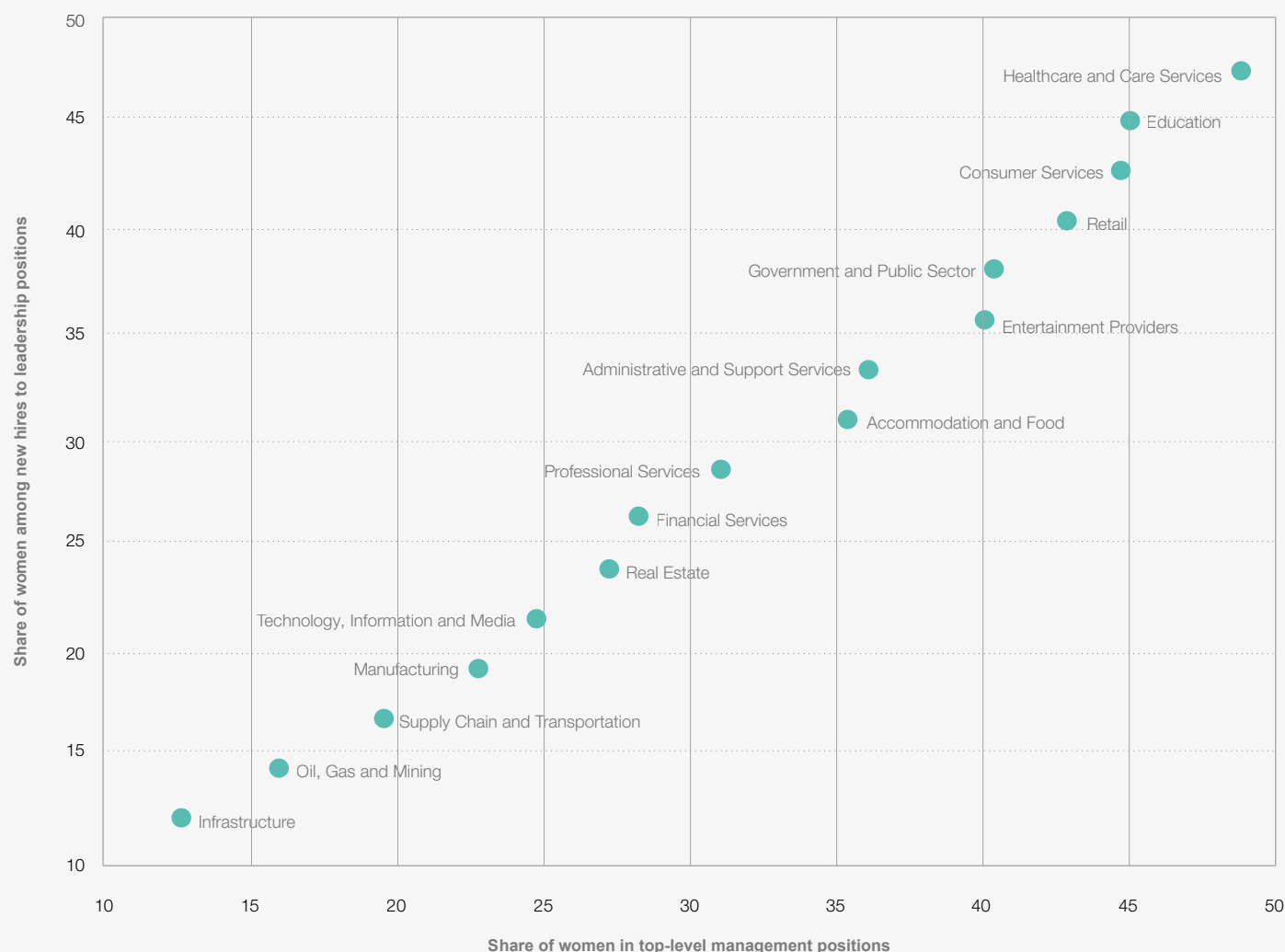
This contraction comes at a time when the shortage of skilled workers is becoming more severe, just as economic resilience depends on broader and more robust talent pools. Limiting women's full workforce participation, especially in emerging and strategic sectors like Technology, Energy, and Infrastructure, is a risk to economic growth. Furthermore, industries that have a higher share of women in top-level management roles are also the ones that are the most likely to hire more

women into these positions (Figure 2.6). This is especially evident in the Healthcare and Care Services sector, where women hold over 40% of senior management positions, and new hires into leadership roles exceed 45%. In contrast, industries such as Oil, Gas and Mining as well as Infrastructure see women occupying fewer than 20% of senior roles, with similarly low hiring rates for these positions.

FIGURE 2.6

### Share of women in senior roles in the workplace and among new hires into these roles, selected industries and economies, 2024

Workforce representation data as of 2024; hiring data as of the first quarter of 2025



● Industries

#### Source

LinkedIn Economic Graph Research Institute.

#### Note

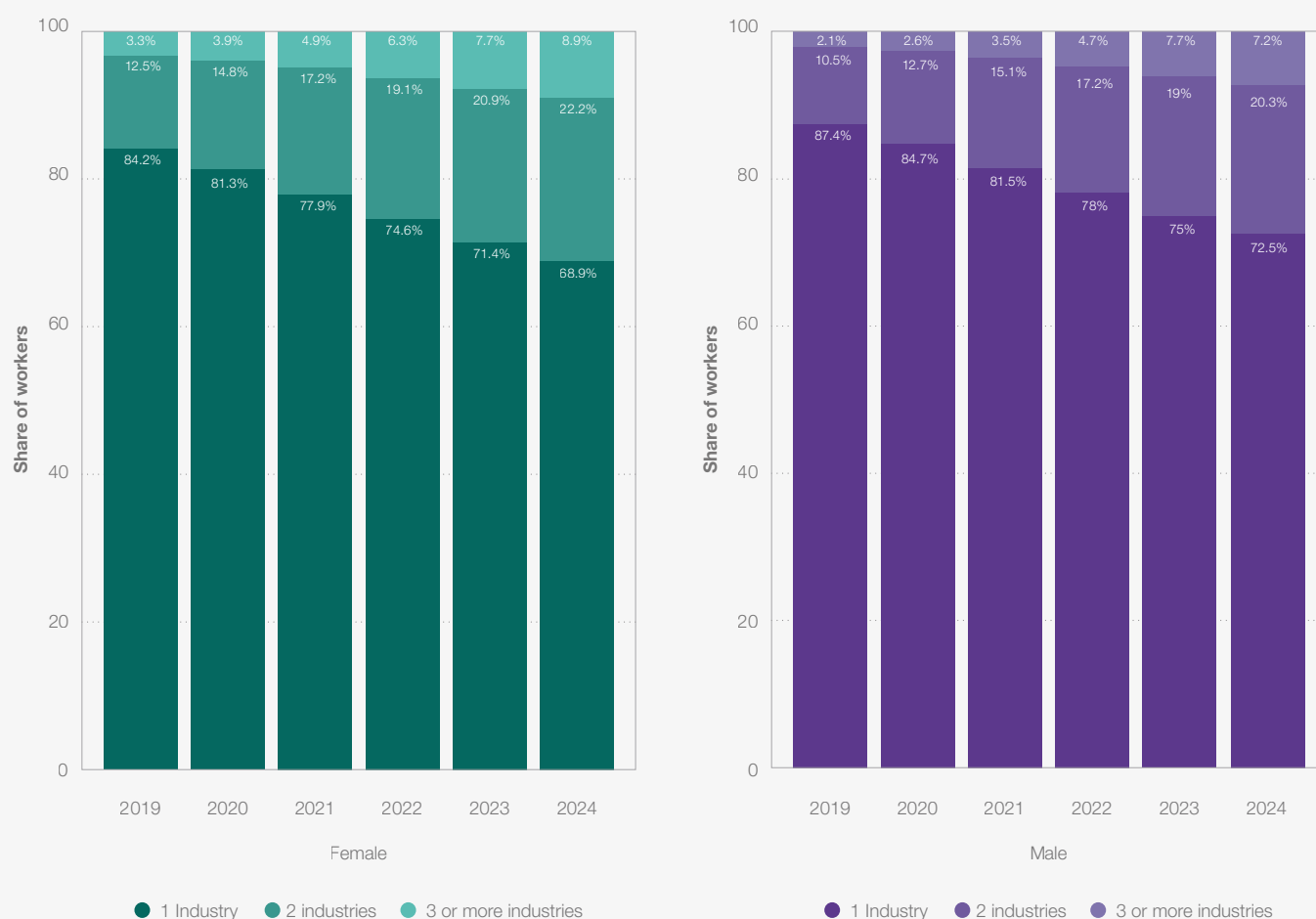
Average share for 16 economies: Australia, Brazil, Canada, France, Germany, India, Ireland, Italy, Mexico, Netherlands, Singapore, Spain, Sweden, United Arab Emirates, United Kingdom and United State of America.



LinkedIn data reveals that it is now over twice as common for leaders, regardless of gender, to have worked in at least two different industries, functions or companies. While career linearity has declined in general, it has been and has grown increasingly more pronounced for women. As Figure 2.7 illustrates, the share of women in the C-suite with more than two prior industry experiences has been increasingly higher than the share of men over the past five years.

Possessing cross-industry experience can bring multiple advantages to C-suite leadership, building up a leader's strategic overview and thinking. At the same time, factoring gender disparities into cross-industry experience can also suggest the presence of barriers to advancement – from differential assessments for leadership potential to slower promotion rates and greater scrutiny on the path to leadership.<sup>6</sup>

**FIGURE 2.7 Women's and men's career linearity, by industry experience, selected economies, 2019-2024**  
Experience prior to entry into C-suite



**Source**  
LinkedIn Economic Graph Research Institute.

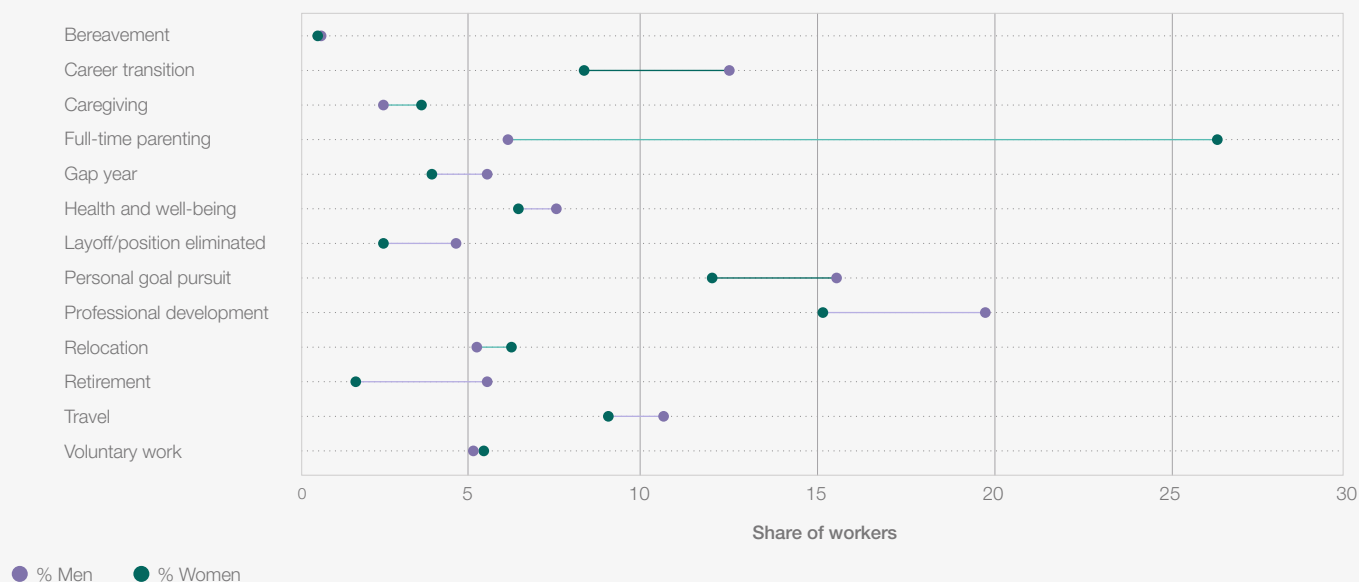
**Note**  
Average shares for 20 economies: Australia, Brazil, Canada, Germany, Spain, France, Ireland, Israel, India, Italy, Mexico, Malaysia, Netherlands, New Zealand, Philippines, Singapore, Sweden, United Arab Emirates, United Kingdom and United States of America.

Data also reveals new career pathways, for women and men alike, with some differences. With longer work lives and career spans, in addition to increasing care loads, workers are facing careers that are more cyclical, marked by lateral moves, sector transitions and re-entry after breaks. LinkedIn research shows that women, in fact, are 55.2% more likely to take career breaks than men and spend longer time away

from work – on average, 19.6 months compared to 13.9 months.<sup>7</sup> While men and women cite similar reasons for stepping back, women are far more likely to name full-time parenting as the driver, as Figure 2.8 shows. These breaks carry long-term economic costs: they shrink lifetime earnings, widen pension gaps and weaken economic security into retirement.

FIGURE 2.8

## Gender gaps in career breaks, by type of break, selected economies, 2024



Source  
LinkedIn Economic Graph Research Institute.

Note  
Averages for 59 economies: Algeria, Argentina, Australia, Austria, Bangladesh, Belgium, Brazil, Canada, Chile, Colombia, Costa Rica, Croatia, Czechia, Denmark, Dominican Republic, Ecuador, Egypt, Estonia, Finland, France, Germany, Ghana, Greece, Hong Kong SAR, India, Ireland, Israel, Italy, Jordan, Kenya, Lithuania, Luxembourg, Malaysia, Mexico, Morocco, Netherlands, New Zealand, Norway, Pakistan, Peru, Philippines, Poland, Portugal, Qatar, Romania, Saudi Arabia, Singapore, South Africa, Spain, Sweden, Switzerland, Tunisia, Türkiye, Ukraine, United Arab Emirates, United Kingdom, United States of America, Uruguay and Venezuela.

Care work sits at the centre of this challenge—but also presents economies around the world with an opportunity. Contributing directly to nonlinear career trajectories are insufficient, inaccessible and unaffordable care services that force women to step off their career paths and into caring roles. The shortage of care professionals also contributes to this phenomenon, despite care being one of the few sectors resilient to automation.

While AI and augmentation are expected to transform up to 60% of today's jobs, care work is expected to remain human-centric.<sup>8</sup> Globally, the care economy is worth at least over six times the value of the space economy.<sup>9</sup> Yet governments and businesses remain slow to position care as a core pillar of workforce planning and economic productivity.

Age-group data shows that in 2025, women ages 16-28 hold 34.8% of leadership roles, while women ages 61-79 years represent just 18.6%. This suggests generational change is beginning, but not yet widespread or systemic. As the nature of work shifts – driven by demographic trends, economic restructuring and technological change – so must our understanding of what successful career paths look like in this new context.

Moving towards a recognition of non-linear career pathways can be a strategic shift towards building a more resilient, equitable workforce for tomorrow. Unlike the rigid, upward-only model of conventional career progression, considering careers in non-linear terms can valorise diverse experiences and flexible re-entry points, benefiting workers who are temporarily disengaged from the workforce and the global economy.

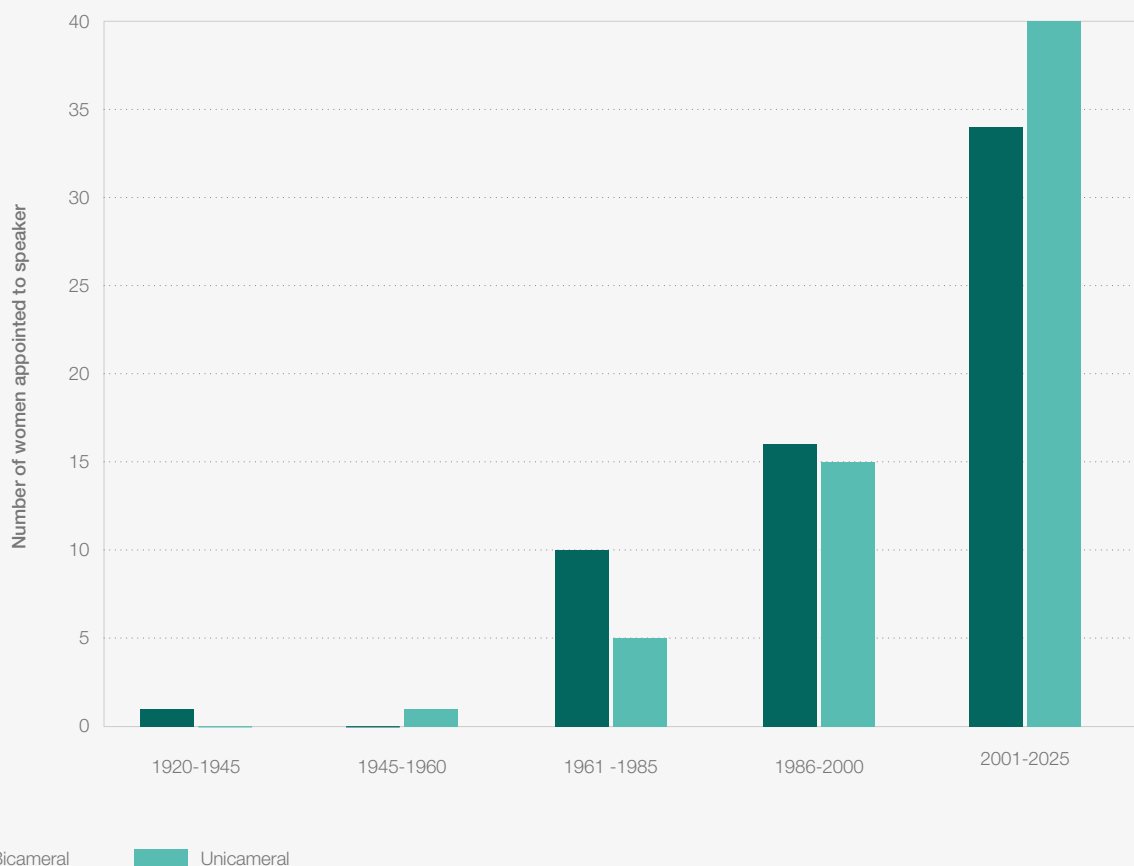
## 2.4 Political leadership

Globally, women remain significantly underrepresented in key positions of political power. Data from the Inter-Parliamentary Union (IPU) shows that in 2025, women serve as parliamentary speakers in 61 of the 187 parliamentary chambers tracked – fewer than one-third globally. As an indicator for women’s representation in parliamentary leadership, this number shows that while it has been nearly a century

since a woman first held the role of parliamentary speaker in 1927, appointments have only become more frequent in recent decades, as Figure 2.9 shows. Of the 148 economies covered in this year’s Global Gender Gap Index, 99 have had a woman serve as parliamentary speaker – 60 of whom were appointed in the last 25 years.

FIGURE 2.9

**Number of women appointed to parliamentary speaker for the first time, by legislature type, over time**



**Source**

LinkedIn Economic Graph Research Institute.

**Note**

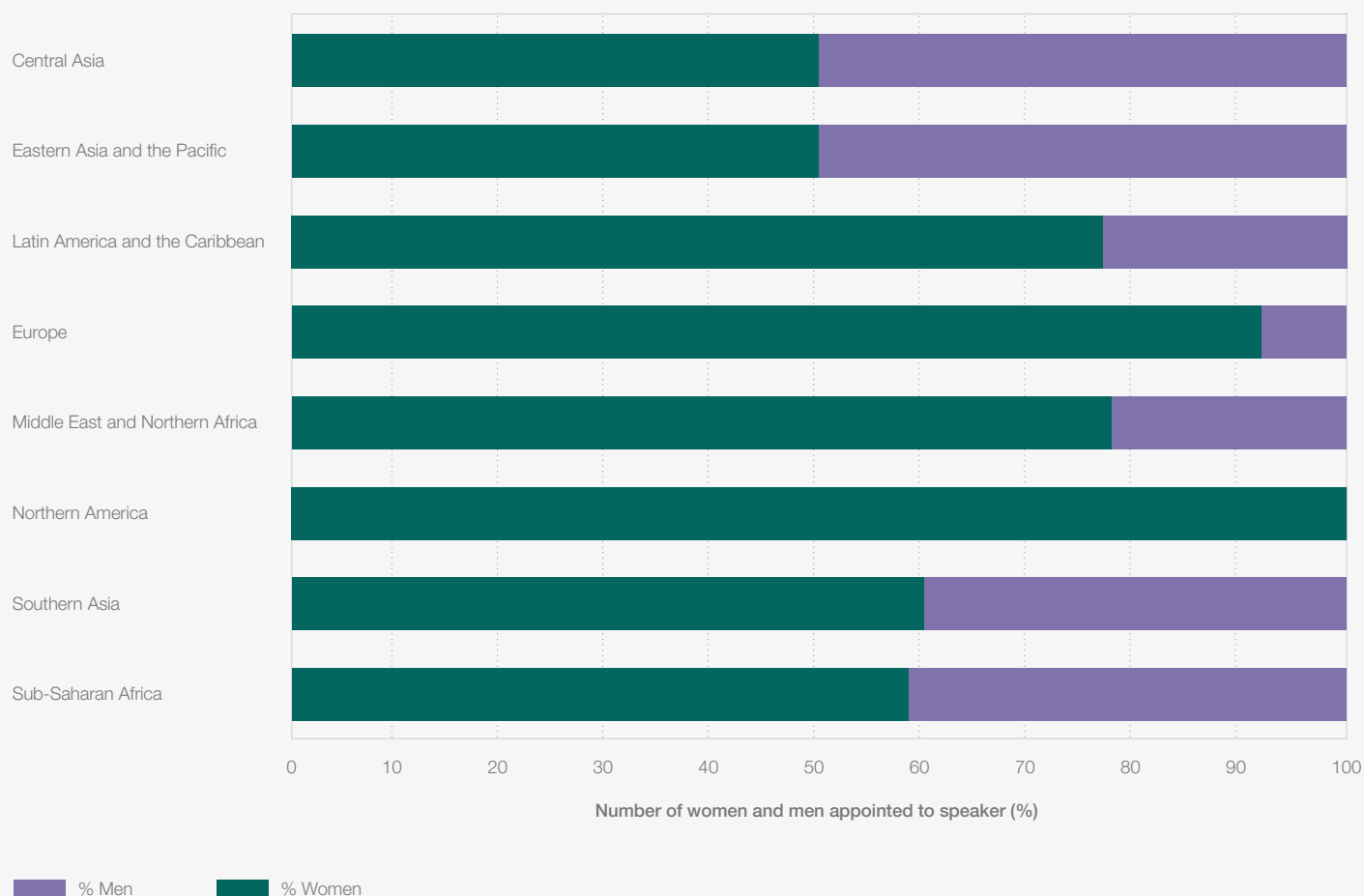
Includes data for all parliamentary chambers in economies included in the 2025 Global Gender Gap Index.

Meanwhile, legislative bodies continue to make strides in institutionalizing a focus on gender equality. As of 2025, there are 161 parliamentary bodies, across 114 economies, with a gender equality mandate. Of these, 100 are chaired by women and 44 by men. Figure 2.10 offers a regional overview of how chairpersonship is distributed between men and women. The data shows that leadership of these bodies is shared equally between men and women only in Eastern Asia and the Pacific, and in Central Asia. In Sub-Saharan Africa and Southern Asia, the responsibility

for advancing gender equality through legislation is nearly balanced. In every other region, it is women who hold the prime role and responsibility for gender equality legislation. From a generational perspective, only 29 of the 161 bodies are chaired by individuals under the age of 45 – but only 10% of the bodies with younger leadership are in lower- and low-income economies, where demographic dividends would likely be greater. This not only highlights a gender gap but also a generational gap in shaping the policy frameworks that will define future progress.

FIGURE 2.10

Share of women in leadership of gender equality parliamentary bodies, by region



Source

World Economic Forum calculations using Inter Parliamentary Union data.

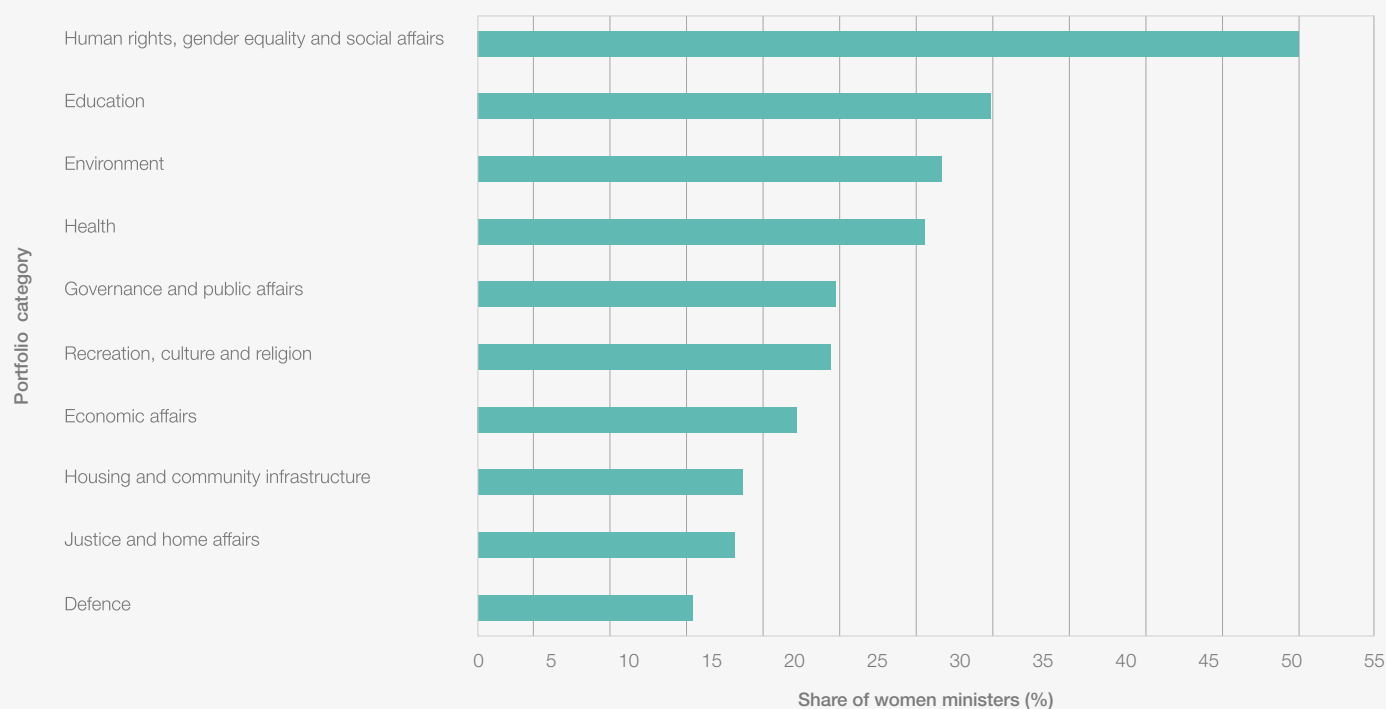
Note

Includes data for 114 economies.

Data from UN Women further shows that women in cabinet positions are still most commonly appointed to portfolios related to gender, health and social affairs, while they remain underrepresented in ministries that shape economic strategy, defence and infrastructure (Figure 2.11). This distribution is more than symbolic; it has tangible economic consequences, shaping national priorities, fiscal policy and the allocation of public investment in ways that often fail to account for half the population's contribution to economic growth.

Achieving equal political representation is not a goal for women alone to pursue; it requires those who already hold power to actively create pathways for others to follow. This includes not only opening doors to formal leadership but also embedding equality into the institutions that shape public decision-making.

**FIGURE 2.11** Average share of women cabinet ministers, by portfolio category



**Source**

World Economic Calculations using UN Women Women in Politics 2025 data.

## 2.5 The role of legal frameworks

To achieve gender parity across spheres of life, economies need to advance framework conditions and administer resources at their disposal to make and sustain progress. When the conditions necessary to support these frameworks—such as policies, services and budgets — are missing, insufficient or lack continuity, economies are limited in their ability to reach their parity goals within a given time frame. This tension, often referred to as the “implementation gap”, illustrates the practical distance between the high standards set by legal frameworks and the on-the-ground capacity to deliver on them. It also remains one of the most critical challenges for economies to overcome.

In 2024, the World Bank’s Women, Business, and the Law 2.0 dataset introduced the “supportive framework” indicator for the first time to capture these enabling conditions. This indicator reflects the existence of policies, plans, budgets, institutions, data systems and access to justice mechanisms intended to operationalize legal rights. It complements the “legal framework” component, which assesses whether laws support gender equality in areas such as work, pay, marriage and parenthood. Legal frameworks reflect ambition, while supportive frameworks reflect implementation capacity.

Many countries have better developed legal systems but continue to lack the mechanisms to enforce or support those laws. Conversely, a few economies with modest legal frameworks have invested in supportive conditions to meet legal requirements.

Across the 148 economies covered in this edition of the *Global Gender Gap Report* there is a near-universal implementation gap, where supportive framework scores lag behind those of the legal framework. Only five economies —Belize, Bangladesh, Canada, Jordan and the United Kingdom—have higher supportive framework scores than legal ones. This suggests that, relative to their legal environment, these economies have a more developed infrastructure (programs, institutions, and policies) to promote gender equality. However, this group is highly heterogeneous: legal framework scores range from 33% to over 90%, while supportive framework scores range from 35% to 98%. More importantly, the presence of a reverse gap does not necessarily mean strong legal protections are in place—only that efforts to operationalize laws may be comparatively better advanced.

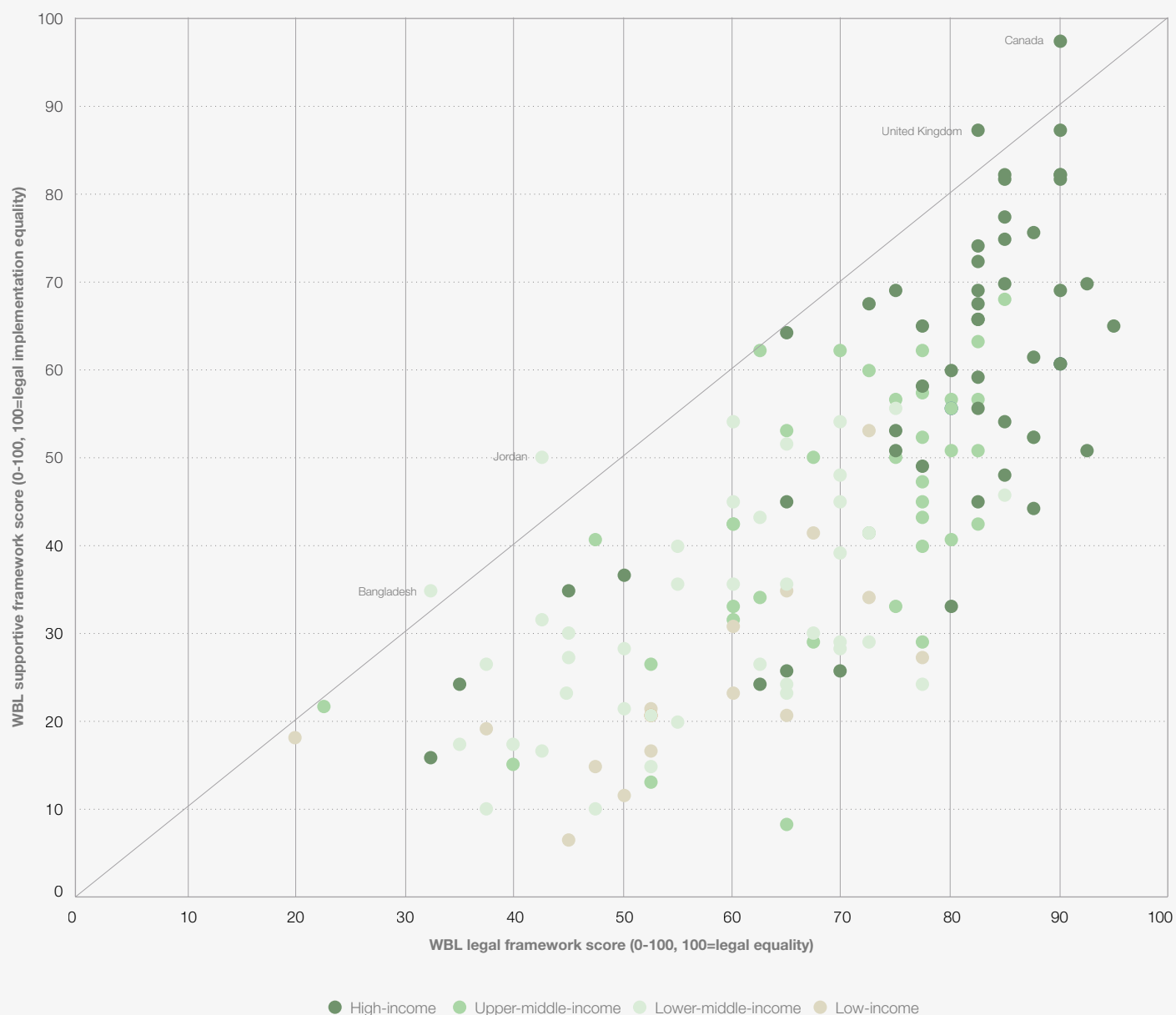


While wealthier economies generally display a more developed legal framework, they do not consistently demonstrate narrower implementation gaps (Figure 2.12). A striking example is the contrast between Denmark and Panama. Both countries have a legal framework score of 80% yet differ significantly

in their supportive framework scores: 60.0% for Denmark and just 33.3% for Panama. Many low-income economies also experience some of the widest gaps between what laws promise and what is implemented in practice.

FIGURE 2.13a

**Legal framework score vs supportive framework score, 2024**



#### Source

World Economic Forum calculations using Women, Business, and the Law data.

#### Note

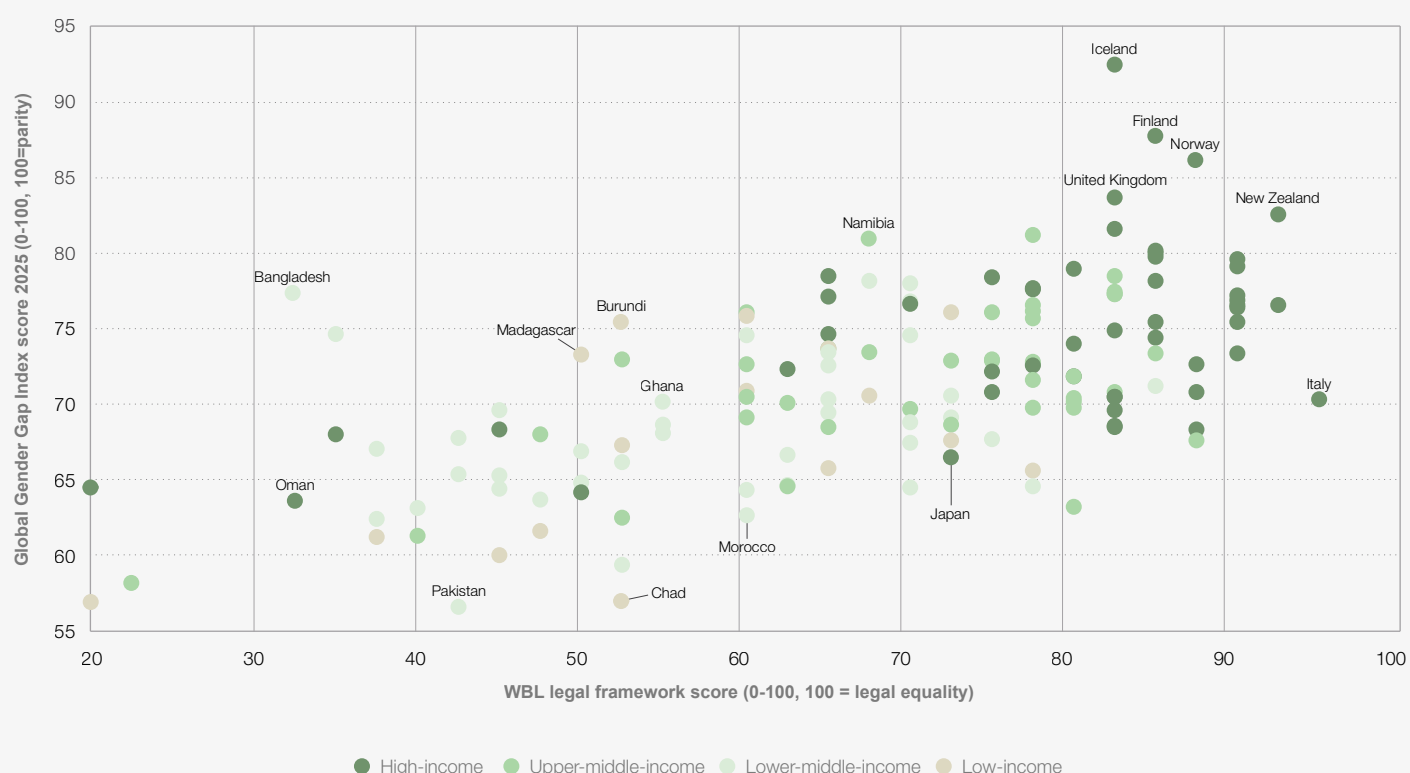
Data covers all 148 economies in the 2025 Global Gender Gap Index.

Figure 2.13a illustrates that economies with stronger institutional foundations for gender equality tend to achieve higher gender parity scores. This relationship is partly influenced by income level, as most high-income and upper-middle-income economies generally score higher on both the legal framework index and the gender parity index. However, a strong legal framework alone does not guarantee gender-equal outcomes. For instance, 15 economies share the same legal framework score of 82.5%, yet their gender parity scores range from 68.6% in Czechia to 92.6% in Iceland—a disparity of over 20 percentage points. Figure 2.13b underscores the importance of

implementation capacity in achieving gender parity. Economies with more favourable enabling conditions—as reflected in higher supportive framework scores—tend to also have higher gender parity scores. While income level remains a relevant factor, the positive correlation between supportive framework scores and gender parity holds across income groups. Taken together, Figures 2.13a and 2.13b highlight that the true effectiveness of gender-equal legislation lies not only in its existence on paper but in the presence of robust, well-aligned mechanisms that ensure these laws are put into practice.

FIGURE 2.12

### Correlation between Women, Business, and the Law framework scores (2024) and gender parity score (2025)



#### Source

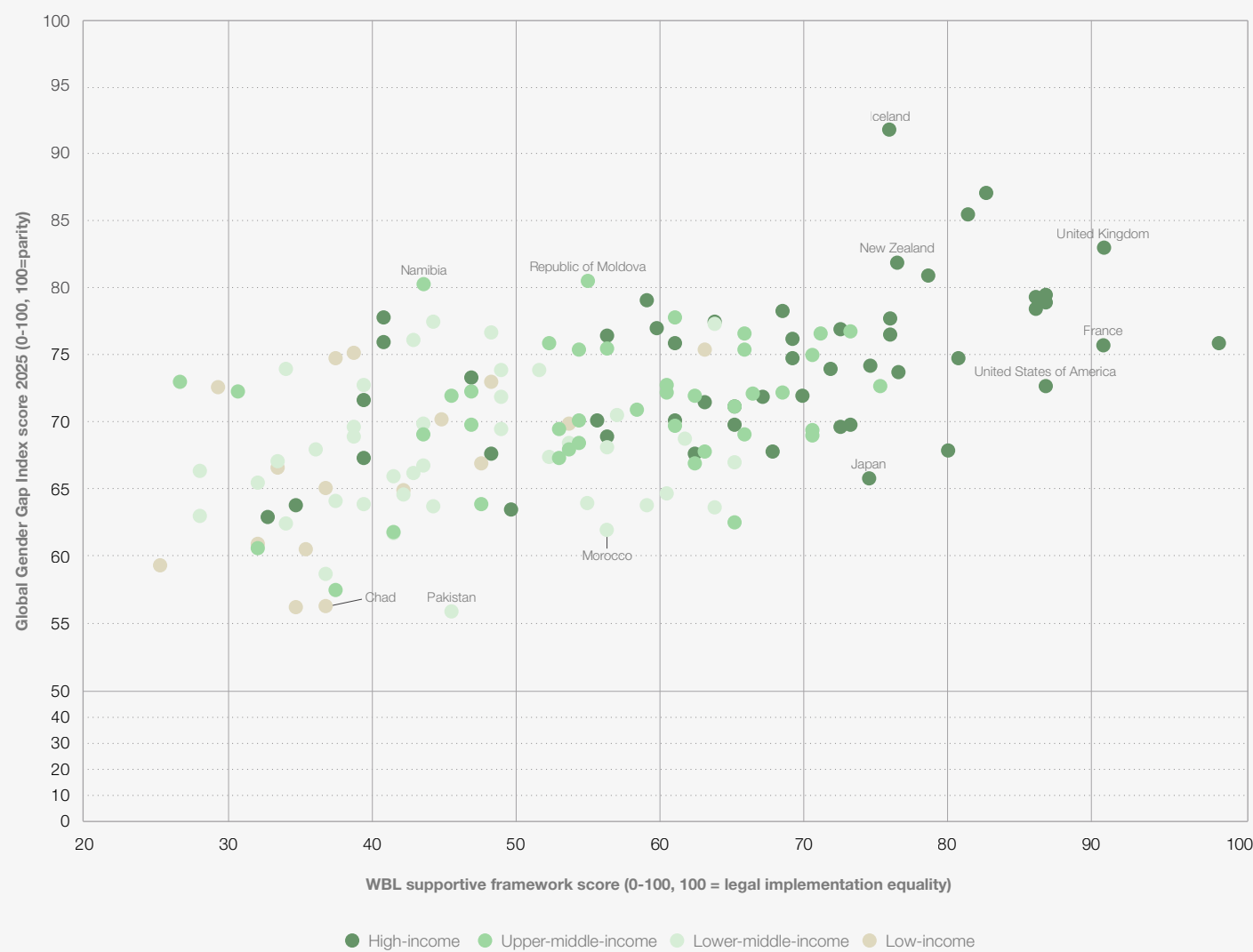
World Economic Forum calculations using Women, Business, and the Law data.

#### Note

Data covers all 148 economies in the 2025 Global Gender Gap Index.

FIGURE 2.13b

Women, Business, and the Law supportive framework scores (2024) vs gender parity score (2025)



Source

World Economic Forum calculations using Women, Business, and the Law data.

Note

Data covers all 148 economies in the 2025 Global Gender Gap Index.

## 2.6 Geoeconomic risks and opportunities

As the world move into increasingly uncharted economic waters, the global gender gap cannot be separated from broader shifts already underway. For nearly two decades, this report has assessed how gender parity is both shaping and being shaped by social and economic outcomes. This lens is now more urgent than ever before, given how current global economic, technological and geopolitical dynamics are impacting the conditions for achieving gender parity.

Over the past few decades, trade has been a central pillar of global economic integration, relying on cooperation – at national, regional and organizational levels – as a stabilizing force. However, in 2025, the design and underlying logic of economic flows is changing, and with it the effects that trade can have on growth, jobs and the attainment of socioeconomic goals, including gender parity.

Governments have increasingly approached inclusive trade as a catalyst for broader economic development<sup>10</sup> – particularly in trade-dependent economies, where women's participation in trade has become central to national economic strategies.<sup>11</sup> While trade has yet to offer fully comprehensive solutions to fair, inclusive and decent employment, it has nonetheless had positive effect on women's economic empowerment.<sup>12</sup> Furthermore, international financial institutions have found that through these initial gains, international trade flows have contributed to advancing gender equality.<sup>13</sup>

Women in low- and middle-income countries in particular have benefited economically from the past 30 years of global trade integration in a number of ways. For example, many have moved out of the informal economy or the domestic economy into formal jobs that have been created in fast-growing export sectors. Overall, women's representation in firms that are integrated into global value chains is higher (33%) than in firms that are not integrated (24%). Since export-related jobs tend to be better remunerated, these shifts have helped close wage gaps between men and women.<sup>14</sup> Moving out of the informal economy into formal jobs created by trade integration has also improved working conditions for women in terms of access to social safety nets, including pensions.<sup>15</sup> In addition, globalization has lowered the prices of goods and services, reducing the cost of living and therefore benefiting those with the lowest incomes. Finally, lower trade costs can improve access to international markets, particularly for smaller economic actors such as women-led and -owned businesses.<sup>16</sup>

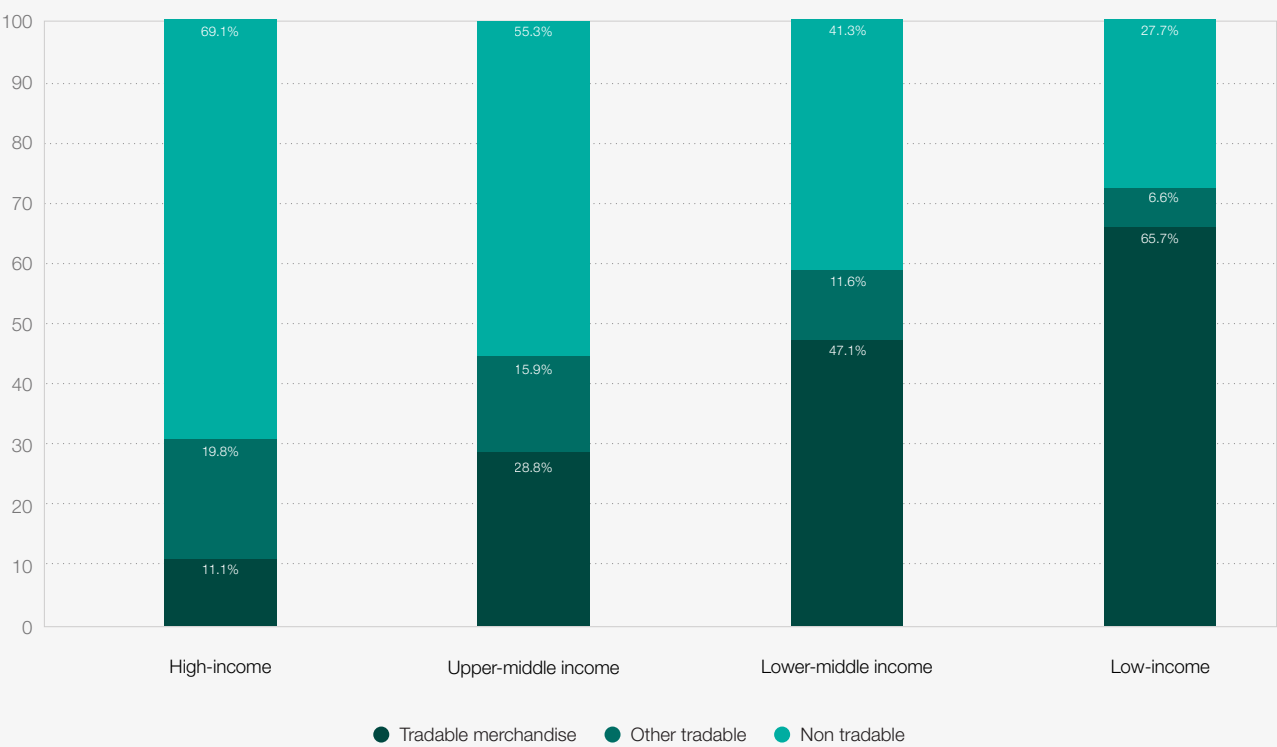
A dampening of global trade integration could risk many of the gains of recent decades. One estimate shows that a 1% contraction in global trade volumes could put as many as 11 million jobs at risk – of which almost 4.5 million would likely be held by women.<sup>17</sup> A significant impact of such an employment contraction would fall on export-related jobs, which lie at the heart of women's economic gains from

trade integration as described above. It is also unclear whether those who could lose their jobs in export-related activities under such a scenario will, in the long-run, be able to re-integrate into the domestic economy and under what conditions.

In lower-income economies, women are disproportionately employed in tradable sectors – particularly Manufacturing and Agriculture – while in high-income economies, they are more likely to work in non-tradable sectors such as healthcare and education. Of the 148 economies included in the 2025 edition of the Global Gender Gap Index, 146 have available data suggesting only one-third of female workers in high-income economies are employed in tradable sectors (Figure 2.14). This share increases to 45% in upper-middle-income economies, 59% in lower-middle-income economies, and up to 72% in low-income economies. With the exception of high-income economies, women in tradable sectors are more likely to be employed in tradable merchandise sectors (e.g. Agriculture, Manufacturing, and Mining) than in other tradable sectors, including tradable services and other activities.

As evidenced by the COVID-19 emergency, while both men and women suffer under trade shocks, effects for women tend to last longer and are harder to reverse, exacerbating pre-existing disparities in earnings, assets and wealth. It will therefore be important to keep gendered impacts of trade fragmentation and their effects on growth and prosperity top of mind as trade policy evolves in 2025.

FIGURE 2.14 | Share of female workers employed across tradeable and non-tradeable sectors, by income group, 2023



**Source**  
World Economic Forum calculations based on International Labour Organization (ILO) 2023 employment figures.

**Note**  
Unweighted averages for 146 economies included in the 2025 Global Gender Gap Index. Classification of tradable sectors is derived from UN Trade and Development (UNCTAD) and includes Electricity & Water Supply, Transportation and Storage, Information and Communication, Financial and Insurance Activities, and other services. Classification of sectors relevant to tradable merchandise is derived from the World Trade Organization (WTO) and includes Agriculture, Forestry and Fishing; Mining and Quarrying; and Manufacturing. Non-tradable sectors' classification is also derived from UNCTAD, and includes Construction, Wholesale and Retail trade, Accommodation and Food Services Activities, Real Estate Activities, Education, Public Administration and Defense, and Human Health and Social Work Activities.

# Endnotes

1. The equality benchmark value is 98.0% for the Health and Survival subindex, instead of 100%. Refer to Appendix B, Section B for more details.
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4. LaGarde, Christine and Jonathan D. Ostry, “Economic Gains from Gender Inclusion: Even Greater than You Thought”, IMF blog, 28 November 2018, <https://www.imf.org/en/Blogs/Articles/2018/11/28/blog-economic-gains-from-gender-inclusion-even-greater-than-you-thought>.
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8. World Economic Forum, *The Future of Jobs Report 2023*, 2023.
9. World Economic Forum, *The Future of the Care Economy 2024*, 2024.
10. Fernández, Raquel, Asel Isakova, Francesco Luna and Barbara Rambousek, *Gender Equality and Inclusive Growth*, IMF Working Paper WP/21/59, International Monetary Fund, 2021.
11. Der Boghossian, Anoush, “Addressing Barriers to Women’s Decent Work Through Trade Policy”, in *Integrating Trade and Decent Work Volume 2: The Potential of Trade and Investment Policies to Address Labour Market Issues in supply Chains*, edited by M. Corley-Coulibaly, F.C. Ebert and P.S. Richiardi, International Labour Organization, 2023.
12. World Bank, *Women and Trade: The Role of Trade in Promoting Women’s Equality*, 2020, <https://www.worldbank.org/en/topic/trade/publication/women-and-trade-the-role-of-trade-in-promoting-womens-equality>.
13. Ibid.
14. Ibid.
15. McDaniel, Christine, *Globalization Helps Women Thrive: Globalization Is Good but Not a Panacea*, Cato Institute, 30 December 2024.
16. Organisation of Economic Co-operation and Development (OECD), *Trade and Gender: A Framework of Analysis*, OECD Trade Policy Paper n°246, 2021.
17. Estimating the global employment impact of changes in export volumes is highly complex due to significant heterogeneity in sector-level elasticities as well as in export impacts. To arrive at a high-level approximation, the estimated number of jobs impacted was calculated with the following assumptions:  
Following WTO projections of the impact of recent trade policy shifts and overall geopolitical uncertainty, a 1% contraction in global trade volumes is assumed. Out of a total global employment of 3.6 billion (World Bank, *World Development Indicators* database, 2024), an employment elasticity of exports of 0.31 was applied to estimate the potential number of jobs impacted by changes in exports, based on the findings of Winkler, Deborah, Hagen Kruse, Luis Aguilar Luna, and Maryla Maliszewska, *Linking Trade to Jobs, Incomes, and Activities: New Stylized Facts for Low- and Middle-Income Countries*, World Bank Policy Research Working Paper 10635, 2023. The elasticity is based on regression estimates from 48 OECD and non-OECD countries (1995–2018) (alternatively, an employment elasticity of intermediate imports of 0.42 could be applied, reflecting effects from disintegration of global value chains). To estimate gender-specific impacts, it was assumed that women hold approximately 41% of jobs.

# Appendix A

## Regional and Income classifications

TABLE A.1 Regional classifications of the 148 economies included in the 2025 Global Gender Gap Index

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

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

### Note

\* New to index in 2025.



TABLE A.2 | Income classifications of the 148 economies included in the 2025 Global Gender Gap Index

The following Income classifications are based on World Bank country classifications by income level for 2024-2025.

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

#### Note

\* New to index in 2025.

# Appendix B

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

The methodology of the index has remained stable since its original conception in 2006, providing a basis for robust cross-country and time-series analysis.

### Three underlying concepts

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

#### Gaps vs. levels

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

#### Outcomes versus inputs

The second basic concept underlying the Global Gender Gap Index is that it evaluates countries

based on outcomes rather than inputs or means. Our aim is to provide a snapshot of where men and women stand with regard to some fundamental outcome indicators related to basic rights such as health, education, economic participation and political empowerment. Indicators related to country specific policies, rights, culture or customs – factors that we consider “input” or “means” indicators – are not included in the index but are discussed further in the analytic sections of this appendix, as well as featured in the report's Economy Profiles. For example, the index includes an indicator comparing the gap between men and women in high-skilled jobs such as legislators, senior officials and managers (an outcome indicator) but does not include data on the length of maternity leave (a policy indicator). This approach has contributed significantly to the index's distinctiveness over the years and, we believe, continues to provide the most objective basis for discussing underlying contextual factors.<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 index is focused on assessing gender gaps between women and men across economic, educational, health and political outcomes based on the data available. The Executive Opinion Survey seeks to address additional data gaps by collecting information on differential outcomes based on gender, sexual orientation, religion, ethnic and/or racial background, income level and disability. Further efforts will be required to capture the relationships between these intersecting categories and additional gender identities.

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

| Subindex                               | Indicator                                      | Source                                                                                                                                                                  |
|----------------------------------------|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Economic Participation and Opportunity | Labour-force participation rate                | International Labour Organization (ILO), <i>ILOSTAT</i> database, <i>Labour Force Surveys</i> .                                                                         |
| Economic Participation and Opportunity | Wage equality for similar work                 | World Economic Forum, Executive Opinion Survey (EOS).                                                                                                                   |
| Economic Participation and Opportunity | Estimated earned income                        | International Labour Organization (ILO), <i>ILOSTAT</i> database; UN <i>World Population Prospects 2024</i> ; World Bank, <i>World Development Indicators</i> database. |
| Economic Participation and Opportunity | Legislators, senior officials and managers     | International Labour Organization (ILO), <i>ILOSTAT</i> database.                                                                                                       |
| Economic Participation and Opportunity | Professional and technical workers             | International Labour Organization (ILO), <i>ILOSTAT</i> database.                                                                                                       |
| Educational Attainment                 | Literacy rate                                  | UNESCO, <i>UIS.Stat</i> Education statistics data portal.                                                                                                               |
| Educational Attainment                 | Enrolment in primary education                 | UNESCO, <i>UIS.Stat</i> Education statistics data portal.                                                                                                               |
| Educational Attainment                 | Enrolment in secondary education               | UNESCO, <i>UIS.Stat</i> Education statistics data portal.                                                                                                               |
| Educational Attainment                 | Enrolment in tertiary education                | UNESCO, <i>UIS.Stat</i> Education statistics data portal.                                                                                                               |
| Health and Survival                    | Sex ratio at birth                             | World Bank, <i>World Development Indicators</i> database.                                                                                                               |
| Health and Survival                    | Healthy life expectancy                        | World Health Organization (WHO), <i>Global Health Observatory</i> database.                                                                                             |
| Political Empowerment                  | Women in parliament                            | Inter-parliamentary Union.                                                                                                                                              |
| Political Empowerment                  | Women in ministerial positions                 | UN Women.                                                                                                                                                               |
| Political Empowerment                  | Years with female/male head of state (last 50) | World Economic Forum's calculations.                                                                                                                                    |

## Source

World Economic Forum, Global Gender Gap Index 2025.

## 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 B.1 displays all four of these subindexes and the 14 indicators that compose them, along with the sources of data used for each.

### Economic Participation and Opportunity

This subindex contains three concepts: the participation gap, the remuneration gap and the advancement gap. The participation gap is captured using the difference between women and men in labour-force participation rates. The remuneration gap is captured through a hard data indicator (ratio of estimated female-to-male earned income)<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, the index includes the ratio of women to men in terms of years in executive office (prime minister or president) for the last 50 years. Differences between the participation of women and men at local levels of government are currently not captured. Should such data become available at a globally comparative level in future years, it will be considered for inclusion in the index.

## Section B: Construction of the index

The Global Gender Gap Index is constructed using a four-step process, outlined below. Some of the indicators listed in Table B2 require specific standardization or modification to be used in the index. For further information on the indicator-specific calculations, please refer to Section C 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 ministerial positions represented by women 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, the equality benchmark is set at 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 B.2 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> each year, and across time. This allows readers to track individual country progress. Furthermore, the option of roughly interpreting the final index scores as a percentage value that reveals how a country has reduced its gender gap should help make the index more intuitively appealing to readers.<sup>11</sup>

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

Economic Participation and Opportunity

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

**Note**  
Population-weighted averages, including the 100 economies featured throughout all the 2006-2025 editions of the Global Gender Gap Index.

## Section C: Indicator definitions and sources

### Indicators composing the Global Gender Gap Index

#### Economic Participation and Opportunity subindex

##### Labour-force participation rate, %

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

**Period:** 2010 or latest year available.

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

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

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

For the past 46 years, the World Economic Forum’s Executive Opinion Survey (referred to as the Survey) has played a vital role in flagship publications of the World Economic Forum, as well as at other organizations and research institutions. It stands as the most comprehensive and enduring survey of its kind, with responses from over 11,000 business leaders across 123 countries in 2024. The Survey delves into assessing crucial factors that drive economic growth and competitiveness, including aspects of diversity, equity and inclusion. The significance of this survey lies in its ability to offer valuable insights when statistical data is unavailable or is extremely difficult to measure on a global scale. It captures the perspectives of business leaders who are best positioned to assess their operating environment.

**Period:** Moving average 2023-2024 or most recent year available (no earlier than 2020-2021).

**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 2021 international dollars (World Bank), and female and male shares of population (World Bank). The methodology used to compute this indicator is adapted from the methodology

developed by the United Nations Development Programme’s Human Development Report Office for computing the Gender Development Index (UNDP, 2021-2022, pages 6-7).<sup>12</sup> Female and male wage measures used in the computation of the gender wage ratio correspond to the mean nominal monthly earnings of female and male employees, respectively. In the absence of wage data, a gender wage ratio of 0.75 is used in the computation of the wage bill. ILO’s measure of earning corresponds to the mean of monthly earnings of all employees in nominal terms. The earnings of employees relate to the gross remuneration in cash and in kind paid to employees, as a rule at regular intervals, for time worked or work done together with remuneration for time not worked, such as annual vacation, other type of paid leave or holidays. Earnings exclude employers’ contributions with respect to employees’ social security and pension schemes as well as the benefits received by employees under these schemes. Earnings also exclude severance and termination pay. Statistics of earnings relate to the gross remuneration of employees, i.e. the total before any deductions are made by the employer. The measurement period of this indicator corresponds to that of the wage data. In the Economy Profiles section, values reported are the estimated average annual earned income per capita in constant 2021 international dollars for women and men, respectively, and the ratio of the two values.

**Period:** 2024 or most recent year available.

**Source:** International Labour Organization (ILO), *ILOSTAT*; World Bank, *World Development Indicators* database.

##### Legislators, senior officials and managers, %

Ratio of women to men employed in senior roles, defined by the ILO as those who plan, direct, coordinate and evaluate the overall activities of enterprises, governments and other organizations, or of organizational units within them, and formulate and review their policies, laws, rules and regulations. It corresponds to Major Group 1 of the International Standard Classification of Occupations (ISCO-08) or ISCO88 if ISCO-08 is not available.<sup>13</sup>

**Period:** 2024 or most recent year available.

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

##### Professional and technical workers, %

Ratio of women to men employed in professional and technical roles, defined by the ILO as those who increase the existing stock of knowledge, apply scientific or artistic concepts and theories or those who perform technical and related tasks that require advanced knowledge and skill. It corresponds to the sum of Major Groups 2 and 3 of the International Standard Classification of Occupations (ISCO-08) or ISCO88 if ISCO08 is not available.

**Period:** 2024 or most recent year available.  
**Source:** International Labour Organization (ILO), *ILOSTAT*.

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## Educational Attainment subindex

### Literacy rate, %

Percentage of the adult population (women and men over 15 years of age) with the ability to both read and write and make simple arithmetic calculations. For economies for which data was unavailable in the last 10 years and which had previously reported a closed literacy gap, the authors assumed a score of 1.

**Period:** 2024 or most recent year available.  
**Source:** UNESCO, *UIS.Stat* education statistics data portal.

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### 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>14</sup>

**Period:** 2023 or most recent year available.  
**Source:** UNESCO, *UIS.Stat* education statistics data portal.

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### 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 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:** 2024 or most recent year available.  
**Source:** UNESCO, *UIS.Stat* education statistics data portal.

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### Enrolment in tertiary education, %

Gross enrolment ratio in tertiary education, 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:** 2024 or most recent year available.  
**Source:** UNESCO, *UIS.Stat* education statistics data portal.

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## Health and Survival subindex

### Sex ratio at birth, %

Sex ratio at birth refers to male births per female births.

**Period:** 2024 or most recent year available.  
**Source:** World Bank, *World Development Indicators*.

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### 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:** 2024 or most recent year available.  
**Source:** World Health Organization (WHO), *Global Health Observatory* data repository.

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## Political Empowerment subindex

### Women in parliament, %

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

**Period:** Data as of 1 March 2025.  
**Source:** Inter-Parliamentary Union (IPU).

### Women in ministerial positions, %

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

**Period:** Data as of 1 January 2025.  
**Source:** Inter-parliamentary, *Union-UN Women*.

---

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

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

**Period:** 1 March 1975 – 1 March 2025.  
**Source:** World Economic Forum's calculations.



## Contextual Indicators

### General indicators

#### GDP, current US\$ billions

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

**Period:** 2023 or most recent year.

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

#### GDP per capita, PPP (constant 2021 international \$)

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

**Period:** 2023 or most recent year.

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

#### 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:** 2023 or most recent year.

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

#### 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:** 2023 or most recent year.

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

#### 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:** 2023 or most recent year.

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

## 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. For more details, refer to <https://www.oecd.org/en/data/indicators/average-annual-wages.html>.

**Period:** 2023 or most recent year.

**Source:** Organisation for Economic Co-operation and Development (OECD).

### Share of women's membership on boards, %

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

**Period:** 2022.

**Source:** Organisation for Economic Co-operation and Development (OECD).

### 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:** 2024 or most recent year.

**Source:** World Bank Enterprise Survey.

### Firms with female top managers, %

Percentage of firms in the private sector that 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:** 2024 or most recent year.

**Source:** World Bank Enterprise Survey.

### Share of workers in informal sector, %

Ratio of employment of women/men in the informal sector to the total employment (irrespective of the informality/formality) of women/ men. Employment in the informal sector refers all persons who, during a given reference period, were employed in at least one informal sector enterprise, irrespective of their status in employment and whether it was

their main or a secondary job. An informal sector enterprise is (1) an unincorporated enterprise, (2) a market enterprise (i.e. it sells at least some of the goods or services it produces), and (3) meets at least one of the following criteria: (i) the enterprise is not registered, (ii) the employees of the enterprise are not registered, or (iii) the number of persons engaged on a continuous basis is below a threshold determined by the country.

**Period:** 2024 or most recent year.

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

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

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

**Period:** 2024 or most recent year.

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

#### **Labour force, 1 million people (%)**

Total number of people (M/F) aged 25 and above participating in the labour force.

**Period:** 2024 or most recent year.

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

#### **Unemployed adults, % of labour force**

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

**Period:** 2024 or most recent year.

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

#### **Incidence of part-time employment, %**

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:** 2024 or most recent year.

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

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

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

**Period:** 2023 or most recent year.

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

#### **Access to finance**

##### **Access to financial services**

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

**Period:** 2023.

**Source:** Organisation for Economic Co-operation and Development (OECD), *Gender, Institutions and Development Database* (GID-DB).

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

Measures whether women and men have the same legal rights to inheritance of land and non-land assets. For each case, the OECD numerical scores have been translated as: Equal rights: Widows and daughters enjoy the same rights as widowers and sons to inherit land and non-land assets. This applies to all groups of women. Customary, religious and traditional laws or practices do not discriminate against women's inheritance rights;

Near-equal rights: Widows and daughters enjoy the same rights as widowers and sons to inherit land and non-land assets. This applies to all groups of women. However, there are some customary, religious or traditional laws that discriminate against women's inheritance rights; Uneven rights: Widows and daughters enjoy the same rights as widowers and sons to inherit land and non-land assets. However, this does not apply to all groups of women; Restricted rights: Widows or daughters do not enjoy the same rights as widowers and sons to inherit land and/or non-land assets; Unequal rights: Widows and daughters do not enjoy the same rights as widowers and sons to inherit land and/or non-land assets.

**Period:** 2023.

**Source:** Organisation for Economic Co-operation and Development (OECD), *Gender, Institutions and Development Database* (GID-DB).

#### Access to land assets

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

**Period:** 2023.

**Source:** Organisation for Economic Co-operation and Development (OECD), *Gender, Institutions and Development Database* (GID-DB).

#### Access to non-land assets

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

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

**Period:** 2023.

**Source:** Organisation for Economic Co-operation and Development (OECD), *Gender, Institutions and Development Database* (GID-DB).

### Civil and political freedom

#### Year women received right to vote

Year in which women obtained the right to vote. More than one year may be referenced depending on the status of the right - restricted or universal - and changes in status. In such cases, the first year displayed refers to the first partial recognition of the right to vote or stand for election.

**Period:** Data as of 31 March 2025.

**Source:** Inter-parliamentary Union (IPU).

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

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

**Period:** Data as of 1 March 2025.

**Source:** World Economic Forum's calculations.

#### Access to justice

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

or laws discriminate against women's legal right to sue, to provide testimony in court or to be a judge, advocate or other court officer; Uneven rights: A woman's testimony holds the same evidentiary weight as a man's in all types of court cases and women have the same rights as men to sue. However, women do not have the same rights as men to hold public or political office in the judiciary; Restricted rights: Women and men have the same rights to sue. However, a woman's testimony does not hold the same evidentiary weight as a man's in all types of court cases; Unequal rights: Women and men do not have the same rights to sue.

**Period:** 2023.

**Source:** Organisation for Economic Co-operation and Development (OECD), *Gender, Institutions and Development Database* (GiD-DB).

### Freedom of movement

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

**Period:** 2023.

**Source:** Organisation for Economic Co-operation and Development (OECD), *Gender, Institutions and Development Database* (GiD-DB).

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

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

**Period:** Data as of 31 March 2025.

**Source:** Institute for Democracy and Electoral Assistance (IDEA), *Gender Quotas Database*.

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

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

**Period:** Data as of 31 March 2025.

**Source:** Institute for Democracy and Electoral Assistance (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:** Data as of 1 March 2025.

**Source:** Inter-Parliamentary Union (IPU).

### Family and care

#### Unmet family planning

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

**Period:** 2020 or most recent year.

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

#### Early marriage, %

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

**Period:** 2023.

**Source:** Organisation for Economic Co-operation and Development (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:** 2023 or most recent year.

**Source:** United Nations Economic Commission for Europe (UNECE).

#### Right to divorce

Measures whether women and men have the same legal rights to initiate divorce and have the same requirements for divorce or annulment. For each case, the OECD numerical scores have been translated as: Equal rights = Women have the same rights to initiate divorce and the same requirements to finalize divorce or annulment as men, without negative repercussions from their parental authority. This applies to all groups of

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

**Period:** 2023.

**Source:** Organisation for Economic Co-operation and Development (OECD), *Gender, Institutions and Development Database* (GID-DB).

#### **Length of paid parental leave, calendar days**

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

**Period:** 2024.

**Source:** World Bank, *Women, Business and the Law Database 1.0*.

### **Education and skills**

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

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

**Period:** 2024 or most recent year.

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

#### **Arts & Humanities graduates, %**

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

**Period:** 2024 or most recent year.

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

#### **Business, Administration and Law tertiary graduates, %**

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

**Period:** 2024 or most recent year.

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

#### **Education tertiary graduates, %**

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

**Period:** 2024 or most recent year.

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

#### **Engineering, Manufacturing & Construction tertiary graduates, %**

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

**Period:** 2024 or most recent year.

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



**Health & Welfare tertiary graduates, %**

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

**Period:** 2024 or most recent year.

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

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

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

**Period:** 2024 or most recent year.

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

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

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

**Period:** 2024 or most recent year.

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

**Social Science, Journalism and Information tertiary graduates, %**

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

**Period:** 2024 or most recent year.

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

**STEM tertiary graduates, %**

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

**Period:** 2024 or most recent year.

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

**Vocational education and training, % enrolment**

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

**Period:** 2024 or most recent year.

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

**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:** 2024 or most recent year.

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

**Tertiary education graduates, %**

Percentage of male/female tertiary education graduates.

**Period:** 2024 or most recent year.

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

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

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

**Period:** 2023.

**Source:** Organisation for Economic Co-operation and Development (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 period.

**Period:** 2023 or most recent year.

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

**Maternal mortality ratio**

Number of maternal deaths per 100,000 live births.

**Period:** 2023 or most recent year.

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

**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:** 2023 or most recent year.

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

**Reproductive autonomy**

Measures whether the legal framework protects women's reproductive health and rights.

For each case, the following scores are assigned:

Equal rights = The legal framework protects women's reproductive health and rights in case of unwanted pregnancy, without any justifications;

Near-equal rights = The legal framework protects women's reproductive health and rights in case of unwanted pregnancy, but requires justifications;

Uneven rights = The legal framework only protects women's reproductive health and rights in case of unwanted pregnancy with some justifications;

Restricted rights = The legal framework only protects women's reproductive health and rights in case of unwanted pregnancy with strict justifications;

Unequal rights = The legal framework does not protect women's reproductive health and rights in case of unwanted pregnancy.

**Period:** 2023.

Source: Organisation for Economic Co-operation and Development (OECD), *Gender, Institutions and Development Database* (GID-DB).



# Endnotes

1. Hausmann, 2016.
2. Following a methodology originally developed by the United Nations Development Programme (UNDP), the Global Gender Gap Index estimates the average income earned by women, relative to income earned by men, in a calculation that takes into account a country's GDP per capita (US\$), the share of women and men in the labour force, and their mean nominal wages. To account for globally rising income levels, beginning with 2018'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 Section E.
4. The report utilizes the United Nations Population Division's World Population Prospects as a source for the sex ratio at birth indicator. Previous editions of the report had utilized data from the U.S. Central Intelligence Agency's World Factbook as an alternative data source.
5. This ratio is based on what is considered to be a "normal" sex ratio at birth: 1.06 males for every female born. See Klasen and Wink, 2003.
6. This ratio is based on the standards used in the UNDP's Gender-Related Development Index, which uses 87.5 years as the maximum age for women and 82.5 years as the maximum age for men.
7. A first attempt to calculate the gender gap was made by the World Economic Forum in 2005; see Lopez-Claros and Zahidi, 2005. The 2005 index, which was attempting to capture women's empowerment, used a scale in which the highest score was assigned to the country with the biggest gap in favour of women.
8. As in previous editions of the index, weights derived for the 2006 index were used again this year to allow for comparisons over time. They may be revised in future editions to reflect the evolution of the gender gap over the past decade.
9. Strictly, in the case of the Health and Survival subindex, the highest possible value a country can achieve is 0.9796. However, for purposes of simplicity, we will refer to this value as 1 throughout the chapters and in all tables, figures and Economy Profiles.
10. Because of the special equality benchmark value of 0.9796 for the Health and Survival subindex, the equality benchmark for the overall index score is not strictly 1. This value is in fact  $(1 + 1 + 1 + 0.9796) / 4 = 0.9949$ . However, for purposes of simplicity, we will refer to the overall equality benchmark as 1 throughout the chapters and in all tables, figures and Economy Profiles.
11. Since the indicators in the subindexes are weighted by the standard deviations, the final scores for the subindexes and the overall index are not a pure measure of the gap vis-à-vis the equality benchmark, and therefore cannot be strictly interpreted as percentage values measuring the closure of the gender gap. However, for ease of interpretation and intuitive appeal, we will be using the percentage concept as a rough interpretation of the final scores.
12. UNDP, 2022.
13. International Standard Classification of Occupations (ISCO), <https://www.ilo.org/public/english/bureau/stat/isco/docs/groupdefn08.pdf>
14. International Standard Classification of Education (ISCED), <http://uis.unesco.org/sites/default/files/documents/international-standard-classification-of-education-isced-2011-en.pdf>.

# References

Hausmann, R., “Learning Without Theory”, *Project Syndicate*, 30 March 2016, <https://www.project-syndicate.org/commentary/learningwithout-theory-by-ricardohausmann-2016-03?barrier=accesspaylog>.

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

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

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

# User's Guide

## How to read the Economy Profiles

The Economy Profiles section of the report presents a two-page profile for each of the 148 economies covered by this year's edition. The first page corresponds to the index results, and the second offers a complementary set of contextual indicators and metrics for that economy.

The *Global Gender Gap Report 2025* is complemented by an online dashboard, which provides detailed Economy Profiles of all economies featured in the index, as well as a data tool enabling the reader to explore index results and rankings in depth, and to compare results by economy, region, indicator and subindex. The Global Gender Gap dashboard can be found at <https://www.weforum.org/publications/gender-gap-report-2025/>.

### Economy selection

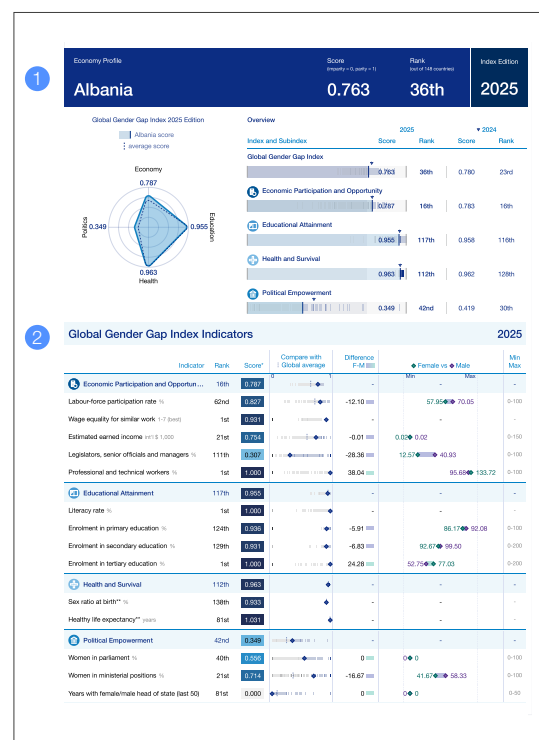
To monitor the state of gender parity across the widest possible range of economies, the index performance for an economy is computed when recent data is available for at least 12 of the 14 indicators composing the index. Obsolescence varies by indicator; while most data points date from the past two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

### Economy Profiles

Each Economy Profile is divided into three sections:

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

The second section ② of each Economy Profile provides an overview of each economy's ranks and scores on the four subindexes of the Global Gender Gap Index, as well as on the individual



indicators that compose each subindex. For each of the indicators, column one displays the country's rank; column two displays the economy's score; column three locates the economy's score against the population-weighted global average for that indicator (out of 148 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 light blue (0.0–0.2; worst) to dark blue (0.8–1.0; best) – to help the reader visually interpret the Index results. The female-male values and their gaps are colour-coded – purple for men and green for women. The gap between them is coloured based on which gender has the higher value. To calculate the index, all ratios are truncated at the parity benchmark of 1 and thus the highest score possible is 1 – except for the sex ratio at birth (0.944) and the healthy life expectancy (1.06) indicators.

## Online dashboard

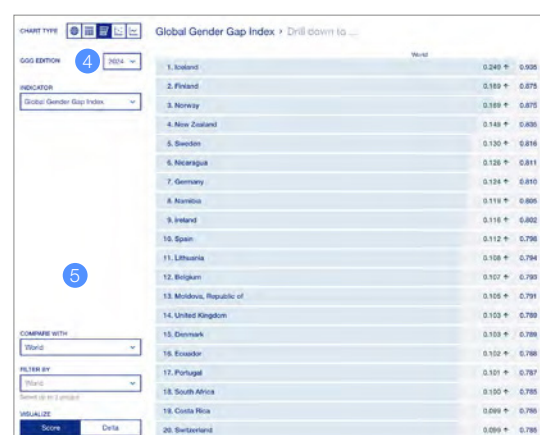
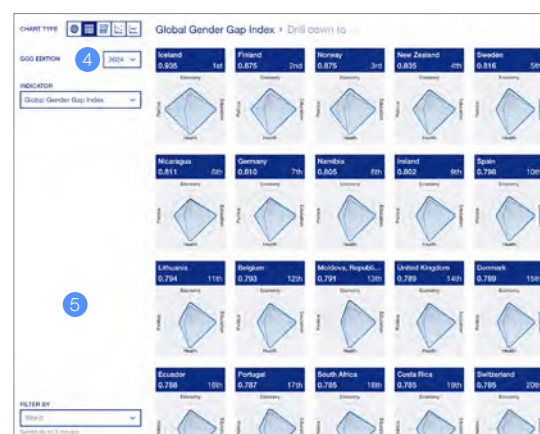
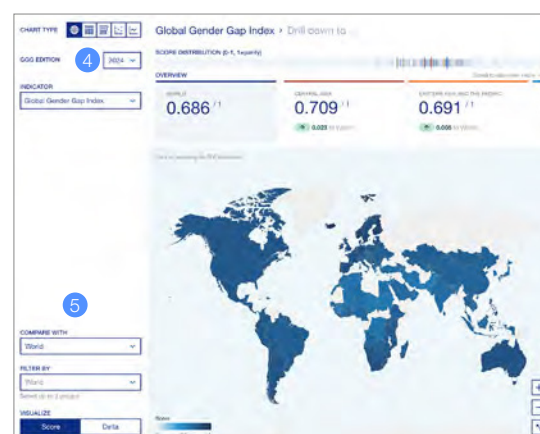
|                                                                                      | Economy Profile                       | Score                                               | Rank                                            | Page 2 of 2   |
|--------------------------------------------------------------------------------------|---------------------------------------|-----------------------------------------------------|-------------------------------------------------|---------------|
| <b>3 Albania</b>                                                                     |                                       | <b>0.763</b>                                        | <b>36th</b>                                     |               |
| <b>Complementary Targets and Contextual Indicators</b>                               |                                       |                                                     |                                                 | <b>2025</b>   |
| <b>General indicators</b>                                                            |                                       |                                                     |                                                 |               |
| Indicator                                                                            | Unit                                  | Value                                               | Family and care                                 |               |
| GDP per capita                                                                       | US\$ PPP (constant 17, pp. 8 and 108) | 23.55                                               | Unmet family planning % women 15-49             | 15.20         |
| Population sex ratio females/male                                                    | %                                     | 17.99                                               | Early marriage %                                | 6.70          |
| Population growth rate                                                               | %                                     | 50.56                                               | Mean age of women at birth of first child years | 26.60         |
| Fertility rate                                                                       | %                                     | -1.15                                               | Indicator - b-1 (Equal rights)                  | Equal rights  |
| Indicator - a (Gender)                                                               | Female Male                           | Value Value                                         | Rights to divorce                               | Equal rights  |
| Total population                                                                     | 1.39 1.36 2.75                        | Indicator - d (Equal rights)                        | Length of paid parental leave                   | 365.00 3.00 0 |
| <b>Work participation and leadership</b>                                             |                                       |                                                     |                                                 |               |
| Indicator - g                                                                        | Value                                 | Education and skills                                |                                                 |               |
| Gender gap index (% OECD countries only)                                             | N/A                                   | Graduation %                                        | Female Male Value                               |               |
| Share of women's membership in boards                                                | %                                     | STEM                                                | 13.32 36.91 22.83                               |               |
| Firms with female majority ownership % firms                                         | 16.10                                 |                                                     |                                                 |               |
| Firms with female top managers % firms                                               | 16.90                                 | Agriculture, Forestry, Fisheries & Veterinary       | 2.42 46.96 3.27                                 |               |
| Indicator - i (Gender)                                                               | Female Male Value                     | Arts & Humanities                                   | 8.78 4.52 7.30                                  |               |
| Advancement of women to leadership roles                                             | 7.87                                  | Business, Admin. & Law                              | 25.95 24.28 25.37                               |               |
| Indicator - k (Gender)                                                               | Female Male Value                     | Education                                           | 11.22 4.41 8.85                                 |               |
| Labour force                                                                         | 0.82 0.72 1.34                        | Engineering, Manuf. & Construction                  | 7.21 22.28 12.53                                |               |
| Indicator - l (Gender)                                                               | Female Male Value                     | Health & Wellness                                   | 22.85 11.97 19.06                               |               |
| Share of workers in informal sector % workers                                        | n/a n/a n/a                           | Information & Comm. Technologies                    | 4.51 11.08 7.08                                 |               |
| <b>Unemployed adults % of labour force (15-64)</b>                                   |                                       |                                                     |                                                 |               |
|                                                                                      | 11.29 11.05 11.16                     | Natural Sci., Mathematics & Statistics              | 3.61 1.63 2.90                                  |               |
| Workers employed part-time % of employment contracts                                 | 21.95 13.63 17.46                     | Social Sci., Journalism & Information               | 11.38 5.42 9.30                                 |               |
| Proportion of time spent on unpaid domestic and care work %                          | n/a n/a n/a                           | Gratuities, Allowance %                             | Female Male Value                               |               |
| <b>Access to finance</b>                                                             |                                       |                                                     |                                                 |               |
| Indicator - f (Equal rights)                                                         | Value                                 | Vocational training                                 | 2.44 9.05 5.78                                  |               |
| Access to financial services                                                         | Equal rights                          | Micro graduates                                     | 0.19 0.13 0.16                                  |               |
| Interventions rights for widows and daughters                                        | Equal rights                          | Graduates from tertiary education                   | 2.44 9.05 5.78                                  |               |
| Access to land assets                                                                | Equal rights                          | Reproductive autonomy                               | Equal rights                                    |               |
| Access to non-land assets                                                            | Equal rights                          |                                                     |                                                 |               |
| <b>Civil and political freedom</b>                                                   |                                       |                                                     |                                                 |               |
| Indicator - j                                                                        | Value                                 | Heads                                               | Indicator Unit                                  | Value         |
| Your women received right to vote year                                               | 1920                                  | Prevalence of gender violence in lifetime % women   |                                                 | 13.00         |
| Number of female heads of state to date number                                       | n/a                                   | Births attended by skilled personnel in live births |                                                 | 99.95         |
| Seats held by women % total seats                                                    | Value                                 | Mortality rates among ages 10-100 days births       |                                                 | 7.90          |
| Indicator - k (Gender)                                                               | Female Male Value                     | Total fertility rate (births per woman)             |                                                 | 1.30          |
| Election list quotas for women, national party membership quota for women, voluntary | Yes                                   | Indicator - o-1 (Equal rights)                      | Reproductive autonomy                           | Equal rights  |
| Indicator - p (Equal rights)                                                         | Value                                 |                                                     |                                                 |               |
| Freedom of movement                                                                  | Equal rights                          |                                                     |                                                 |               |
|                                                                                      | Equal rights                          |                                                     |                                                 |               |

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

\*\*For all indicators, except the head health indicator, parity is benchmarked at 1. In the case of parity at least, the gender parity benchmarks set at 0.64 for women (Kosov, 2003). In the case of health, the benchmark is the gender parity benchmark set at 0.106, given women's health status.

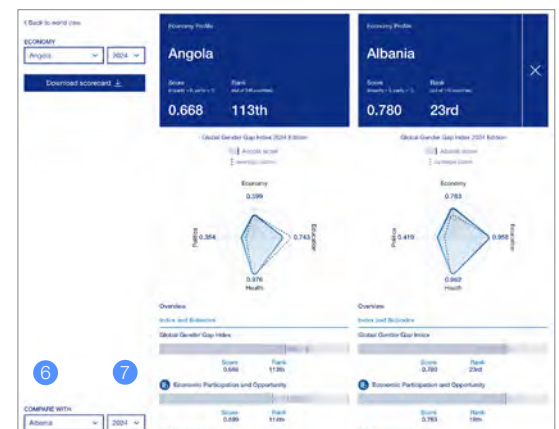
Users can select the Global Gender Gap Index editions by year and can access different chart views of the data by clicking on the corresponding icon option at the top-left corner of the page (4).

Users can further visualize results by economy, income group or by regional grouping by selecting the corresponding option on the drop-down menus situated on the lower-left corner of the dashboard [5](#).





User also have the possibility to directly compare two countries side-by-side and across the time series. The Economy Comparison Tool [6](#) can be accessed by clicking an economy within the charts, and then selecting a second economy from the “compare with” drop-down menu on the bottom left corner of the explorer. This feature enables a side-by-side view of indicators for the selected comparison economy relative to the original economy selected in the Economy Profile view of the Data Explorer. Users may also select the time period for comparison [7](#). Users may return to the original view by clicking on the Back-to-Economy menu option at the top-left corner of the page or may continue exploring the data by clicking through to the other views of the Data Explorer.



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|                                         |      | Nicaragua _____                  | 285  |                            |      |



## Albania

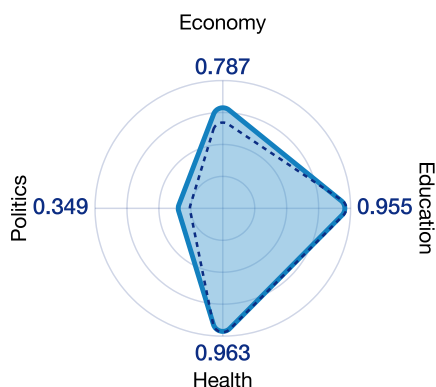
0.763

36th

2025

## Global Gender Gap Index 2025 Edition

■ Albania score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.763 | 36th  | 0.780  | 23rd  |
| Economic Participation and Opportunity | 0.787 | 16th  | 0.783  | 16th  |
| Educational Attainment                 | 0.955 | 117th | 0.958  | 116th |
| Health and Survival                    | 0.963 | 112th | 0.962  | 128th |
| Political Empowerment                  | 0.349 | 42nd  | 0.419  | 30th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportunity</b>  | 16th  | 0.787  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 62nd  | 0.827  |                                | -12.10            | 57.95              | 70.05 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 1st   | 0.931  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 21st  | 0.754  |                                | -5.05             | 15.48              | 20.53 | 0-150      |
| Legislators, senior officials and managers %   | 111th | 0.307  |                                | -53.01            | 23.50              | 76.50 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 16.58             | 41.71              | 58.29 | 0-100      |
| <b>Educational Attainment</b>                  | 117th | 0.955  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0.48              | 98.57              | 99.05 | 0-100      |
| Enrolment in primary education %               | 124th | 0.936  |                                | -5.91             | 86.17              | 92.08 | 0-100      |
| Enrolment in secondary education %             | 129th | 0.931  |                                | -6.83             | 92.67              | 99.50 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 24.28             | 52.75              | 77.03 | 0-200      |
| <b>Health and Survival</b>                     | 112th | 0.963  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 138th | 0.933  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 81st  | 1.031  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 42nd  | 0.349  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 40th  | 0.556  |                                | -28.57            | 35.71              | 64.29 | 0-100      |
| Women in ministerial positions %               | 21st  | 0.714  |                                | -16.67            | 41.67              | 58.33 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |



## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 23.55 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 17.99 |
| Population sex ratio   | female/male, %              | 50.56 |
| Population growth rate | %                           | -1.15 |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.39   | 1.36 | 2.75  |

## Work participation and leadership

| Indicator                             | Unit                    | Value |
|---------------------------------------|-------------------------|-------|
| Gender wage gap                       | % (OECD countries only) | n. a. |
| Share of women's membership in boards | % (OECD countries only) | n. a. |
| Firms with female majority ownership  | % firms                 | 16.90 |
| Firms with female top managers        | % firms                 | 18.10 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 7.07  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.62   | 0.72 | 1.34  |

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

|                   |                           |       |       |       |
|-------------------|---------------------------|-------|-------|-------|
| Unemployed adults | % of labour force (15-64) | 11.29 | 11.05 | 11.16 |
|-------------------|---------------------------|-------|-------|-------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 21.95 | 13.63 | 17.46 |
|----------------------------|----------------------|-------|-------|-------|

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

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1920  |
| Number of female heads of state to date | number        | n. a. |
| 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           | Equal rights | Value |
|---------------------|--------------|-------|
| Access to justice   | Equal rights | ◆     |
| Freedom of movement | Equal rights | ◆     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 15.20 |
| Early marriage                            | %             | 6.70  |
| Mean age of women at birth of first child | years         | 26.60 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 365    | 3    | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 15.32  | 36.01 | 22.53 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 2.42 | 4.86 | 3.27 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 8.78 | 4.52 | 7.30 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 25.95 | 24.28 | 25.37 |
|------------------------|-------|-------|-------|

|           |       |      |      |
|-----------|-------|------|------|
| Education | 11.22 | 4.41 | 8.85 |
|-----------|-------|------|------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 7.21 | 22.48 | 12.53 |
|------------------------------------|------|-------|-------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 22.86 | 11.97 | 19.06 |
|------------------|-------|-------|-------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 4.51 | 11.90 | 7.08 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 3.61 | 1.63 | 2.92 |
|----------------------------------------|------|------|------|

|                                       |       |      |      |
|---------------------------------------|-------|------|------|
| Social Sci., Journalism & Information | 11.38 | 5.42 | 9.30 |
|---------------------------------------|-------|------|------|

| Graduates           | Attainment % | Female | Male | Parity |
|---------------------|--------------|--------|------|--------|
| Vocational training |              | 2.44   | 9.05 | 5.78   |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.19 | 0.13 | 0.16 |
|---------------|------|------|------|

|                                   |      |      |      |
|-----------------------------------|------|------|------|
| Graduates from tertiary education | 2.44 | 9.05 | 5.78 |
|-----------------------------------|------|------|------|

## 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               | 1.35  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

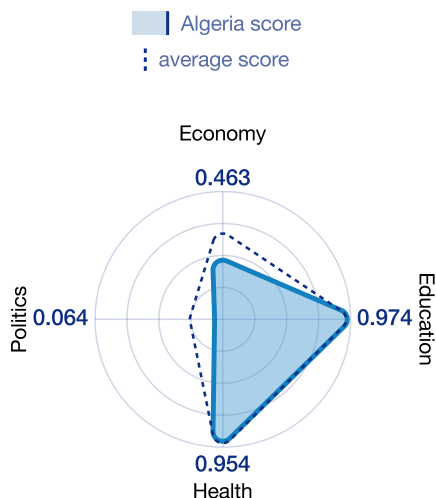
## Algeria

0.614

141st

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.614 | 141st | 0.612  | 139th |
| Economic Participation and Opportunity | 0.463 | 139th | 0.470  | 139th |
| Educational Attainment                 | 0.974 | 106th | 0.951  | 119th |
| Health and Survival                    | 0.954 | 142nd | 0.958  | 139th |
| Political Empowerment                  | 0.064 | 136th | 0.068  | 135th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 139th | 0.463  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 145th | 0.259  |                                | -48.91            | 17.13              | 66.04  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 9th   | 0.811  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 146th | 0.158  |                                | -21.75            | 4.07               | 25.82  | 0-150      |
| Legislators, senior officials and managers %   | -     | -      | -                              | -                 | -                  | -      | -          |
| Professional and technical workers %           | -     | -      | -                              | -                 | -                  | -      | -          |
| <b>Educational Attainment</b>                  | 106th | 0.974  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 112th | 0.862  |                                | -12.00            | 75.00              | 87.00  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 2.03              | 97.61              | 99.64  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 5.30              | 98.66              | 103.96 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 23.00             | 44.26              | 67.26  | 0-200      |
| <b>Health and Survival</b>                     | 142nd | 0.954  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 146th | 0.976  |                                | -                 |                    |        | 0-100      |
| <b>Political Empowerment</b>                   | 136th | 0.064  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 134th | 0.085  |                                | -84.28            | 7.86               | 92.14  | 0-100      |
| Women in ministerial positions %               | 108th | 0.154  |                                | -73.33            | 13.33              | 86.67  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 247.63 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 15.16  |
| Population sex ratio   | female/male, %              | 48.99  |
| Population growth rate | %                           | 1.50   |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 22.61  | 23.55 | 46.16 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | n. a. |
| Firms with female top managers        | % firms | n. a. |

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

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

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

## Access to finance

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

## Civil and political freedom

| Indicator                                | Unit              | Value            |
|------------------------------------------|-------------------|------------------|
| Year women received right to vote        | year              | 1944, 1958, 1962 |
| Number of female heads of state to date  | number            | n. a.            |
| Seats held in upper house                | % total seats     | 4.12             |
| Indicator                                | Yes/No            | Value            |
| Election list quotas for women, national | Yes               |                  |
| Party membership quotas, voluntary       | Yes               |                  |
| Indicator                                | Equal rights      | Value            |
| Access to justice                        | Equal rights      | ◆                |
| Freedom of movement                      | Restricted rights | ◇                |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 14.10 |
| Early marriage                            | %             | 3.30  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator                     | Equal rights | Value          |        |       |
|-------------------------------|--------------|----------------|--------|-------|
| Right to divorce              |              | Unequal rights | ◇      |       |
| Indicator                     | Shared days  | ◆ Female       | ◆ Male | Value |
| Length of paid parental leave |              | 98             | 3      | 0     |

## Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 26.55  | 38.50 | 31.15 |
| Agri., Forestry, Fisheries & Veterinary |   | 1.89   | 1.82  | 1.86  |
| Arts & Humanities                       |   | 20.03  | 9.76  | 16.08 |
| Business, Admin. & Law                  |   | 23.10  | 29.20 | 25.45 |
| Education                               |   | 2.79   | 0.75  | 2.00  |
| Engineering, Manuf. & Construction      |   | 9.89   | 27.77 | 16.77 |
| Health & Welfare                        |   | 4.62   | 2.38  | 3.76  |
| Information & Comm. Technologies        |   | 2.84   | 4.12  | 3.34  |
| Natural Sci., Mathematics & Statistics  |   | 13.82  | 6.61  | 11.04 |
| Social Sci., Journalism & Information   |   | 18.02  | 13.77 | 16.38 |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 2.31   | 5.68  | 4.02   |
| PhD graduates                     |              | n. a.  | n. a. | n. a.  |
| Graduates from tertiary education |              | 2.31   | 5.68  | 4.02   |

## Health

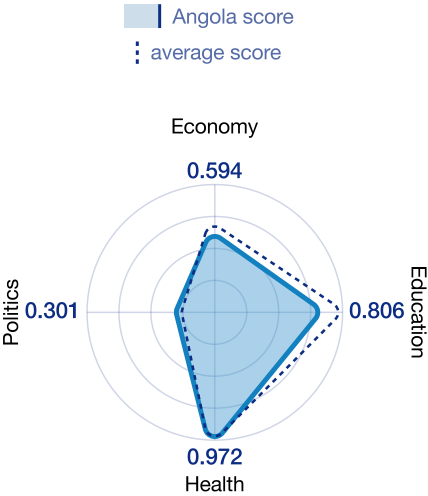
| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | n. a. |
| Births attended by skilled personnel      | % live births                  | 98.80 |
| Maternal mortality                        | deaths per 100,000 live births | 62.00 |
| Total fertility rate                      | births per woman               | 2.77  |

| Indicator             | 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 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.668 | 117th | 0.668  | 113th |
| Economic Participation and Opportunity | 0.594 | 118th | 0.599  | 114th |
| Educational Attainment                 | 0.806 | 144th | 0.743  | 143rd |
| Health and Survival                    | 0.972 | 59th  | 0.976  | 45th  |
| Political Empowerment                  | 0.301 | 53rd  | 0.354  | 37th  |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| Economic Participation and Opportunity         | 118th | 0.594  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 3rd   | 0.967  |                                | -2.52             | 74.04          | 76.56  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 120th | 0.531  |                                | -                 | -              | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 54th  | 0.669  |                                | -2.88             | 5.82           | 8.70   | 0-150      |
| Legislators, senior officials and managers %   | 126th | 0.200  |                                | -66.69            | 16.65          | 83.35  | 0-100      |
| Professional and technical workers %           | 121st | 0.488  |                                | -34.45            | 32.78          | 67.22  | 0-100      |
| Educational Attainment                         | 144th | 0.806  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 136th | 0.620  |                                | -31.85            | 51.93          | 83.77  | 0-100      |
| Enrolment in primary education %               | -     | -      |                                | -                 | -              | -      | -          |
| Enrolment in secondary education %             | 138th | 0.870  |                                | -7.40             | 49.43          | 56.83  | 0-200      |
| Enrolment in tertiary education %              | 110th | 0.977  |                                | -0.23             | 9.93           | 10.17  | 0-200      |
| Health and Survival                            | 59th  | 0.972  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 66th  | 1.037  |                                | -                 | -              | -      | 0-100      |
| Political Empowerment                          | 53rd  | 0.301  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 29th  | 0.642  |                                | -21.82            | 39.09          | 60.91  | 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) | 81st  | 0.000  |                                | -50.00            | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 84.82 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 7.24  |
| Population sex ratio   | female/male, %              | 50.53 |
| Population growth rate | %                           | 3.08  |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 18.57  | 18.18 | 36.75 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 8.10  |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 3.71  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 5.24   | 4.94 | 10.18 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 95.43  | 88.82 | 92.19 |

| Indicator         | Unit                      | Female | Male  | Value |
|-------------------|---------------------------|--------|-------|-------|
| Unemployed adults | % of labour force (15-64) | 14.91  | 14.24 | 14.58 |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 27.45  | 25.10 | 26.30 |

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

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1975  |
| Number of female heads of state to date | number        | n. a. |
| 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           | Equal rights      | Value |
|---------------------|-------------------|-------|
| Access to justice   | Near-equal rights | ◆     |
| Freedom of movement | Equal rights      | ◆     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 38.00 |
| Early marriage                            | %             | 18.20 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Near-equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 90     | 1    | 0     |

## Education and skills

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

|      |  |      |      |       |
|------|--|------|------|-------|
| STEM |  | 5.62 | 0.34 | 11.17 |
|------|--|------|------|-------|

|                                         |  |      |      |      |
|-----------------------------------------|--|------|------|------|
| Agri., Forestry, Fisheries & Veterinary |  | 0.37 | 0.83 | 0.62 |
|-----------------------------------------|--|------|------|------|

|                   |  |      |      |      |
|-------------------|--|------|------|------|
| Arts & Humanities |  | 0.80 | 1.22 | 1.02 |
|-------------------|--|------|------|------|

|                        |  |       |       |       |
|------------------------|--|-------|-------|-------|
| Business, Admin. & Law |  | 29.41 | 27.67 | 28.48 |
|------------------------|--|-------|-------|-------|

|           |  |       |       |       |
|-----------|--|-------|-------|-------|
| Education |  | 27.68 | 37.83 | 33.08 |
|-----------|--|-------|-------|-------|

|                                    |  |      |      |      |
|------------------------------------|--|------|------|------|
| Engineering, Manuf. & Construction |  | 2.19 | 6.66 | 4.57 |
|------------------------------------|--|------|------|------|

|                  |  |       |      |       |
|------------------|--|-------|------|-------|
| Health & Welfare |  | 15.78 | 6.88 | 11.04 |
|------------------|--|-------|------|-------|

|                                  |  |      |      |      |
|----------------------------------|--|------|------|------|
| Information & Comm. Technologies |  | 3.85 | 5.52 | 4.74 |
|----------------------------------|--|------|------|------|

|                                        |  |      |      |      |
|----------------------------------------|--|------|------|------|
| Natural Sci., Mathematics & Statistics |  | 3.83 | 1.71 | 2.70 |
|----------------------------------------|--|------|------|------|

|                                       |  |       |       |       |
|---------------------------------------|--|-------|-------|-------|
| Social Sci., Journalism & Information |  | 15.55 | 11.17 | 13.22 |
|---------------------------------------|--|-------|-------|-------|

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

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

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

## Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 38.00  |
| Births attended by skilled personnel      | % live births                  | 49.60  |
| Maternal mortality                        | deaths per 100,000 live births | 183.00 |
| Total fertility rate                      | births per woman               | 5.12   |

| Indicator             | Equal rights  | Value |
|-----------------------|---------------|-------|
| Reproductive autonomy | Uneven rights | ◆     |

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

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

## Argentina

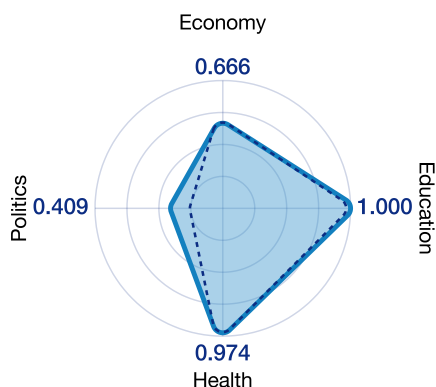
0.762

37th

2025

## Global Gender Gap Index 2025 Edition

■ Argentina score  
⋮ average score



## Overview

| Index and Subindex                       | 2025  |      | ▼ 2024 |      |
|------------------------------------------|-------|------|--------|------|
|                                          | Score | Rank | Score  | Rank |
| Global Gender Gap Index                  | 0.762 | 37th | 0.772  | 32nd |
| 📊 Economic Participation and Opportunity | 0.666 | 93rd | 0.651  | 97th |
| 📖 Educational Attainment                 | 1.000 | 1st  | 1.000  | 1st  |
| ⚕️ Health and Survival                   | 0.974 | 44th | 0.977  | 41st |
| 🏛️ Political Empowerment                 | 0.409 | 27th | 0.459  | 20th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| 📊 Economic Participation and Opportun...       | 93rd  | 0.666  |                                | -                 | -                  | -      | -          |
| Labour-force participation rate %              | 92nd  | 0.736  |                                | -19.06            | 53.16◆             | 72.22  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 84th  | 0.623  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 102nd | 0.572  |                                | -14.77            | 19.77◆             | 34.54  | 0-150      |
| Legislators, senior officials and managers %   | 69th  | 0.531  |                                | -30.67            | 34.66◆             | 65.34  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 7.22              | 46.39◆             | 53.61  | 0-100      |
| 📖 Educational Attainment                       | 1st   | 1.000  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | -     | -      |                                | -                 | -                  | -      | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 6.65              | 110.91◆            | 117.57 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 64.45             | 75.62◆             | 140.07 | 0-200      |
| ⚕️ Health and Survival                         | 44th  | 0.974  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 51st  | 1.043  |                                | -                 | -                  | -      | 0-100      |
| 🏛️ Political Empowerment                       | 27th  | 0.409  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 17th  | 0.736  |                                | -15.18            | 42.41◆             | 57.59  | 0-100      |
| Women in ministerial positions %               | 65th  | 0.333  |                                | -50.00            | 25.00◆             | 75.00  | 0-100      |
| Years with female/male head of state (last 50) | 20th  | 0.222  |                                | -31.86            | 9.07◆              | 40.93  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 646.08 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 27.10  |
| Population sex ratio   | female/male, %              | 50.38  |
| Population growth rate | %                           | 0.29   |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 22.94  | 22.60 | 45.54 |

### Work participation and leadership

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

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.73  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 5.54   | 6.85 | 12.39 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 50.01  | 50.79 | 50.45 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 6.93   | 5.76 | 6.28  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 55.30  | 28.95 | 40.60 |

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

### Access to finance

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

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1947  |
| Number of female heads of state to date | number        | 2     |
| Seats held in upper house               | % total seats | 45.83 |

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

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

### Family and care

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

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 90     | 2    | 0     |

### Education and skills

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

|      |       |       |       |
|------|-------|-------|-------|
| STEM | 10.59 | 23.70 | 14.81 |
|------|-------|-------|-------|

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 0.92 | 8.04 | 3.21 |
|-----------------------------------------|------|------|------|

|                   |       |      |       |
|-------------------|-------|------|-------|
| Arts & Humanities | 11.73 | 9.34 | 10.96 |
|-------------------|-------|------|-------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 19.10 | 25.69 | 21.22 |
|------------------------|-------|-------|-------|

|           |       |       |       |
|-----------|-------|-------|-------|
| Education | 24.56 | 10.73 | 20.11 |
|-----------|-------|-------|-------|

|                                    |      |       |      |
|------------------------------------|------|-------|------|
| Engineering, Manuf. & Construction | 4.32 | 11.00 | 6.47 |
|------------------------------------|------|-------|------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 20.74 | 7.69 | 16.54 |
|------------------|-------|------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 0.80 | 3.47 | 1.66 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 5.47 | 9.23 | 6.68 |
|----------------------------------------|------|------|------|

|                                       |      |       |       |
|---------------------------------------|------|-------|-------|
| Social Sci., Journalism & Information | 9.65 | 12.39 | 10.53 |
|---------------------------------------|------|-------|-------|

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

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

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

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

### Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 27.00 |
| Births attended by skilled personnel      | % live births                  | 98.80 |
| Maternal mortality                        | deaths per 100,000 live births | 33.00 |
| Total fertility rate                      | births per woman               | 1.50  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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



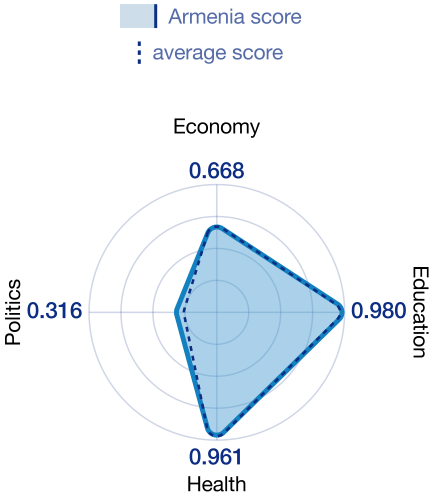
Armenia

0.731

59th

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.731 | 59th  | 0.721  | 64th  |
| Economic Participation and Opportunity | 0.668 | 91st  | 0.707  | 65th  |
| Educational Attainment                 | 0.980 | 99th  | 0.991  | 83rd  |
| Health and Survival                    | 0.961 | 122nd | 0.958  | 138th |
| Political Empowerment                  | 0.316 | 48th  | 0.228  | 70th  |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 91st  | 0.668  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 89th  | 0.749  |                                | -19.09            | 56.85              | 75.93 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 49th  | 0.694  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 106th | 0.555  |                                | -11.25            | 14.01              | 25.26 | 0-150      |
| Legislators, senior officials and managers %   | 91st  | 0.403  |                                | -42.58            | 28.71              | 71.29 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 28.46             | 35.77              | 64.23 | 0-100      |
| Educational Attainment                         | 99th  | 0.980  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0.17              | 99.73              | 99.90 | 0-100      |
| Enrolment in primary education %               | 117th | 0.969  |                                | -3.04             | 94.91              | 97.95 | 0-100      |
| Enrolment in secondary education %             | 114th | 0.975  |                                | -2.30             | 88.22              | 90.52 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 15.08             | 48.75              | 63.83 | 0-200      |
| Health and Survival                            | 122nd | 0.961  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 145th | 0.917  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 48th  | 0.316  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 32nd  | 0.621  |                                | -23.36            | 38.32              | 61.68 | 0-100      |
| Women in ministerial positions %               | 38th  | 0.500  |                                | -33.33            | 33.33              | 66.67 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 24.09 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 19.23 |
| Population sex ratio   | female/male, %              | 53.61 |
| Population growth rate | %                           | 0.73  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.60   | 1.39 | 2.99  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 21.00 |
| Firms with female top managers        | % firms | 19.10 |

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

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.60   | 0.63 | 1.23  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 47.30  | 48.41 | 47.88 |
| Unemployed adults                                         | % of labour force (15-64) | 10.21  | 7.50  | 8.81  |
| Workers employed part-time                                | % of employed people      | 41.98  | 22.03 | 31.64 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

### Access to finance

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

### Civil and political freedom

| Indicator                                | Unit              | Value |
|------------------------------------------|-------------------|-------|
| Year women received right to vote        | year              | 1918  |
| Number of female heads of state to date  | number            | n. a. |
| 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                                | Equal rights      | Value |
| Access to justice                        | Near-equal rights | ◆     |
| Freedom of movement                      | Equal rights      | ◆     |

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 12.50 |
| Early marriage                            | %             | 4.80  |
| Mean age of women at birth of first child | years         | 25.70 |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Near-equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 140    | 7    | 660.00 |

### Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 10.72  | 31.63 | 20.06 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.92   | 2.35  | 1.56  |
| Arts & Humanities                       |   | 16.57  | 9.34  | 13.34 |
| Business, Admin. & Law                  |   | 25.82  | 27.89 | 26.74 |
| Education                               |   | 16.04  | 5.65  | 11.40 |
| Engineering, Manuf. & Construction      |   | 2.86   | 14.64 | 8.12  |
| Health & Welfare                        |   | 15.58  | 9.49  | 12.86 |
| Information & Comm. Technologies        |   | 4.71   | 13.01 | 8.42  |
| Natural Sci., Mathematics & Statistics  |   | 3.15   | 3.98  | 3.52  |
| Social Sci., Journalism & Information   |   | 10.72  | 8.17  | 9.58  |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 10.27  | 11.80 | 11.04  |
| PhD graduates                     |              | 0.90   | 0.99  | 0.94   |
| Graduates from tertiary education |              | 10.27  | 11.80 | 11.04  |

### Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 10.00 |
| Births attended by skilled personnel      | % live births                  | 99.80 |
| Maternal mortality                        | deaths per 100,000 live births | 19.00 |
| Total fertility rate                      | births per woman               | 1.90  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

## Australia

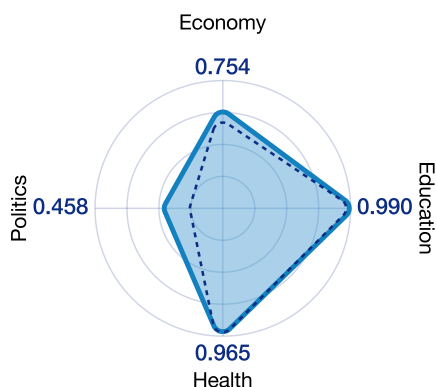
0.792

13th

2025

## Global Gender Gap Index 2025 Edition

■ Australia score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.792 | 13th | 0.780  | 24th |
| Economic Participation and Opportunity | 0.754 | 32nd | 0.736  | 42nd |
| Educational Attainment                 | 0.990 | 79th | 0.991  | 84th |
| Health and Survival                    | 0.965 | 96th | 0.968  | 88th |
| Political Empowerment                  | 0.458 | 19th | 0.424  | 28th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 32nd  | 0.754  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 21st  | 0.886  |                                | -8.08             | 63.08              | 71.16  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 58th  | 0.669  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 64th  | 0.643  |                                | -26.27            | 47.37              | 73.64  | 0-150      |
| Legislators, senior officials and managers %   | 36th  | 0.716  |                                | -16.55            | 41.72              | 58.28  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 9.78              | 45.11              | 54.89  | 0-100      |
| <b>Educational Attainment</b>                  | 79th  | 0.990  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.21              | 99.69              | 99.90  | 0-100      |
| Enrolment in secondary education %             | 124th | 0.957  |                                | -5.83             | 131.10             | 136.93 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 39.54             | 85.63              | 125.17 | 0-200      |
| <b>Health and Survival</b>                     | 96th  | 0.965  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 109th | 1.014  |                                | -                 | -                  | -      | 0-100      |
| <b>Political Empowerment</b>                   | 19th  | 0.458  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 30th  | 0.641  |                                | -21.85            | 39.07              | 60.93  | 0-100      |
| Women in ministerial positions %               | 8th   | 0.933  |                                | -3.45             | 48.28              | 51.72  | 0-100      |
| Years with female/male head of state (last 50) | 49th  | 0.064  |                                | -43.98            | 3.01               | 46.99  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value    |
|------------------------|-----------------------------|----------|
| GDP                    | US\$ billions               | 1,728.06 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 60.45    |
| Population sex ratio   | female/male, %              | 50.39    |
| Population growth rate | %                           | 2.45     |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 13.43    | 13.23  | 26.66 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 11.35 |
| Share of women's membership in boards | %       | 37.20 |
| Firms with female majority ownership  | % firms | n. a. |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.85  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 6.00     | 6.59   | 12.59 |

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

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 3.89 | 4.20 | 4.05 |
|-------------------|---------------------------|------|------|------|

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

|                                                           |   |       |       |       |
|-----------------------------------------------------------|---|-------|-------|-------|
| Proportion of time spent on unpaid domestic and care work | % | 17.12 | 11.71 | n. a. |
|-----------------------------------------------------------|---|-------|-------|-------|

## Access to finance

| Indicator                                   | Equal rights    | Value |
|---------------------------------------------|-----------------|-------|
| Access to financial services                | Equal rights ◆  |       |
| Inheritance rights for widows and daughters | Equal rights ◆  |       |
| Access to land assets                       | Uneven rights ◆ |       |
| Access to non-land assets                   | Equal rights ◆  |       |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | n. a. |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | 56.58 |

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

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

## Family and care

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

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Equal rights ◆ |       |

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

## Education and skills

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
| STEM      |   | 10.67    | 30.78  | 19.15 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 0.94 | 0.75 | 0.86 |
|-----------------------------------------|------|------|------|

|                   |       |      |      |
|-------------------|-------|------|------|
| Arts & Humanities | 10.14 | 7.57 | 9.06 |
|-------------------|-------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 31.37 | 39.49 | 34.79 |
|------------------------|-------|-------|-------|

|           |       |      |      |
|-----------|-------|------|------|
| Education | 12.16 | 4.31 | 8.85 |
|-----------|-------|------|------|

|                                    |      |       |      |
|------------------------------------|------|-------|------|
| Engineering, Manuf. & Construction | 3.57 | 14.59 | 8.22 |
|------------------------------------|------|-------|------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 26.28 | 11.48 | 20.04 |
|------------------|-------|-------|-------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 2.82 | 10.74 | 6.16 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 4.28 | 5.45 | 4.77 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 6.95 | 4.21 | 5.79 |
|---------------------------------------|------|------|------|

|                     |              |          |        |        |
|---------------------|--------------|----------|--------|--------|
| Graduates           | Attainment % | ◆ Female | ◆ Male | Parity |
| Vocational training |              | 12.39    | 15.81  | 14.16  |

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 1.40 | 2.00 | 1.69 |
|---------------|--|------|------|------|

|                                   |  |       |       |       |
|-----------------------------------|--|-------|-------|-------|
| Graduates from tertiary education |  | 12.39 | 15.81 | 14.16 |
|-----------------------------------|--|-------|-------|-------|

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 23.00 |
| Births attended by skilled personnel      | % live births                  | 96.00 |
| Maternal mortality                        | deaths per 100,000 live births | 2.00  |
| Total fertility rate                      | births per woman               | 1.50  |

| Indicator             | 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.

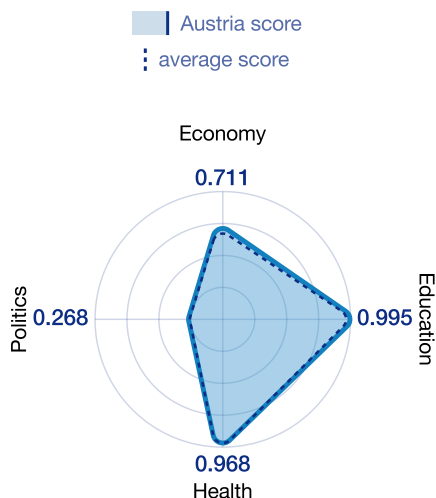
Austria

0.735

56th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.735 | 56th | 0.743  | 49th |
| Economic Participation and Opportunity | 0.711 | 67th | 0.706  | 67th |
| Educational Attainment                 | 0.995 | 63rd | 0.995  | 61st |
| Health and Survival                    | 0.968 | 83rd | 0.970  | 76th |
| Political Empowerment                  | 0.268 | 62nd | 0.303  | 48th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 67th  | 0.711  |                                | -                 | -                  | -      | -          |
| Labour-force participation rate %              | 44th  | 0.853  |                                | -9.81             | 56.80◆             | 66.61  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 55th  | 0.673  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 96th  | 0.588  |                                | -33.54            | 47.82◆             | 81.36  | 0-150      |
| Legislators, senior officials and managers %   | 66th  | 0.545  |                                | -29.41            | 35.30◆             | 64.71  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 0.08              | 49.96◆             | 50.04  | 0-100      |
| Educational Attainment                         | 63rd  | 0.995  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 85th  | 0.999  |                                | -0.14             | 98.43◆             | 98.57  | 0-100      |
| Enrolment in secondary education %             | 109th | 0.982  |                                | -1.88             | 99.54◆             | 101.42 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 23.81             | 80.19◆             | 103.99 | 0-200      |
| Health and Survival                            | 83rd  | 0.968  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 97th  | 1.021  |                                | -                 | -                  | -      | 0-100      |
| Political Empowerment                          | 62nd  | 0.268  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 39th  | 0.564  |                                | -27.87            | 36.07◆             | 63.93  | 0-100      |
| Women in ministerial positions %               | 65th  | 0.333  |                                | -50.00            | 25.00◆             | 75.00  | 0-100      |
| Years with female/male head of state (last 50) | 63rd  | 0.024  |                                | -47.69            | 1.16◆              | 48.84  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 511.69 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 64.39  |
| Population sex ratio   | female/male, %              | 50.78  |
| Population growth rate | %                           | 0.99   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 4.64   | 4.49 | 9.13  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 11.96 |
| Share of women's membership in boards | %       | 33.20 |
| Firms with female majority ownership  | % firms | 16.20 |
| Firms with female top managers        | % firms | 18.80 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.30  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.99   | 2.22 | 4.21  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 1.41   | 0.58  | 0.96  |
| Unemployed adults                                         | % of labour force (15-64) | 4.80   | 5.60  | 5.20  |
| Workers employed part-time                                | % of employed people      | 64.54  | 36.89 | 49.93 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

## Civil and political freedom

| Indicator                                | Unit          | Value |
|------------------------------------------|---------------|-------|
| Year women received right to vote        | year          | 1918  |
| Number of female heads of state to date  | number        | 3     |
| Seats held in upper house                | % total seats | 46.67 |
| Indicator                                | Yes/No        | Value |
| Election list quotas for women, national | Yes           |       |
| Party membership quotas, voluntary       | Yes           |       |
| Indicator                                | Equal rights  | Value |
| Access to justice                        | Equal rights  | ◆     |
| Freedom of movement                      | Equal rights  | ◆     |

## Family and care

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

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 112    | 30   | 365.00 |

## Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 15.76  | 49.88 | 31.05 |
| Agri., Forestry, Fisheries & Veterinary |   | 1.45   | 1.41  | 1.43  |
| Arts & Humanities                       |   | 8.62   | 5.13  | 7.05  |
| Business, Admin. & Law                  |   | 24.23  | 23.05 | 23.70 |
| Education                               |   | 17.06  | 4.97  | 11.65 |
| Engineering, Manuf. & Construction      |   | 8.66   | 33.51 | 19.80 |
| Health & Welfare                        |   | 13.27  | 7.00  | 10.46 |
| Information & Comm. Technologies        |   | 1.63   | 9.74  | 5.26  |
| Natural Sci., Mathematics & Statistics  |   | 5.47   | 6.63  | 5.99  |
| Social Sci., Journalism & Information   |   | 9.26   | 5.08  | 7.38  |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 26.49  | 29.67 | 28.13  |
| PhD graduates                     |              | 0.59   | 0.31  | 0.46   |
| Graduates from tertiary education |              | 26.49  | 29.67 | 28.13  |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 15.00 |
| Births attended by skilled personnel      | % live births                  | 98.10 |
| Maternal mortality                        | deaths per 100,000 live births | 6.00  |
| Total fertility rate                      | births per woman               | 1.32  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

## Azerbaijan

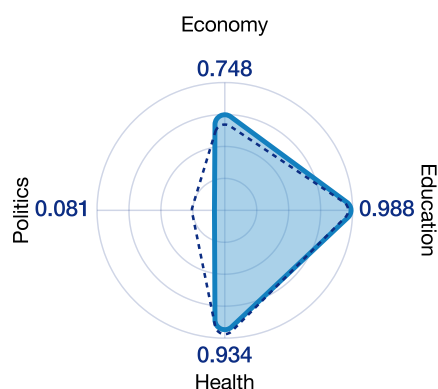
0.688

100th

2025

## Global Gender Gap Index 2025 Edition

■ Azerbaijan score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.688 | 100th | 0.685  | 103rd |
| Economic Participation and Opportunity | 0.748 | 37th  | 0.750  | 31st  |
| Educational Attainment                 | 0.988 | 89th  | 0.985  | 94th  |
| Health and Survival                    | 0.934 | 148th | 0.938  | 146th |
| Political Empowerment                  | 0.081 | 126th | 0.068  | 133rd |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportunity</b>  | 37th  | 0.748  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 19th  | 0.889  |                                | -7.70             | 61.90◆             | 69.60  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 32nd  | 0.728  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 61st  | 0.650  |                                | -9.07             | 16.81◆             | 25.89  | 0-150      |
| Legislators, senior officials and managers %   | -     | -      | -                              | -                 | -                  | -      | -          |
| Professional and technical workers %           | -     | -      | -                              | -                 | -                  | -      | -          |
| <b>Educational Attainment</b>                  | 89th  | 0.988  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0                 | 100.00◆            | 100.00 | 0-100      |
| Enrolment in primary education %               | 101st | 0.992  |                                | -0.83             | 98.02◆             | 98.85  | 0-100      |
| Enrolment in secondary education %             | 121st | 0.964  |                                | -3.39             | 90.95◆             | 94.34  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 8.89              | 37.26◆             | 46.15  | 0-200      |
| <b>Health and Survival</b>                     | 148th | 0.934  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 148th | 0.891  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 78th  | 1.031  |                                | -                 |                    |        | 0-100      |
| <b>Political Empowerment</b>                   | 126th | 0.081  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 101st | 0.263  |                                | -58.40            | 20.80◆             | 79.20  | 0-100      |
| Women in ministerial positions %               | 144th | 0.000  |                                | -100.00           | 0◆                 | 100.00 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0◆                 | 50.00  | 0-50       |



## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 72.36 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 21.26 |
| Population sex ratio   | female/male, %              | 51.00 |
| Population growth rate | %                           | 0.12  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 5.18   | 4.98 | 10.15 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 6.10  |
| Firms with female top managers        | % firms | 16.50 |

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

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

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

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 6.59 | 4.86 | 5.70 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 24.08 | 14.90 | 19.29 |
|----------------------------|----------------------|-------|-------|-------|

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

### Access to finance

| Indicator                                   | 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        | n. a. |
| 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           | Equal rights      | Value |
|---------------------|-------------------|-------|
| Access to justice   | Near-equal rights | ◆     |
| Freedom of movement | Equal rights      | ◆     |

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 8.80  |
| Mean age of women at birth of first child | years         | 24.60 |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Near-equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 126    | 0    | 1.04  |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 17.13  | 37.36 | 26.48 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.90 | 4.32 | 3.02 |
|-----------------------------------------|------|------|------|

|                   |       |      |      |
|-------------------|-------|------|------|
| Arts & Humanities | 11.62 | 4.96 | 8.54 |
|-------------------|-------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 17.59 | 28.78 | 22.76 |
|------------------------|-------|-------|-------|

|           |       |      |       |
|-----------|-------|------|-------|
| Education | 33.21 | 7.90 | 21.52 |
|-----------|-------|------|-------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 9.71 | 28.98 | 18.62 |
|------------------------------------|------|-------|-------|

|                  |      |      |      |
|------------------|------|------|------|
| Health & Welfare | 9.67 | 3.19 | 6.68 |
|------------------|------|------|------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 3.40 | 6.68 | 4.92 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 4.01 | 1.69 | 2.94 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 4.32 | 3.47 | 3.93 |
|---------------------------------------|------|------|------|

| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 10.51  | 11.55 | 11.06  |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.31 | 0.42 | 0.36 |
|---------------|------|------|------|

|                                   |       |       |       |
|-----------------------------------|-------|-------|-------|
| Graduates from tertiary education | 10.51 | 11.55 | 11.06 |
|-----------------------------------|-------|-------|-------|

### Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 14.00 |
| Births attended by skilled personnel      | % live births                  | 99.90 |
| Maternal mortality                        | deaths per 100,000 live births | 18.00 |
| Total fertility rate                      | births per woman               | 1.55  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

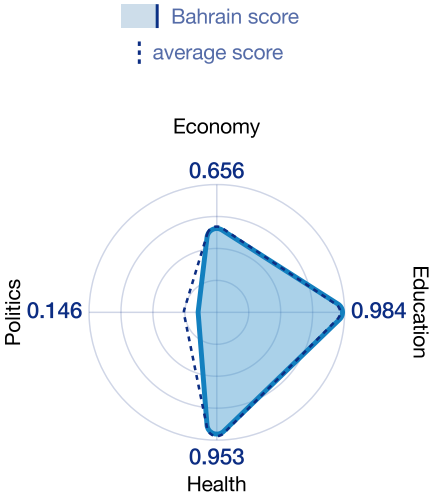
Bahrain

0.684

104th

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.684 | 104th | 0.666  | 116th |
| Economic Participation and Opportunity | 0.656 | 99th  | 0.573  | 119th |
| Educational Attainment                 | 0.984 | 95th  | 0.986  | 92nd  |
| Health and Survival                    | 0.953 | 144th | 0.959  | 137th |
| Political Empowerment                  | 0.146 | 106th | 0.146  | 103rd |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| Economic Participation and Opportun...         | 99th  | 0.656  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 133rd | 0.501  |                                | -43.40            | 43.54          | 86.94  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 13th  | 0.781  |                                | -                 | -              | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 79th  | 0.620  |                                | -25.40            | 41.45          | 66.86  | 0-150      |
| Legislators, senior officials and managers %   | -     | -      | -                              | -                 | -              | -      | -          |
| Professional and technical workers %           | -     | -      | -                              | -                 | -              | -      | -          |
| Educational Attainment                         | 95th  | 0.984  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 87th  | 0.970  |                                | -3.00             | 96.00          | 99.00  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.23              | 92.69          | 93.92  | 0-100      |
| Enrolment in secondary education %             | 125th | 0.954  |                                | -4.95             | 102.19         | 107.14 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 45.23             | 39.10          | 84.33  | 0-200      |
| Health and Survival                            | 144th | 0.953  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 147th | 0.972  |                                | -                 | -              | -      | 0-100      |
| Political Empowerment                          | 106th | 0.146  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 103rd | 0.250  |                                | -60.00            | 20.00          | 80.00  | 0-100      |
| Women in ministerial positions %               | 77th  | 0.278  |                                | -56.52            | 21.74          | 78.26  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 46.08 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 57.21 |
| Population sex ratio   | female/male, %              | 37.92 |
| Population growth rate | %                           | 3.38  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 0.60   | 0.98 | 1.58  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 9.50  |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.65  |

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

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | n. a.  | n. a. | n. a. |
| Unemployed adults                                         | % of labour force (15-64) | n. a.  | n. a. | n. a. |
| Workers employed part-time                                | % of employed people      | n. a.  | n. a. | n. a. |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

## Access to finance

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

## Civil and political freedom

| Indicator                                | Unit              | Value            |
|------------------------------------------|-------------------|------------------|
| Year women received right to vote        | year              | 1951, 1973, 2002 |
| Number of female heads of state to date  | number            | n. a.            |
| 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                                | Equal rights      | Value            |
| Access to justice                        | Restricted rights | ◇                |
| Freedom of movement                      | Equal rights      | ◆                |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 5.50  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator                     | Equal rights | Value                                                                                              |                                                                                          |       |
|-------------------------------|--------------|----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-------|
| Right to divorce              |              | Unequal rights  |                                                                                          |       |
| Indicator                     | Shared days  |  Female         |  Male | Value |
| Length of paid parental leave |              | 60                                                                                                 | 1                                                                                        | 0     |

## Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 13.14  | 26.12 | 17.99 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.02   | 0.03  | 0.03  |
| Arts & Humanities                       |   | 12.90  | 4.93  | 9.92  |
| Business, Admin. & Law                  |   | 40.09  | 46.91 | 42.64 |
| Education                               |   | 12.83  | 5.78  | 10.19 |
| Engineering, Manuf. & Construction      |   | 6.89   | 16.75 | 10.57 |
| Health & Welfare                        |   | 12.76  | 7.37  | 10.75 |
| Information & Comm. Technologies        |   | 3.38   | 8.27  | 5.20  |
| Natural Sci., Mathematics & Statistics  |   | 2.87   | 1.10  | 2.21  |
| Social Sci., Journalism & Information   |   | 4.24   | 4.01  | 4.15  |

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 0.66   | 5.02 | 3.21   |
| PhD graduates                     |              | 0.66   | 0.58 | 0.61   |
| Graduates from tertiary education |              | 0.66   | 5.02 | 3.21   |

## 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 | 17.00 |
| Total fertility rate                      | births per woman               | 1.82  |

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights | ◇     |

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

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

## Bangladesh

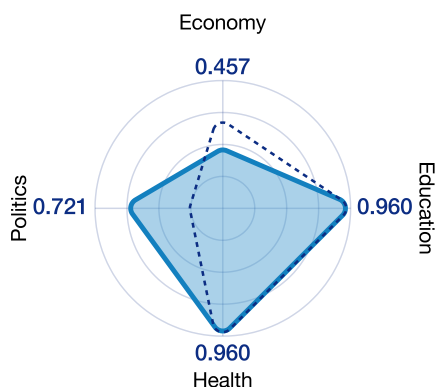
0.775

24th

2025

## Global Gender Gap Index 2025 Edition

■ Bangladesh score  
⋯ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.775 | 24th  | 0.689  | 99th  |
| Economic Participation and Opportunity | 0.457 | 141st | 0.312  | 146th |
| Educational Attainment                 | 0.960 | 115th | 0.940  | 125th |
| Health and Survival                    | 0.960 | 123rd | 0.962  | 129th |
| Political Empowerment                  | 0.721 | 3rd   | 0.543  | 7th   |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportunity</b>  | 141st | 0.457  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 129th | 0.537  |                                | -37.41            | 43.35              | 80.77 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 87th  | 0.618  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 113th | 0.525  |                                | -5.17             | 5.70               | 10.87 | 0-150      |
| Legislators, senior officials and managers %   | 133rd | 0.079  |                                | -85.36            | 7.32               | 92.68 | 0-100      |
| Professional and technical workers %           | 133rd | 0.255  |                                | -59.41            | 20.29              | 79.71 | 0-100      |
| <b>Educational Attainment</b>                  | 115th | 0.960  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 96th  | 0.951  |                                | -4.00             | 77.00              | 81.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.90              |                    | 95.71 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 10.83             | 60.71              | 71.55 | 0-200      |
| Enrolment in tertiary education %              | 125th | 0.742  |                                | -7.23             | 20.81              | 28.03 | 0-200      |
| <b>Health and Survival</b>                     | 123rd | 0.960  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 134th | 0.997  |                                | -                 |                    |       | 0-100      |
| <b>Political Empowerment</b>                   | 3rd   | 0.721  |                                | -                 |                    |       | -          |
| Women in parliament %                          | -     | -      |                                | -                 |                    |       | -          |
| Women in ministerial positions %               | 88th  | 0.222  |                                | -63.64            | 18.18              | 81.82 | 0-100      |
| Years with female/male head of state (last 50) | 1st   | 1.000  |                                | 11.48             | 19.26              | 30.74 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 437.42 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 8.24   |
| Population sex ratio   | female/male, %              | 50.80  |
| Population growth rate | %                           | 1.22   |

| Indicator        | Million people | Female | Male  | Value  |
|------------------|----------------|--------|-------|--------|
| Total population |                | 87.11  | 84.36 | 171.47 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 2.50  |
| Firms with female top managers        | % firms | 3.60  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.38  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 18.05  | 40.31 | 58.36 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 95.77  | 78.08 | 84.19 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 3.28 | 3.58 | 3.47 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 32.18 | 10.64 | 18.08 |
|----------------------------|----------------------|-------|-------|-------|

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

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value      |
|-----------------------------------------|---------------|------------|
| Year women received right to vote       | year          | 1937, 1972 |
| Number of female heads of state to date | number        | 4          |
| Seats held in upper house               | % total seats | n. a.      |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 10.00 |
| Early marriage                            | %             | 32.90 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Unequal rights | ◇     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 112    | 0    | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 8.08   | 12.34 | 11.15 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 0.84 | 1.22 | 1.11 |
|-----------------------------------------|------|------|------|

|                   |       |       |       |
|-------------------|-------|-------|-------|
| Arts & Humanities | 37.47 | 29.37 | 31.65 |
|-------------------|-------|-------|-------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 25.18 | 27.60 | 26.92 |
|------------------------|-------|-------|-------|

|           |      |      |      |
|-----------|------|------|------|
| Education | 0.94 | 1.32 | 1.21 |
|-----------|------|------|------|

|                                    |      |      |      |
|------------------------------------|------|------|------|
| Engineering, Manuf. & Construction | 2.20 | 1.00 | 1.34 |
|------------------------------------|------|------|------|

|                  |      |      |      |
|------------------|------|------|------|
| Health & Welfare | 1.76 | 2.05 | 1.97 |
|------------------|------|------|------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 1.79 | 1.85 | 1.83 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 4.10 | 9.49 | 7.97 |
|----------------------------------------|------|------|------|

|                                       |       |       |       |
|---------------------------------------|-------|-------|-------|
| Social Sci., Journalism & Information | 25.59 | 25.85 | 25.78 |
|---------------------------------------|-------|-------|-------|

|                     |              |        |      |        |
|---------------------|--------------|--------|------|--------|
| Graduates           | Attainment % | Female | Male | Parity |
| Vocational training |              | 2.49   | 6.08 | 4.20   |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.03 | 0.08 | 0.06 |
|---------------|------|------|------|

|                                   |      |      |      |
|-----------------------------------|------|------|------|
| Graduates from tertiary education | 2.49 | 6.08 | 4.20 |
|-----------------------------------|------|------|------|

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 50.00  |
| Births attended by skilled personnel      | % live births                  | 59.00  |
| Maternal mortality                        | deaths per 100,000 live births | 115.00 |
| Total fertility rate                      | births per woman               | 2.16   |

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights | ◇     |

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

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

## Barbados

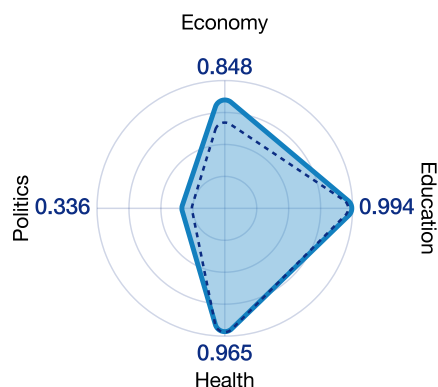
0.786

15th

2025

## Global Gender Gap Index 2025 Edition

Barbados score  
average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |      |
|----------------------------------------|-------|-------|--------|------|
|                                        | Score | Rank  | Score  | Rank |
| Global Gender Gap Index                | 0.786 | 15th  | 0.773  | 31st |
| Economic Participation and Opportunity | 0.848 | 5th   | 0.848  | 3rd  |
| Educational Attainment                 | 0.994 | 65th  | 0.995  | 59th |
| Health and Survival                    | 0.965 | 100th | 0.968  | 91st |
| Political Empowerment                  | 0.336 | 44th  | 0.280  | 54th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 5th   | 0.848  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 37th  | 0.867  |                                | -8.77             | 57.33              | 66.11  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 51st  | 0.686  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 4th   | 0.873  |                                | -2.62             | 17.97              | 20.59  | 0-150      |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 4.16              | 47.92              | 52.08  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 15.52             | 42.24              | 57.76  | 0-100      |
| <b>Educational Attainment</b>                  | 65th  | 0.994  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 103rd | 0.989  |                                | -0.91             | 85.06              | 85.96  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 3.02              | 101.04             | 104.06 | 0-200      |
| Enrolment in tertiary education %              | -     | -      | -                              | -                 | -                  | -      | -          |
| <b>Health and Survival</b>                     | 100th | 0.965  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 112th | 1.013  |                                | -                 | -                  | -      | 0-100      |
| <b>Political Empowerment</b>                   | 44th  | 0.336  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 78th  | 0.364  |                                | -46.67            | 26.67              | 73.33  | 0-100      |
| Women in ministerial positions %               | 48th  | 0.455  |                                | -37.50            | 31.25              | 68.75  | 0-100      |
| Years with female/male head of state (last 50) | 16th  | 0.251  |                                | -29.95            | 10.03              | 39.98  | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |  |       |
|------------------------|-----------------------------|--|-------|
| Indicator              | Unit                        |  | Value |
| GDP                    | US\$ billions               |  | 6.72  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 |  | 19.22 |
| Population sex ratio   | female/male, %              |  | 52.06 |
| Population growth rate | %                           |  | 0.01  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 0.15   | 0.14 | 0.28  |

| Work participation and leadership     |         |  |       |
|---------------------------------------|---------|--|-------|
| Indicator                             | Unit    |  | Value |
| Gender wage gap                       | %       |  | n. a. |
| Share of women's membership in boards | %       |  | n. a. |
| Firms with female majority ownership  | % firms |  | 14.50 |
| Firms with female top managers        | % firms |  | 16.90 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.10  |

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

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 60.56  | 63.40 | 61.97 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 7.11 | 6.56 | 6.83 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| 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                                   | Equal rights |               | Value |
| Access to financial services                |              | Uneven rights |       |
| Inheritance rights for widows and daughters |              | Equal rights  |       |
| Access to land assets                       |              | Equal rights  |       |
| Access to non-land assets                   |              | Equal rights  |       |

| Civil and political freedom             |               |  |       |
|-----------------------------------------|---------------|--|-------|
| Indicator                               | Unit          |  | Value |
| Year women received right to vote       | year          |  | 1950  |
| Number of female heads of state to date | number        |  | 2     |
| Seats held in upper house               | % total seats |  | 33.33 |

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

| Indicator           | Equal rights | Value        |
|---------------------|--------------|--------------|
| Access to justice   |              | Equal rights |
| Freedom of movement |              | Equal rights |

| Family and care                           |               |  |       |
|-------------------------------------------|---------------|--|-------|
| Indicator                                 | Unit          |  | Value |
| Unmet family planning                     | % women 15-49 |  | n. a. |
| Early marriage                            | %             |  | 1.40  |
| Mean age of women at birth of first child | years         |  | n. a. |

| Indicator        | Equal rights | Value             |
|------------------|--------------|-------------------|
| Right to divorce |              | Restricted rights |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 84     | 0    | 0     |

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | n. a.  | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary |   | n. a.  | n. a. | n. a. |

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

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

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

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

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

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

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

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

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | n. a.  | n. a. | n. a.  |
| PhD graduates                     |              | 10.38  | 7.26  | 8.90   |
| 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 |  | 35.00 |
| Total fertility rate                      | births per woman               |  | 1.71  |

| Indicator             | 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.

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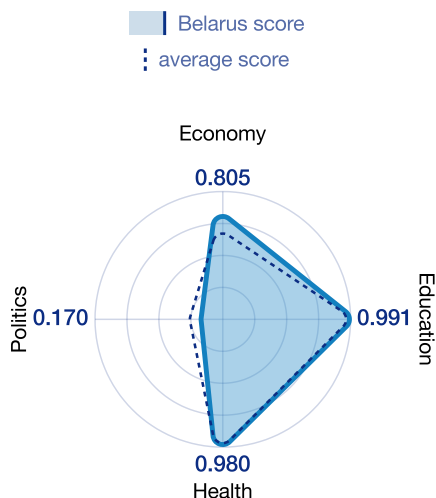
## Belarus

0.736

54th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |      | ▼ 2024 |       |
|-----------------------------------------------|-------|------|--------|-------|
|                                               | Score | Rank | Score  | Rank  |
| <b>Global Gender Gap Index</b>                | 0.736 | 54th | 0.733  | 55th  |
| <b>Economic Participation and Opportunity</b> | 0.805 | 9th  | 0.818  | 6th   |
| <b>Educational Attainment</b>                 | 0.991 | 78th | 0.967  | 109th |
| <b>Health and Survival</b>                    | 0.980 | 1st  | 0.980  | 1st   |
| <b>Political Empowerment</b>                  | 0.170 | 98th | 0.168  | 97th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportunity</b>  | 9th   | 0.805  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 33rd  | 0.872  |                                | -9.59             | 65.25              | 74.85  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -                 | -                  | -      | -          |
| Estimated earned income int'l \$ 1,000         | 77th  | 0.621  |                                | -13.16            | 21.59              | 34.74  | 0-150      |
| Legislators, senior officials and managers %   | 22nd  | 0.828  |                                | -9.44             | 45.28              | 54.72  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 39.91             | 30.05              | 69.95  | 0-100      |
| <b>Educational Attainment</b>                  | 78th  | 0.991  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0                 | 100.00             | 100.00 | 0-100      |
| Enrolment in primary education %               | 109th | 0.982  |                                | -1.75             | 95.43              | 97.18  | 0-100      |
| Enrolment in secondary education %             | 94th  | 0.995  |                                | -0.47             | 97.18              | 97.66  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 10.94             | 67.51              | 78.45  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -                  | -      | 0-100      |
| <b>Political Empowerment</b>                   | 98th  | 0.170  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 48th  | 0.514  |                                | -32.11            | 33.95              | 66.06  | 0-100      |
| Women in ministerial positions %               | 142nd | 0.045  |                                | -91.30            | 4.35               | 95.65  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 71.86 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 27.72 |
| Population sex ratio   | female/male, %              | 53.40 |
| Population growth rate | %                           | -0.54 |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 4.90   | 4.28 | 9.18  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 19.20 |
| Firms with female top managers        | % firms | 21.10 |

| Indicator | 1-7 (best) | Value |
|-----------|------------|-------|
|-----------|------------|-------|

|                                          |       |
|------------------------------------------|-------|
| Advancement of women to leadership roles | n. a. |
|------------------------------------------|-------|

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 2.31   | 2.29 | 4.61  |

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

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 2.76 | 4.16 | 3.46 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |      |       |
|----------------------------|----------------------|-------|------|-------|
| Workers employed part-time | % of employed people | 20.55 | 7.57 | 14.10 |
|----------------------------|----------------------|-------|------|-------|

|                                                           |   |       |      |       |
|-----------------------------------------------------------|---|-------|------|-------|
| Proportion of time spent on unpaid domestic and care work | % | 19.17 | 9.51 | n. a. |
|-----------------------------------------------------------|---|-------|------|-------|

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                |              | n. a. |
| Inheritance rights for widows and daughters |              | n. a. |
| Access to land assets                       |              | n. a. |
| Access to non-land assets                   |              | n. a. |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1991  |
| Number of female heads of state to date | number        | n. a. |
| Seats held in upper house               | % total seats | 30.51 |

| Indicator | Yes/No | Value |
|-----------|--------|-------|
|-----------|--------|-------|

|                                          |       |
|------------------------------------------|-------|
| Election list quotas for women, national | n. a. |
| Party membership quotas, voluntary       | n. a. |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                     |       |
|---------------------|-------|
| Access to justice   | n. a. |
| Freedom of movement | n. a. |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 17.50 |
| Early marriage                            | %             | n. a. |
| Mean age of women at birth of first child | years         | 26.90 |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                  |       |
|------------------|-------|
| Right to divorce | n. a. |
|------------------|-------|

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 126    | 0    | 1.10  |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 17.04  | 58.87 | 36.77 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 5.08 | 5.11 | 5.10 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 9.57 | 3.38 | 6.65 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 30.49 | 16.38 | 23.84 |
|------------------------|-------|-------|-------|

|           |       |      |       |
|-----------|-------|------|-------|
| Education | 15.53 | 6.06 | 11.06 |
|-----------|-------|------|-------|

|                                    |       |       |       |
|------------------------------------|-------|-------|-------|
| Engineering, Manuf. & Construction | 10.97 | 46.07 | 27.53 |
|------------------------------------|-------|-------|-------|

|                  |       |      |      |
|------------------|-------|------|------|
| Health & Welfare | 13.15 | 3.49 | 8.59 |
|------------------|-------|------|------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 2.57 | 9.87 | 6.01 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 3.50 | 2.93 | 3.23 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 4.37 | 1.62 | 3.07 |
|---------------------------------------|------|------|------|

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

|                     |  |       |       |       |
|---------------------|--|-------|-------|-------|
| Vocational training |  | 16.31 | 19.27 | 17.83 |
|---------------------|--|-------|-------|-------|

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 0.26 | 0.35 | 0.30 |
|---------------|--|------|------|------|

|                                   |  |       |       |       |
|-----------------------------------|--|-------|-------|-------|
| Graduates from tertiary education |  | 16.31 | 19.27 | 17.83 |
|-----------------------------------|--|-------|-------|-------|

## 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 | 1.00  |
| Total fertility rate                      | births per woman               | 1.21  |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                       |       |
|-----------------------|-------|
| Reproductive autonomy | n. a. |
|-----------------------|-------|

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

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

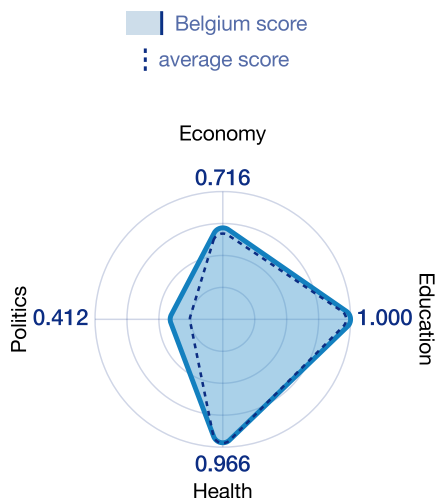
## Belgium

0.773

27th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |      | ▼ 2024 |      |
|-----------------------------------------------|-------|------|--------|------|
|                                               | Score | Rank | Score  | Rank |
| <b>Global Gender Gap Index</b>                | 0.773 | 27th | 0.793  | 12th |
| <b>Economic Participation and Opportunity</b> | 0.716 | 60th | 0.718  | 57th |
| <b>Educational Attainment</b>                 | 1.000 | 37th | 1.000  | 30th |
| <b>Health and Survival</b>                    | 0.966 | 92nd | 0.968  | 90th |
| <b>Political Empowerment</b>                  | 0.412 | 26th | 0.486  | 16th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 60th  | 0.716  |                                | -                 | -                  | -      | -          |
| Labour-force participation rate %              | 45th  | 0.852  |                                | -8.78             | 50.69◆◆            | 59.47  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 74th  | 0.641  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 44th  | 0.681  |                                | -23.95            | 51.06◆◆            | 75.01  | 0-150      |
| Legislators, senior officials and managers %   | 74th  | 0.512  |                                | -32.31            | 33.85◆◆            | 66.15  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 7.11              | 46.45◆◆            | 53.55  | 0-100      |
| <b>Educational Attainment</b>                  | 37th  | 1.000  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 79th  | 0.999  |                                | -0.05             | 98.75◆◆            | 98.80  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 17.35             | 134.48◆◆           | 151.83 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 25.81             | 71.02◆◆            | 96.83  | 0-200      |
| <b>Health and Survival</b>                     | 92nd  | 0.966  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 106th | 1.014  |                                | -                 | -                  | -      | 0-100      |
| <b>Political Empowerment</b>                   | 26th  | 0.412  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 20th  | 0.705  |                                | -17.33            | 41.33◆◆            | 58.67  | 0-100      |
| Women in ministerial positions %               | 17th  | 0.750  |                                | -14.29            | 42.86◆◆            | 57.14  | 0-100      |
| Years with female/male head of state (last 50) | 66th  | 0.019  |                                | -48.14            | 0.93◆◆             | 49.07  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 644.78 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 62.93  |
| Population sex ratio   | female/male, %              | 50.71  |
| Population growth rate | %                           | 0.91   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 5.98   | 5.81 | 11.79 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 0.91  |
| Share of women's membership in boards | %       | 39.30 |
| Firms with female majority ownership  | % firms | 6.70  |
| Firms with female top managers        | % firms | 17.90 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.75  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 2.32   | 2.62 | 4.93  |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 1.07   | 1.05 | 1.06  |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 5.30 | 6.20 | 5.80 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 56.02 | 30.31 | 42.44 |
|----------------------------|----------------------|-------|-------|-------|

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

### Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

### Civil and political freedom

| Indicator                               | Unit          | Value      |
|-----------------------------------------|---------------|------------|
| Year women received right to vote       | year          | 1919, 1948 |
| Number of female heads of state to date | number        | 1          |
| Seats held in upper house               | % total seats | 47.46      |

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

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

### Family and care

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

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 105    | 28   | 0     |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 8.66   | 33.94 | 18.81 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 2.06 | 1.80 | 1.95 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 9.22 | 7.98 | 8.72 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 20.88 | 25.41 | 22.70 |
|------------------------|-------|-------|-------|

|           |       |      |      |
|-----------|-------|------|------|
| Education | 11.19 | 5.14 | 8.76 |
|-----------|-------|------|------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 4.94 | 21.89 | 11.74 |
|------------------------------------|------|-------|-------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 33.67 | 16.52 | 26.78 |
|------------------|-------|-------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 0.68 | 6.42 | 2.98 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 3.04 | 5.63 | 4.08 |
|----------------------------------------|------|------|------|

|                                       |       |      |       |
|---------------------------------------|-------|------|-------|
| Social Sci., Journalism & Information | 13.08 | 7.25 | 10.74 |
|---------------------------------------|-------|------|-------|

| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 20.90  | 25.64 | 23.34  |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.73 | 1.24 | 0.98 |
|---------------|------|------|------|

|                                   |       |       |       |
|-----------------------------------|-------|-------|-------|
| Graduates from tertiary education | 20.90 | 25.64 | 23.34 |
|-----------------------------------|-------|-------|-------|

### Health

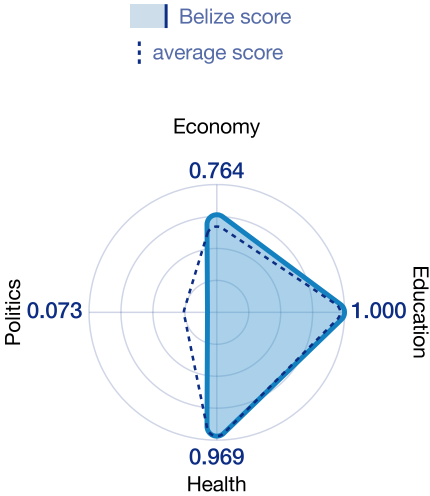
| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 22.00 |
| Births attended by skilled personnel      | % live births                  | n. a. |
| Maternal mortality                        | deaths per 100,000 live births | 4.00  |
| Total fertility rate                      | births per woman               | 1.47  |

| Indicator             | 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 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.702 | 89th  | 0.696  | 95th  |
| Economic Participation and Opportunity | 0.764 | 21st  | 0.729  | 46th  |
| Educational Attainment                 | 1.000 | 1st   | 1.000  | 1st   |
| Health and Survival                    | 0.969 | 76th  | 0.980  | 1st   |
| Political Empowerment                  | 0.073 | 132nd | 0.074  | 129th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 21st  | 0.764  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 100th | 0.694  |                                | -25.24            | 57.19              | 82.42 | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -                 | -                  | -     | -          |
| Estimated earned income int'l \$ 1,000         | 94th  | 0.588  |                                | -6.44             | 9.21               | 15.65 | 0-150      |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 13.36             | 43.32              | 56.68 | 0-100      |
| Professional and technical workers %           | 83rd  | 0.911  |                                | -4.68             | 47.66              | 52.34 | 0-100      |
| Educational Attainment                         | 1st   | 1.000  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 1.48              | 90.16              | 91.63 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.94              | 87.42              | 89.36 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.87              | 82.71              | 84.57 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 13.19             | 15.89              | 29.08 | 0-200      |
| Health and Survival                            | 76th  | 0.969  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 88th  | 1.026  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 132nd | 0.073  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 116th | 0.185  |                                | -68.75            | 15.63              | 84.38 | 0-100      |
| Women in ministerial positions %               | 136th | 0.063  |                                | -88.24            | 5.88               | 94.12 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 3.07  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 12.46 |
| Population sex ratio   | female/male, %              | 49.53 |
| Population growth rate | %                           | 2.06  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 0.20   | 0.21 | 0.41  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | n. a. |
| Firms with female top managers        | % firms | n. a. |

| Indicator | 1-7 (best) | Value |
|-----------|------------|-------|
|-----------|------------|-------|

|                                          |       |
|------------------------------------------|-------|
| Advancement of women to leadership roles | n. a. |
|------------------------------------------|-------|

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.06   | 0.08 | 0.14  |

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

|                   |                           |       |      |      |
|-------------------|---------------------------|-------|------|------|
| Unemployed adults | % of labour force (15-64) | 13.88 | 6.00 | 9.28 |
|-------------------|---------------------------|-------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 33.75 | 22.75 | 27.06 |
|----------------------------|----------------------|-------|-------|-------|

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

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

## Civil and political freedom

| Indicator                               | Unit          | Value      |
|-----------------------------------------|---------------|------------|
| Year women received right to vote       | year          | 1954, 1981 |
| Number of female heads of state to date | number        | n. a.      |
| Seats held in upper house               | % total seats | 28.57      |

| Indicator | Yes/No | Value |
|-----------|--------|-------|
|-----------|--------|-------|

|                                          |       |
|------------------------------------------|-------|
| Election list quotas for women, national | n. a. |
| Party membership quotas, voluntary       | n. a. |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

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

## Family and care

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

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

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

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 0    | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 13.49  | 32.17 | 20.15 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 2.74 | 7.53 | 4.45 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 2.00 | 1.86 | 1.95 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 39.17 | 35.88 | 37.99 |
|------------------------|-------|-------|-------|

|           |       |      |       |
|-----------|-------|------|-------|
| Education | 16.07 | 5.77 | 12.39 |
|-----------|-------|------|-------|

|                                    |      |      |      |
|------------------------------------|------|------|------|
| Engineering, Manuf. & Construction | 0.63 | 5.67 | 2.43 |
|------------------------------------|------|------|------|

|                  |      |      |      |
|------------------|------|------|------|
| Health & Welfare | 6.80 | 2.99 | 5.44 |
|------------------|------|------|------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 1.77 | 13.92 | 6.11 |
|----------------------------------|------|-------|------|

|                                        |       |       |       |
|----------------------------------------|-------|-------|-------|
| Natural Sci., Mathematics & Statistics | 11.09 | 12.58 | 11.62 |
|----------------------------------------|-------|-------|-------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 4.97 | 2.06 | 3.94 |
|---------------------------------------|------|------|------|

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

|                     |      |      |      |
|---------------------|------|------|------|
| Vocational training | 2.28 | 3.09 | 2.69 |
|---------------------|------|------|------|

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 1.53 | 1.88 | 1.71 |
|---------------|------|------|------|

|                                   |      |      |      |
|-----------------------------------|------|------|------|
| Graduates from tertiary education | 2.28 | 3.09 | 2.69 |
|-----------------------------------|------|------|------|

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 24.00 |
| Births attended by skilled personnel      | % live births                  | 94.60 |
| Maternal mortality                        | deaths per 100,000 live births | 67.00 |
| Total fertility rate                      | births per woman               | 2.01  |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                       |                   |   |
|-----------------------|-------------------|---|
| Reproductive autonomy | Restricted rights | ◆ |
|-----------------------|-------------------|---|

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

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

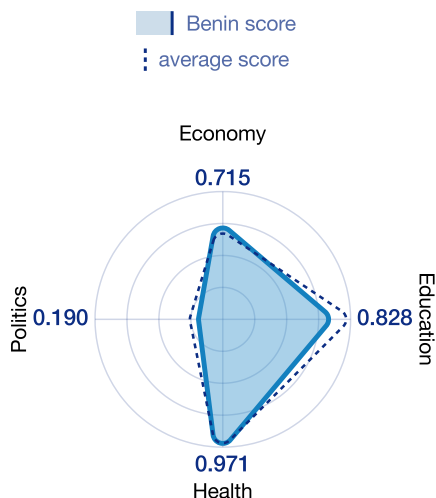
Benin

0.676

113th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.676 | 113th | 0.629  | 134th |
| Economic Participation and Opportunity | 0.715 | 62nd  | 0.538  | 128th |
| Educational Attainment                 | 0.828 | 142nd | 0.817  | 140th |
| Health and Survival                    | 0.971 | 67th  | 0.973  | 61st  |
| Political Empowerment                  | 0.190 | 90th  | 0.190  | 84th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
| Economic Participation and Opportun...         | 62nd  | 0.715  |                                | -                 | Min                | Max   | -          |
| Labour-force participation rate %              | 4th   | 0.957  |                                | -3.32             | 74.72◆             | 78.04 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 57th  | 0.672  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 92nd  | 0.589  |                                | -1.92             | 2.76◆              | 4.68  | 0-150      |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 20.72             | 39.64◆             | 60.36 | 0-100      |
| Professional and technical workers %           | 132nd | 0.303  |                                | -53.47            | 23.27◆             | 76.73 | 0-100      |
| Educational Attainment                         | 142nd | 0.828  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 134th | 0.663  |                                | -21.11            | 41.51◆             | 62.62 | 0-100      |
| Enrolment in primary education %               | 123rd | 0.940  |                                | -5.59             | 87.56◆             | 93.15 | 0-100      |
| Enrolment in secondary education %             | 140th | 0.862  |                                | -6.46             | 40.28◆             | 46.74 | 0-200      |
| Enrolment in tertiary education %              | 130th | 0.593  |                                | -5.21             | 7.59◆              | 12.80 | 0-200      |
| Health and Survival                            | 67th  | 0.971  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 77th  | 1.031  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 90th  | 0.190  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 79th  | 0.363  |                                | -46.79            | 26.61◆             | 73.39 | 0-100      |
| Women in ministerial positions %               | 72nd  | 0.313  |                                | -52.38            | 23.81◆             | 76.19 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0◆                 | 50.00 | 0-50       |



## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 19.68 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 3.72  |
| Population sex ratio   | female/male, %              | 49.86 |
| Population growth rate | %                           | 2.52  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 7.04   | 7.07 | 14.11 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 22.00 |
| Firms with female top managers        | % firms | 25.90 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.56  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 2.27   | 2.04 | 4.31  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 98.16  | 94.38 | 96.35 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 1.56   | 1.98 | 1.76  |

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

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

## Access to finance

| Indicator                                   | Equal rights      | Value |
|---------------------------------------------|-------------------|-------|
| Access to financial services                | Equal rights      | ◆     |
| Inheritance rights for widows and daughters | Near-equal rights | ◆     |
| Access to land assets                       |                   |       |
| 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        | n. a. |
| 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           | Equal rights      | Value |
|---------------------|-------------------|-------|
| Access to justice   | Equal rights      | ◆     |
| Freedom of movement | Restricted rights | ◆     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 29.90 |
| Early marriage                            | %             | 18.50 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 3    | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 16.72  | 24.97 | 21.76 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 2.34 | 4.42 | 3.62 |
|-----------------------------------------|------|------|------|

|                   |       |       |       |
|-------------------|-------|-------|-------|
| Arts & Humanities | 10.01 | 14.54 | 12.78 |
|-------------------|-------|-------|-------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 52.39 | 36.93 | 42.94 |
|------------------------|-------|-------|-------|

|           |      |      |      |
|-----------|------|------|------|
| Education | 1.63 | 3.30 | 2.65 |
|-----------|------|------|------|

|                                    |      |      |      |
|------------------------------------|------|------|------|
| Engineering, Manuf. & Construction | 2.98 | 7.26 | 5.59 |
|------------------------------------|------|------|------|

|                  |      |      |      |
|------------------|------|------|------|
| Health & Welfare | 5.84 | 3.15 | 4.19 |
|------------------|------|------|------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 2.07 | 4.58 | 3.60 |
|----------------------------------|------|------|------|

|                                        |       |       |       |
|----------------------------------------|-------|-------|-------|
| Natural Sci., Mathematics & Statistics | 11.68 | 13.13 | 12.57 |
|----------------------------------------|-------|-------|-------|

|                                       |      |       |       |
|---------------------------------------|------|-------|-------|
| Social Sci., Journalism & Information | 9.13 | 11.88 | 10.81 |
|---------------------------------------|------|-------|-------|

| Graduates           | Attainment % | Female | Male | Parity |
|---------------------|--------------|--------|------|--------|
| Vocational training |              | 1.00   | 2.08 | 1.55   |

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

|                                   |      |      |      |
|-----------------------------------|------|------|------|
| Graduates from tertiary education | 1.00 | 2.08 | 1.55 |
|-----------------------------------|------|------|------|

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|--|--|--|--|

## Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 26.00  |
| Births attended by skilled personnel      | % live births                  | 78.10  |
| Maternal mortality                        | deaths per 100,000 live births | 518.00 |
| Total fertility rate                      | births per woman               | 4.56   |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

## Bhutan

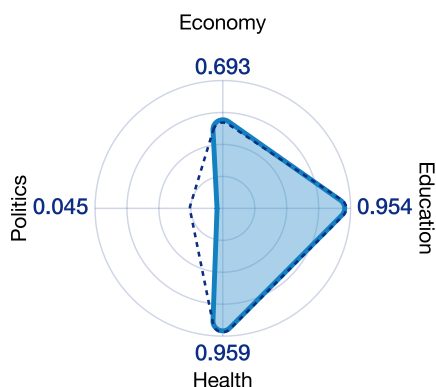
0.663

119th

2025

## Global Gender Gap Index 2025 Edition

■ Bhutan score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.663 | 119th | 0.651  | 124th |
| Economic Participation and Opportunity | 0.693 | 76th  | 0.634  | 103rd |
| Educational Attainment                 | 0.954 | 118th | 0.963  | 113th |
| Health and Survival                    | 0.959 | 126th | 0.962  | 122nd |
| Political Empowerment                  | 0.045 | 140th | 0.045  | 139th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 76th  | 0.693  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 76th  | 0.785  |                                | -15.59            | 56.83          | 72.42  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -                 | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 85th  | 0.607  |                                | -6.76             | 10.45          | 17.21  | 0-150      |
| Legislators, senior officials and managers %   | 15th  | 0.953  |                                | -2.39             | 48.81          | 51.19  | 0-100      |
| Professional and technical workers %           | 128th | 0.379  |                                | -45.00            | 27.50          | 72.50  | 0-100      |
| <b>Educational Attainment</b>                  | 118th | 0.954  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 125th | 0.760  |                                | -18.00            | 57.00          | 75.00  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 7.46              | 85.92          | 93.39  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 16.50             | 82.07          | 98.56  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 1.51              | 12.28          | 13.79  | 0-200      |
| <b>Health and Survival</b>                     | 126th | 0.959  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 136th | 0.994  |                                | -                 | -              | -      | 0-100      |
| <b>Political Empowerment</b>                   | 140th | 0.045  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 137th | 0.044  |                                | -91.49            | 4.26           | 95.75  | 0-100      |
| Women in ministerial positions %               | 117th | 0.125  |                                | -77.78            | 11.11          | 88.89  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0              | 50.00  | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |        |      |       |
|------------------------|-----------------------------|--------|------|-------|
| Indicator              | Unit                        | Value  |      |       |
| GDP                    | US\$ billions               | 2.9    |      |       |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 14.06  |      |       |
| Population sex ratio   | female/male, %              | 46.50  |      |       |
| Population growth rate | %                           | 0.70   |      |       |
| Indicator              | Million people              | Female | Male | Value |
| Total population       |                             | 0.37   | 0.42 | 0.79  |

| Work participation and leadership     |         |       |  |  |
|---------------------------------------|---------|-------|--|--|
| Indicator                             | Unit    | Value |  |  |
| Gender wage gap                       | %       | n. a. |  |  |
| Share of women's membership in boards | %       | n. a. |  |  |
| Firms with female majority ownership  | % firms | 18.60 |  |  |
| Firms with female top managers        | % firms | 26.30 |  |  |

| Indicator                                | 1-7 (best)     | Value  |       |       |
|------------------------------------------|----------------|--------|-------|-------|
| Advancement of women to leadership roles |                | n. a.  |       |       |
| Indicator                                | Million people | Female | Male  | Value |
| Labour-force                             |                | 0.14   | 0.20  | 0.34  |
| Indicator                                | Unit           | Female | Male  | Value |
| Share of workers in informal sector      | % workers      | n. a.  | n. a. | n. a. |

|                                                           |                           |       |      |       |
|-----------------------------------------------------------|---------------------------|-------|------|-------|
| Unemployed adults                                         | % of labour force (15-64) | 4.41  | 2.47 | 3.28  |
| Workers employed part-time                                | % of employed people      | 8.02  | 3.90 | 5.67  |
| Proportion of time spent on unpaid domestic and care work | %                         | 15.00 | 5.90 | n. a. |

| Access to finance                           |                   |       |  |  |
|---------------------------------------------|-------------------|-------|--|--|
| Indicator                                   | Equal rights      | Value |  |  |
| Access to financial services                | Equal rights      | ◆     |  |  |
| Inheritance rights for widows and daughters | Near-equal rights | ◆     |  |  |
| Access to land assets                       | Near-equal rights | ◆     |  |  |
| Access to non-land assets                   | Equal rights      | ◆     |  |  |

| Civil and political freedom              |               |            |  |  |
|------------------------------------------|---------------|------------|--|--|
| Indicator                                | Unit          | Value      |  |  |
| Year women received right to vote        | year          | 1953, 2008 |  |  |
| Number of female heads of state to date  | number        | n. a.      |  |  |
| Seats held in upper house                | % total seats | 12.00      |  |  |
| Indicator                                | Yes/No        | Value      |  |  |
| Election list quotas for women, national |               | n. a.      |  |  |
| Party membership quotas, voluntary       |               | n. a.      |  |  |
| Indicator                                | Equal rights  | Value      |  |  |
| Access to justice                        | Equal rights  | ◆          |  |  |
| Freedom of movement                      | Equal rights  | ◆          |  |  |

| Family and care                           |                   |        |      |       |
|-------------------------------------------|-------------------|--------|------|-------|
| Indicator                                 | Unit              | Value  |      |       |
| Unmet family planning                     | % women 15-49     | n. a.  |      |       |
| Early marriage                            | %                 | 5.30   |      |       |
| Mean age of women at birth of first child | years             | n. a.  |      |       |
| Indicator                                 | Equal rights      | Value  |      |       |
| Right to divorce                          | Restricted rights | ◆      |      |       |
| Indicator                                 | Shared days       | Female | Male | Value |
| Length of paid parental leave             |                   | 60     | 14   | 0     |

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

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | n. a.  | n. a. | n. a.  |
| PhD graduates                     |              | 0.11   | 0.27  | 0.20   |
| Graduates from tertiary education |              | n. a.  | n. a. | n. a.  |

| Health                                    |                                |       |  |  |
|-------------------------------------------|--------------------------------|-------|--|--|
| Indicator                                 | Unit                           | Value |  |  |
| Prevalence of gender violence in lifetime | % women                        | 22.00 |  |  |
| Births attended by skilled personnel      | % live births                  | 98.90 |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 47.00 |  |  |
| Total fertility rate                      | births per woman               | 1.46  |  |  |
| Indicator                                 | 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 Report 2025 120

## Bolivia (Plurinational State of)

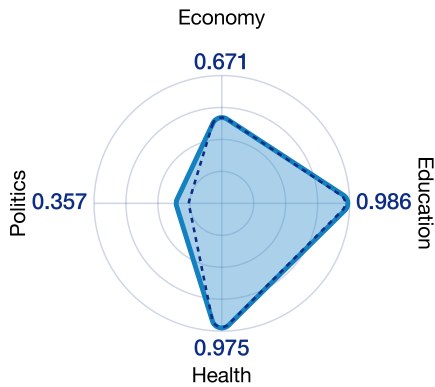
0.747

48th

2025

## Global Gender Gap Index 2025 Edition

■ Bolivia (Plurinational State of) score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |       |
|----------------------------------------|-------|------|--------|-------|
|                                        | Score | Rank | Score  | Rank  |
| Global Gender Gap Index                | 0.747 | 48th | 0.746  | 44th  |
| Economic Participation and Opportunity | 0.671 | 85th | 0.653  | 95th  |
| Educational Attainment                 | 0.986 | 91st | 0.985  | 96th  |
| Health and Survival                    | 0.975 | 42nd | 0.962  | 127th |
| Political Empowerment                  | 0.357 | 37th | 0.384  | 32nd  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 85th  | 0.671  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 41st  | 0.859  |                                | -11.92            | 72.59              | 84.51 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 121st | 0.523  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 35th  | 0.701  |                                | -3.47             | 8.11               | 11.57 | 0-150      |
| Legislators, senior officials and managers %   | 78th  | 0.507  |                                | -32.69            | 33.66              | 66.35 | 0-100      |
| Professional and technical workers %           | 86th  | 0.890  |                                | -5.84             | 47.08              | 52.92 | 0-100      |
| <b>Educational Attainment</b>                  | 91st  | 0.986  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 101st | 0.938  |                                | -6.00             | 91.00              | 97.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.44              | 95.63              | 96.07 | 0-100      |
| Enrolment in secondary education %             | 91st  | 0.999  |                                | -0.06             | 92.37              | 92.43 | 0-200      |
| Enrolment in tertiary education %              | -     | -      | -                              | -                 | -                  | -     | -          |
| <b>Health and Survival</b>                     | 42nd  | 0.975  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 49th  | 1.044  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 37th  | 0.357  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 6th   | 0.857  |                                | -7.69             | 46.15              | 53.85 | 0-100      |
| Women in ministerial positions %               | 74th  | 0.308  |                                | -52.94            | 23.53              | 76.47 | 0-100      |
| Years with female/male head of state (last 50) | 61st  | 0.034  |                                | -46.68            | 1.66               | 48.34 | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |        |      |       |
|------------------------|-----------------------------|--------|------|-------|
| Indicator              | Unit                        | Value  |      |       |
| GDP                    | US\$ billions               | 45.14  |      |       |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 9.84   |      |       |
| Population sex ratio   | female/male, %              | 49.89  |      |       |
| Population growth rate | %                           | 1.37   |      |       |
| Indicator              | Million people              | Female | Male | Value |
| Total population       |                             | 6.11   | 6.14 | 12.24 |

| Work participation and leadership                         |                           |        |       |       |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Indicator                                                 | Unit                      | Value  |       |       |
| Gender wage gap                                           | %                         | n. a.  |       |       |
| Share of women's membership in boards                     | %                         | n. a.  |       |       |
| Firms with female majority ownership                      | % firms                   | 41.60  |       |       |
| Firms with female top managers                            | % firms                   | 26.30  |       |       |
| Indicator                                                 | 1-7 (best)                | Value  |       |       |
| Advancement of women to leadership roles                  |                           | 3.74   |       |       |
| Indicator                                                 | Million people            | Female | Male  | Value |
| Labour-force                                              |                           | 2.64   | 2.86  | 5.50  |
| Indicator                                                 | Unit                      | Female | Male  | Value |
| Share of workers in informal sector                       | % workers                 | 86.46  | 82.68 | 84.47 |
| Unemployed adults                                         | % of labour force (15-64) | 3.72   | 2.83  | 3.26  |
| Workers employed part-time                                | % of employed people      | 49.14  | 28.88 | 38.49 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

| Access to finance                           |              |                   |  |  |
|---------------------------------------------|--------------|-------------------|--|--|
| Indicator                                   | 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          | 1938, 1952        |  |  |
| Number of female heads of state to date  | number        | 2                 |  |  |
| Seats held in upper house                | % total seats | 55.56             |  |  |
| Indicator                                | Yes/No        | Value             |  |  |
| Election list quotas for women, national |               | Yes               |  |  |
| Party membership quotas, voluntary       |               | Yes               |  |  |
| Indicator                                | Equal rights  | Value             |  |  |
| Access to justice                        |               | Near-equal rights |  |  |
| Freedom of movement                      |               | Equal rights      |  |  |

| Family and care                           |               |                   |      |       |
|-------------------------------------------|---------------|-------------------|------|-------|
| Indicator                                 | Unit          | Value             |      |       |
| Unmet family planning                     | % women 15-49 | 23.20             |      |       |
| Early marriage                            | %             | 10.70             |      |       |
| Mean age of women at birth of first child | years         | n. a.             |      |       |
| Indicator                                 | Equal rights  | Value             |      |       |
| Right to divorce                          |               | Near-equal rights |      |       |
| Indicator                                 | Shared days   | Female            | Male | Value |
| Length of paid parental leave             |               | 90                | 3    | 0     |

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

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 27.92  | 28.63 | 28.28  |
| PhD graduates                     |              | 0.05   | 0.07  | 0.06   |
| Graduates from tertiary education |              | 27.92  | 28.63 | 28.28  |

| Health                                    |                                |               |  |  |
|-------------------------------------------|--------------------------------|---------------|--|--|
| Indicator                                 | Unit                           | Value         |  |  |
| Prevalence of gender violence in lifetime | % women                        | 42.00         |  |  |
| Births attended by skilled personnel      | % live births                  | 81.10         |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 146.00        |  |  |
| Total fertility rate                      | births per woman               | 2.55          |  |  |
| Indicator                                 | 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, de finitions, sources and periods.

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

Global Gender Gap Report 2025122

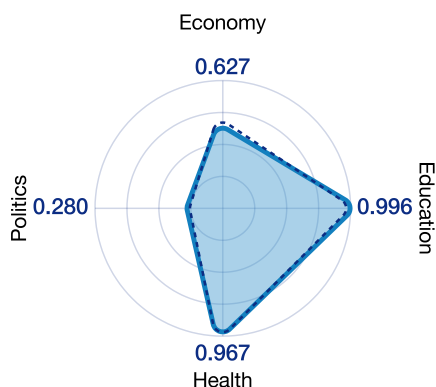
## Bosnia and Herzegovina

0.717

73rd

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.717 | 73rd  | 0.710  | 78th  |
| Economic Participation and Opportunity | 0.627 | 108th | 0.620  | 107th |
| Educational Attainment                 | 0.996 | 57th  | 0.992  | 78th  |
| Health and Survival                    | 0.967 | 87th  | 0.970  | 73rd  |
| Political Empowerment                  | 0.280 | 59th  | 0.257  | 61st  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 108th | 0.627  |                                | -                 | -                  | -     | -          |
| Labour-force participation rate %              | 108th | 0.679  |                                | -19.90            | 42.17              | 62.07 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 92nd  | 0.608  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 95th  | 0.588  |                                | -10.42            | 14.87              | 25.29 | 0-150      |
| Legislators, senior officials and managers %   | 102nd | 0.349  |                                | -48.24            | 25.88              | 74.12 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 2.04              | 48.98              | 51.02 | 0-100      |
| Educational Attainment                         | 57th  | 0.996  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 78th  | 0.980  |                                | -2.00             | 97.00              | 99.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.94              | 96.97              | 98.91 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 4.95              | 85.48              | 90.44 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 23.29             | 34.36              | 57.65 | 0-200      |
| Health and Survival                            | 87th  | 0.967  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 132nd | 0.936  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 71st  | 1.035  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 59th  | 0.280  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 108th | 0.235  |                                | -61.90            | 19.05              | 80.95 | 0-100      |
| Women in ministerial positions %               | 117th | 0.125  |                                | -77.78            | 11.11              | 88.89 | 0-100      |
| Years with female/male head of state (last 50) | 12th  | 0.398  |                                | -21.53            | 14.23              | 35.77 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 27.51 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 19.85 |
| Population sex ratio   | female/male, %              | 52.44 |
| Population growth rate | %                           | -0.62 |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.67   | 1.51 | 3.19  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 12.20 |
| Firms with female top managers        | % firms | 15.30 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.19  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.59   | 0.81 | 1.40  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 24.58  | 16.29 | 19.67 |
| Unemployed adults                                         | % of labour force (15-64) | 13.50  | 9.37  | 11.07 |
| Workers employed part-time                                | % of employed people      | 6.68   | 5.44  | 5.94  |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

## Access to finance

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

## Civil and political freedom

| Indicator                                | Unit          | Value |
|------------------------------------------|---------------|-------|
| Year women received right to vote        | year          | 1949  |
| Number of female heads of state to date  | number        | 5     |
| Seats held in upper house                | % total seats | 6.67  |
| Indicator                                | Yes/No        | Value |
| Election list quotas for women, national | Yes           |       |
| Party membership quotas, voluntary       | Yes           |       |
| Indicator                                | Equal rights  | Value |
| Access to justice                        | Equal rights  | ◆     |
| Freedom of movement                      | Equal rights  | ◆     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 10.20 |
| Mean age of women at birth of first child | years         | 28.10 |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Restricted rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 365    | 9    | 0     |

## Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 17.88  | 34.47 | 24.16 |
| Agri., Forestry, Fisheries & Veterinary |   | 3.80   | 4.62  | 4.11  |
| Arts & Humanities                       |   | 8.35   | 6.08  | 7.49  |
| Business, Admin. & Law                  |   | 19.40  | 18.72 | 19.14 |
| Education                               |   | 10.35  | 4.73  | 8.22  |
| Engineering, Manuf. & Construction      |   | 9.22   | 21.42 | 13.84 |
| Health & Welfare                        |   | 24.66  | 11.66 | 19.74 |
| Information & Comm. Technologies        |   | 3.36   | 10.15 | 5.93  |
| Natural Sci., Mathematics & Statistics  |   | 5.30   | 2.91  | 4.40  |
| Social Sci., Journalism & Information   |   | 9.63   | 9.31  | 9.51  |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 24.05  | 25.72 | 24.92  |
| PhD graduates                     |              | 0.21   | 0.20  | 0.21   |
| Graduates from tertiary education |              | 24.05  | 25.72 | 24.92  |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 12.00 |
| Births attended by skilled personnel      | % live births                  | 99.90 |
| Maternal mortality                        | deaths per 100,000 live births | 6.00  |
| Total fertility rate                      | births per woman               | 1.49  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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



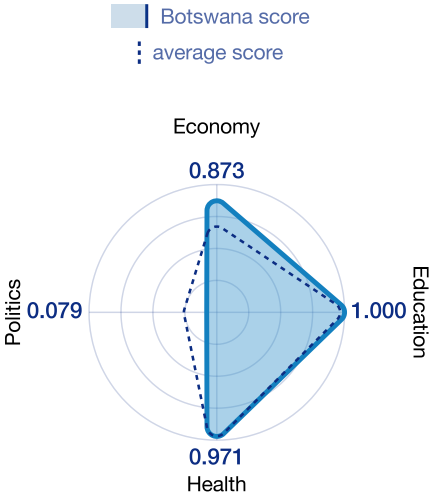
Botswana

0.731

60th

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.731 | 60th  | 0.730  | 57th  |
| Economic Participation and Opportunity | 0.873 | 1st   | 0.854  | 2nd   |
| Educational Attainment                 | 1.000 | 1st   | 1.000  | 1st   |
| Health and Survival                    | 0.971 | 69th  | 0.980  | 1st   |
| Political Empowerment                  | 0.079 | 129th | 0.088  | 125th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 1st   | 0.873  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 39th  | 0.862  |                                | -10.06            | 63.07              | 73.13 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 4th   | 0.837  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 16th  | 0.776  |                                | -4.75             | 16.48              | 21.23 | 0-150      |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 3.77              | 48.11              | 51.89 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 8.68              | 45.66              | 54.34 | 0-100      |
| Educational Attainment                         | 1st   | 1.000  |                                | -                 |                    |       | -          |
| Literacy rate %                                | -     | -      |                                | -                 |                    |       | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.53              | 88.92              | 90.46 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 6.83              | 67.24              | 74.07 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 9.64              | 15.76              | 25.40 | 0-200      |
| Health and Survival                            | 69th  | 0.971  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 80th  | 1.031  |                                | -                 |                    |       | 0-100      |
| Political Empowerment                          | 129th | 0.079  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 132nd | 0.095  |                                | -82.61            | 8.70               | 91.30 | 0-100      |
| Women in ministerial positions %               | 94th  | 0.200  |                                | -66.67            | 16.67              | 83.33 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 19.4  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 18.85 |
| Population sex ratio   | female/male, %              | 50.13 |
| Population growth rate | %                           | 1.64  |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 1.24     | 1.24   | 2.48  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 14.10 |
| Firms with female top managers        | % firms | 23.00 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.92  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 0.47     | 0.48   | 0.96  |

| Indicator                                                 | Unit                      | ◆ Female | ◆ Male | Value |
|-----------------------------------------------------------|---------------------------|----------|--------|-------|
| Share of workers in informal sector                       | % workers                 | 73.23    | 78.69  | 76.14 |
| Unemployed adults                                         | % of labour force (15-64) | 27.41    | 20.62  | 23.97 |
| Workers employed part-time                                | % of employed people      | 27.81    | 20.85  | 24.10 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.    | n. a.  | n. a. |

## Access to finance

| Indicator                                   | Equal rights        | Value |
|---------------------------------------------|---------------------|-------|
| Access to financial services                | Equal rights ◆      |       |
| Inheritance rights for widows and daughters | Restricted rights ◆ |       |
| Access to land assets                       | Near-equal rights ◆ |       |
| Access to non-land assets                   | Equal rights ◆      |       |

## Civil and political freedom

| Indicator                                | Unit                | Value |
|------------------------------------------|---------------------|-------|
| Year women received right to vote        | year                | 1965  |
| Number of female heads of state to date  | number              | n. a. |
| 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                                | Equal rights        | Value |
| Access to justice                        | Restricted rights ◆ |       |
| Freedom of movement                      | Equal rights ◆      |       |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 12.80 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights    | Value |
|------------------|-----------------|-------|
| Right to divorce | Uneven rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 84       | 0      | 0     |

## Education and skills

| Graduates                               | % | ◆ Female | ◆ Male | Value |
|-----------------------------------------|---|----------|--------|-------|
| STEM                                    |   | 11.19    | 31.48  | 18.14 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.56     | 1.30   | 0.81  |
| Arts & Humanities                       |   | 3.52     | 5.30   | 4.13  |
| Business, Admin. & Law                  |   | 40.01    | 34.03  | 37.96 |
| Education                               |   | 22.22    | 9.16   | 17.75 |
| Engineering, Manuf. & Construction      |   | 5.93     | 22.78  | 11.70 |
| Health & Welfare                        |   | 15.18    | 12.70  | 14.33 |
| Information & Comm. Technologies        |   | 0.86     | 2.84   | 1.54  |
| Natural Sci., Mathematics & Statistics  |   | 4.41     | 5.86   | 4.90  |
| Social Sci., Journalism & Information   |   | 1.01     | 1.19   | 1.07  |

| Graduates                         | Attainment % | ◆ Female | ◆ Male | Parity |
|-----------------------------------|--------------|----------|--------|--------|
| Vocational training               |              | n. a.    | n. a.  | n. a.  |
| PhD graduates                     |              | 0.18     | 0.44   | 0.30   |
| Graduates from tertiary education |              | n. a.    | n. a.  | n. a.  |

## Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 34.00  |
| Births attended by skilled personnel      | % live births                  | 99.80  |
| Maternal mortality                        | deaths per 100,000 live births | 155.00 |
| Total fertility rate                      | births per woman               | 2.73   |

| Indicator             | Equal rights    | Value |
|-----------------------|-----------------|-------|
| Reproductive autonomy | Uneven rights ◆ |       |

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

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

Brazil

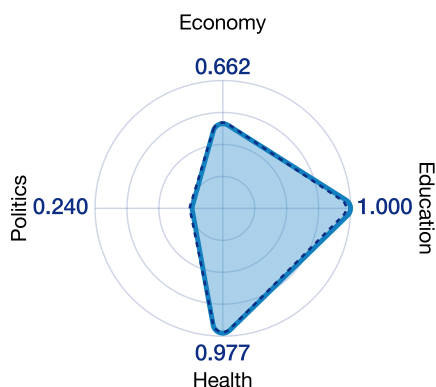
0.720

72nd

2025

## Global Gender Gap Index 2025 Edition

■ Brazil score  
⋮ average score



## Overview

| Index and Subindex                            | 2025  |      | ▼ 2024 |      |
|-----------------------------------------------|-------|------|--------|------|
|                                               | Score | Rank | Score  | Rank |
| <b>Global Gender Gap Index</b>                | 0.720 | 72nd | 0.716  | 70th |
| <b>Economic Participation and Opportunity</b> | 0.662 | 96th | 0.667  | 88th |
| <b>Educational Attainment</b>                 | 1.000 | 1st  | 0.996  | 54th |
| <b>Health and Survival</b>                    | 0.977 | 28th | 0.980  | 1st  |
| <b>Political Empowerment</b>                  | 0.240 | 70th | 0.220  | 74th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 96th  | 0.662  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 97th  | 0.726  |                                | -20.14            | 53.48          | 73.62  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 118th | 0.534  |                                | -                 | -              | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 86th  | 0.607  |                                | -9.35             | 14.42          | 23.77  | 0-150      |
| Legislators, senior officials and managers %   | 45th  | 0.650  |                                | -21.19            | 39.40          | 60.60  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 6.50              | 46.75          | 53.25  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0                 | 93.00          | 93.00  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.55              | 95.75          | 96.30  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 5.35              | 103.44         | 108.78 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 22.78             | 49.15          | 71.93  | 0-200      |
| <b>Health and Survival</b>                     | 28th  | 0.977  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 37th  | 1.052  |                                | -                 | -              | -      | 0-100      |
| <b>Political Empowerment</b>                   | 70th  | 0.240  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 111th | 0.221  |                                | -63.74            | 18.13          | 81.87  | 0-100      |
| Women in ministerial positions %               | 45th  | 0.476  |                                | -35.48            | 32.26          | 67.74  | 0-100      |
| Years with female/male head of state (last 50) | 35th  | 0.120  |                                | -39.28            | 5.36           | 44.64  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value    |
|------------------------|-----------------------------|----------|
| GDP                    | US\$ billions               | 2,173.67 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 19.02    |
| Population sex ratio   | female/male, %              | 50.78    |
| Population growth rate | %                           | 0.40     |

| Indicator        | Million people | Female | Male   | Value  |
|------------------|----------------|--------|--------|--------|
| Total population |                | 107.23 | 103.91 | 211.14 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 10.00 |
| Share of women's membership in boards | %       | 19.10 |
| Firms with female majority ownership  | % firms | n. a. |
| Firms with female top managers        | % firms | n. a. |

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

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 40.62  | 52.08 | 92.69 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 34.59  | 37.95 | 36.50 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 8.53   | 5.72 | 6.96  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 32.71  | 19.49 | 25.18 |

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

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1932  |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | 19.75 |

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

| Indicator           | Equal rights      | Value |
|---------------------|-------------------|-------|
| Access to justice   | Equal rights      | ◆     |
| Freedom of movement | Restricted rights | ◆     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 12.60 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Near-equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 120    | 7    | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 8.57   | 28.08 | 16.27 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 2.69 | 3.66 | 3.07 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 2.74 | 3.27 | 2.95 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 28.42 | 33.62 | 30.47 |
|------------------------|-------|-------|-------|

|           |       |       |       |
|-----------|-------|-------|-------|
| Education | 25.16 | 10.86 | 19.51 |
|-----------|-------|-------|-------|

|                                    |      |       |      |
|------------------------------------|------|-------|------|
| Engineering, Manuf. & Construction | 5.87 | 16.06 | 9.89 |
|------------------------------------|------|-------|------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 22.98 | 12.83 | 18.98 |
|------------------|-------|-------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 1.18 | 9.90 | 4.62 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 1.52 | 2.12 | 1.76 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 6.12 | 3.86 | 5.23 |
|---------------------------------------|------|------|------|

| Graduates           | Attainment % | Female | Male | Parity |
|---------------------|--------------|--------|------|--------|
| Vocational training |              | 5.06   | 3.80 | 4.42   |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.25 | 0.32 | 0.28 |
|---------------|------|------|------|

| Indicator                                 | Unit    | Value |
|-------------------------------------------|---------|-------|
| Prevalence of gender violence in lifetime | % women | 23.00 |

|                                      |               |       |
|--------------------------------------|---------------|-------|
| Births attended by skilled personnel | % live births | 98.40 |
|--------------------------------------|---------------|-------|

|                    |                                |       |
|--------------------|--------------------------------|-------|
| Maternal mortality | deaths per 100,000 live births | 67.00 |
|--------------------|--------------------------------|-------|

|                      |                  |      |
|----------------------|------------------|------|
| Total fertility rate | births per woman | 1.62 |
|----------------------|------------------|------|

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights | ◆     |

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

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

## Brunei Darussalam

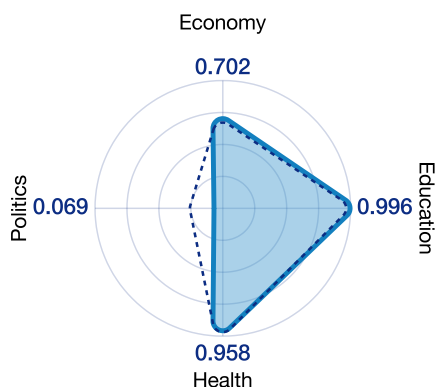
0.681

107th

2025

## Global Gender Gap Index 2025 Edition

■ Brunei Darussalam score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.681 | 107th | 0.684  | 105th |
| Economic Participation and Opportunity | 0.702 | 72nd  | 0.715  | 60th  |
| Educational Attainment                 | 0.996 | 55th  | 0.997  | 47th  |
| Health and Survival                    | 0.958 | 134th | 0.954  | 141st |
| Political Empowerment                  | 0.069 | 135th | 0.069  | 132nd |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 72nd  | 0.702  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 88th  | 0.752  |                                | -17.91            | 54.38              | 72.29 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 38th  | 0.723  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 111th | 0.538  |                                | -45.30            | 52.79              | 98.09 | 0-150      |
| Legislators, senior officials and managers %   | 46th  | 0.645  |                                | -21.60            | 39.20              | 60.80 | 0-100      |
| Professional and technical workers %           | 76th  | 0.937  |                                | -3.26             | 48.37              | 51.63 | 0-100      |
| <b>Educational Attainment</b>                  | 55th  | 0.996  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 73rd  | 0.990  |                                | -1.00             | 97.00              | 98.00 | 0-100      |
| Enrolment in primary education %               | -     | -      | -                              | -                 | -                  | -     | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.76              | 90.51              | 93.27 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 15.36             | 29.16              | 44.52 | 0-200      |
| <b>Health and Survival</b>                     | 134th | 0.958  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 140th | 0.929  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 89th  | 1.025  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 135th | 0.069  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 128th | 0.133  |                                | -76.47            | 11.77              | 88.24 | 0-100      |
| Women in ministerial positions %               | 124th | 0.111  |                                | -80.00            | 10.00              | 90.00 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 15.13 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 76.83 |
| Population sex ratio   | female/male, %              | 46.86 |
| Population growth rate | %                           | 0.78  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 0.22   | 0.24 | 0.46  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | n. a. |
| Firms with female top managers        | % firms | n. a. |

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

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

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 27.34  | 29.23 | 28.48 |
| Unemployed adults                                         | % of labour force (15-64) | 5.39   | 5.37  | 5.38  |
| Workers employed part-time                                | % of employed people      | 11.04  | 7.64  | 9.00  |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

## Access to finance

| Indicator                                   | 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            | n. a. |
| 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                                | Equal rights      | Value |
| Access to justice                        | Restricted rights | ◇     |
| Freedom of movement                      | Restricted rights | ◇     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 3.20  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator                     | Equal rights | Value                                                                                              |                                                                                          |       |
|-------------------------------|--------------|----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-------|
| Right to divorce              |              | Unequal rights  |                                                                                          |       |
| Indicator                     | Shared days  |  Female         |  Male | Value |
| Length of paid parental leave |              | 91                                                                                                 | 0                                                                                        | 0     |

## Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 28.19  | 45.83 | 35.86 |
| Agri., Forestry, Fisheries & Veterinary |   | n. a.  | n. a. | n. a. |
| Arts & Humanities                       |   | 16.69  | 13.30 | 15.21 |
| Business, Admin. & Law                  |   | 32.77  | 26.41 | 30.00 |
| Education                               |   | 4.67   | 3.06  | 3.97  |
| Engineering, Manuf. & Construction      |   | 9.19   | 16.05 | 12.18 |
| Health & Welfare                        |   | 11.27  | 4.96  | 8.53  |
| Information & Comm. Technologies        |   | 12.26  | 23.59 | 17.19 |
| Natural Sci., Mathematics & Statistics  |   | 6.74   | 6.19  | 6.50  |
| Social Sci., Journalism & Information   |   | 4.95   | 2.33  | 3.81  |

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 5.75   | 6.13 | 5.95   |
| PhD graduates                     |              | 1.29   | 1.30 | 1.30   |
| Graduates from tertiary education |              | 5.75   | 6.13 | 5.95   |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | n. a. |
| Births attended by skilled personnel      | % live births                  | 99.60 |
| Maternal mortality                        | deaths per 100,000 live births | 36.00 |
| Total fertility rate                      | births per woman               | 1.75  |

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights | ◇     |

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

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

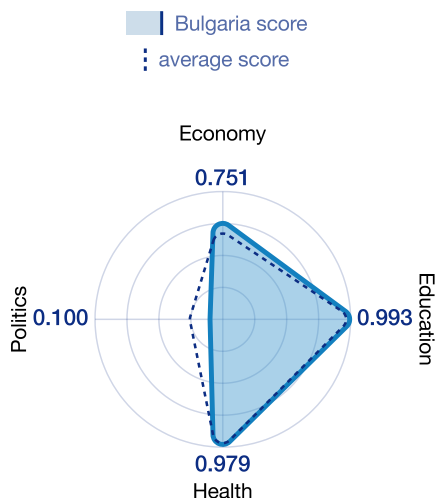
## Bulgaria

0.706

83rd

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |       | ▼ 2024 |      |
|-----------------------------------------------|-------|-------|--------|------|
|                                               | Score | Rank  | Score  | Rank |
| <b>Global Gender Gap Index</b>                | 0.706 | 83rd  | 0.723  | 60th |
| <b>Economic Participation and Opportunity</b> | 0.751 | 34th  | 0.748  | 32nd |
| <b>Educational Attainment</b>                 | 0.993 | 67th  | 0.993  | 75th |
| <b>Health and Survival</b>                    | 0.979 | 21st  | 0.979  | 28th |
| <b>Political Empowerment</b>                  | 0.100 | 121st | 0.174  | 92nd |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 34th  | 0.751  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 69th  | 0.800  |                                | -12.40            | 49.77              | 62.17 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 69th  | 0.654  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 27th  | 0.734  |                                | -10.19            | 28.18              | 38.37 | 0-150      |
| Legislators, senior officials and managers %   | 38th  | 0.711  |                                | -16.90            | 41.55              | 58.45 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 16.19             | 41.91              | 58.10 | 0-100      |
| <b>Educational Attainment</b>                  | 67th  | 0.993  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 72nd  | 0.990  |                                | -1.00             | 98.00              | 99.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.34              | 94.12              | 94.46 | 0-100      |
| Enrolment in secondary education %             | 111th | 0.980  |                                | -1.97             | 94.61              | 96.58 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 23.21             | 68.56              | 91.77 | 0-200      |
| <b>Health and Survival</b>                     | 21st  | 0.979  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 111th | 0.943  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 |                    |       | 0-100      |
| <b>Political Empowerment</b>                   | 121st | 0.100  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 99th  | 0.270  |                                | -57.50            | 21.25              | 78.75 | 0-100      |
| Women in ministerial positions %               | 139th | 0.056  |                                | -89.47            | 5.26               | 94.74 | 0-100      |
| Years with female/male head of state (last 50) | 75th  | 0.006  |                                | -49.45            | 0.27               | 49.73 | 0-50       |



## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 102.41 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 33.14  |
| Population sex ratio   | female/male, %              | 51.60  |
| Population growth rate | %                           | -3.01  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 3.33   | 3.12 | 6.45  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 0.57  |
| Share of women's membership in boards | %       | 14.80 |
| Firms with female majority ownership  | % firms | 16.40 |
| Firms with female top managers        | % firms | 23.50 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.65  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.39   | 1.55 | 2.94  |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 1.79   | 0.75 | 1.24  |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 4.00 | 4.50 | 4.20 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 14.99 | 10.43 | 12.57 |
|----------------------------|----------------------|-------|-------|-------|

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

### Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

### Civil and political freedom

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

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 1.80  |
| Mean age of women at birth of first child | years         | 26.90 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 410    | 15   | 365.00 |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 12.19  | 33.40 | 20.37 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.35 | 2.73 | 1.88 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 7.85 | 5.89 | 7.10 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 29.25 | 22.86 | 26.78 |
|------------------------|-------|-------|-------|

|           |       |      |       |
|-----------|-------|------|-------|
| Education | 19.29 | 5.49 | 13.96 |
|-----------|-------|------|-------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 5.71 | 22.85 | 12.33 |
|------------------------------------|------|-------|-------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 12.61 | 8.59 | 11.06 |
|------------------|-------|------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 2.95 | 8.10 | 4.94 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 3.52 | 2.44 | 3.11 |
|----------------------------------------|------|------|------|

|                                       |       |      |       |
|---------------------------------------|-------|------|-------|
| Social Sci., Journalism & Information | 11.89 | 9.04 | 10.79 |
|---------------------------------------|-------|------|-------|

| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 17.11  | 23.94 | 20.63  |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.26 | 0.38 | 0.32 |
|---------------|------|------|------|

|                                   |       |       |       |
|-----------------------------------|-------|-------|-------|
| Graduates from tertiary education | 17.11 | 23.94 | 20.63 |
|-----------------------------------|-------|-------|-------|

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 19.00 |
| Births attended by skilled personnel      | % live births                  | 94.50 |
| Maternal mortality                        | deaths per 100,000 live births | 6.00  |
| Total fertility rate                      | births per woman               | 1.81  |

### Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 19.00 |
| Births attended by skilled personnel      | % live births                  | 94.50 |
| Maternal mortality                        | deaths per 100,000 live births | 6.00  |
| Total fertility rate                      | births per woman               | 1.81  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

## Burkina Faso

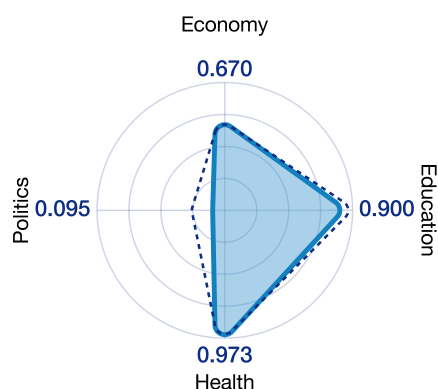
0.659

120th

2025

## Global Gender Gap Index 2025 Edition

■ Burkina Faso score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.659 | 120th | 0.661  | 120th |
| Economic Participation and Opportunity | 0.670 | 88th  | 0.674  | 84th  |
| Educational Attainment                 | 0.900 | 132nd | 0.903  | 131st |
| Health and Survival                    | 0.973 | 55th  | 0.978  | 39th  |
| Political Empowerment                  | 0.095 | 122nd | 0.091  | 122nd |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 88th  | 0.670  |                                | -                 | Min - Max      | -          |
| Labour-force participation rate %              | 84th  | 0.768  |                                | -12.65            | 41.80 54.45    | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -                 | -              | -          |
| Estimated earned income int'l \$ 1,000         | 129th | 0.432  |                                | -1.97             | 1.50 3.47      | 0-150      |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 39.83             | 30.09 69.91    | 0-100      |
| Professional and technical workers %           | 116th | 0.538  |                                | -30.01            | 34.99 65.01    | 0-100      |
| <b>Educational Attainment</b>                  | 132nd | 0.900  |                                | -                 | -              | -          |
| Literacy rate %                                | 131st | 0.678  |                                | -16.05            | 33.73 49.78    | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.15              | 57.47 58.62    | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 5.50              | 28.14 33.65    | 0-200      |
| Enrolment in tertiary education %              | 128th | 0.676  |                                | -3.91             | 8.13 12.04     | 0-200      |
| <b>Health and Survival</b>                     | 55th  | 0.973  |                                | -                 | -              | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | 0-100      |
| Healthy life expectancy** years                | 62nd  | 1.038  |                                | -                 | -              | 0-100      |
| <b>Political Empowerment</b>                   | 122nd | 0.095  |                                | -                 | -              | -          |
| Women in parliament %                          | 110th | 0.224  |                                | -63.38            | 18.31 81.69    | 0-100      |
| Women in ministerial positions %               | 127th | 0.105  |                                | -80.95            | 9.52 90.48     | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0 50.00        | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 20.32 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 2.48  |
| Population sex ratio   | female/male, %              | 50.19 |
| Population growth rate | %                           | 2.27  |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 11.56  | 11.47 | 23.03 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 15.00 |
| Firms with female top managers        | % firms | n. a. |

| Indicator | 1-7 (best) | Value |
|-----------|------------|-------|
|-----------|------------|-------|

|                                          |       |
|------------------------------------------|-------|
| Advancement of women to leadership roles | n. a. |
|------------------------------------------|-------|

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 3.13   | 3.10 | 6.23  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 97.52  | 92.93 | 95.16 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 4.29 | 2.68 | 3.49 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 23.05 | 16.79 | 19.88 |
|----------------------------|----------------------|-------|-------|-------|

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

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1958  |
| Number of female heads of state to date | number        | n. a. |
| 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 | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 21.03 |
| Early marriage                            | %             | 30.80 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                  |                   |   |
|------------------|-------------------|---|
| Right to divorce | Near-equal rights | ◆ |
|------------------|-------------------|---|

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 3    | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 13.10  | 33.68 | 25.34 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.50 | 2.02 | 1.81 |
|-----------------------------------------|------|------|------|

|                   |       |       |       |
|-------------------|-------|-------|-------|
| Arts & Humanities | 14.50 | 18.54 | 16.91 |
|-------------------|-------|-------|-------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 45.90 | 18.24 | 29.46 |
|------------------------|-------|-------|-------|

|           |      |      |      |
|-----------|------|------|------|
| Education | 1.03 | 1.79 | 1.48 |
|-----------|------|------|------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 6.35 | 19.02 | 13.88 |
|------------------------------------|------|-------|-------|

|                  |      |      |      |
|------------------|------|------|------|
| Health & Welfare | 4.18 | 4.21 | 4.19 |
|------------------|------|------|------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 0.54 | 0.15 | 0.31 |
|----------------------------------|------|------|------|

|                                        |      |       |       |
|----------------------------------------|------|-------|-------|
| Natural Sci., Mathematics & Statistics | 6.22 | 14.51 | 11.15 |
|----------------------------------------|------|-------|-------|

|                                       |       |       |       |
|---------------------------------------|-------|-------|-------|
| Social Sci., Journalism & Information | 16.62 | 18.16 | 17.53 |
|---------------------------------------|-------|-------|-------|

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

|                     |      |      |      |
|---------------------|------|------|------|
| Vocational training | 0.86 | 1.47 | 1.17 |
|---------------------|------|------|------|

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.05 | 0.13 | 0.09 |
|---------------|------|------|------|

|                                   |      |      |      |
|-----------------------------------|------|------|------|
| Graduates from tertiary education | 0.86 | 1.47 | 1.17 |
|-----------------------------------|------|------|------|

|        |  |  |  |
|--------|--|--|--|
| Health |  |  |  |
|--------|--|--|--|

| Indicator | Unit | Value |
|-----------|------|-------|
|-----------|------|-------|

|                                           |         |       |
|-------------------------------------------|---------|-------|
| Prevalence of gender violence in lifetime | % women | 19.00 |
|-------------------------------------------|---------|-------|

|                                      |               |       |
|--------------------------------------|---------------|-------|
| Births attended by skilled personnel | % live births | 79.80 |
|--------------------------------------|---------------|-------|

|                    |                                |        |
|--------------------|--------------------------------|--------|
| Maternal mortality | deaths per 100,000 live births | 242.00 |
|--------------------|--------------------------------|--------|

|                      |                  |      |
|----------------------|------------------|------|
| Total fertility rate | births per woman | 4.19 |
|----------------------|------------------|------|

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

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

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

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

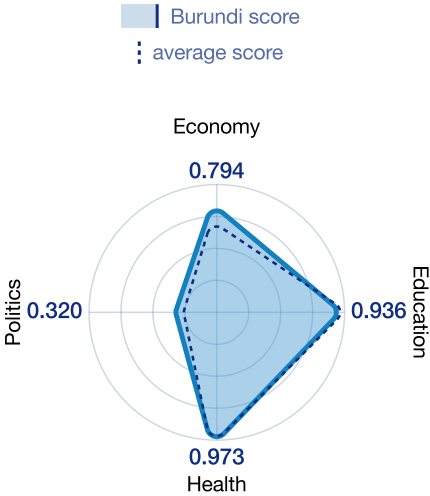
Burundi

0.756

44th

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.756 | 44th  | 0.757  | 38th  |
| Economic Participation and Opportunity | 0.794 | 12th  | 0.784  | 15th  |
| Educational Attainment                 | 0.936 | 123rd | 0.943  | 123rd |
| Health and Survival                    | 0.973 | 57th  | 0.980  | 27th  |
| Political Empowerment                  | 0.320 | 46th  | 0.320  | 44th  |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 12th  | 0.794  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 1st   | 0.991  |                                | -0.69             | 78.25              | 78.94 | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -                 | -                  | -     | -          |
| Estimated earned income int'l \$ 1,000         | 5th   | 0.873  |                                | -0.11             | 0.77               | 0.89  | 0-150      |
| Legislators, senior officials and managers %   | 75th  | 0.510  |                                | -32.42            | 33.79              | 66.21 | 0-100      |
| Professional and technical workers %           | 102nd | 0.673  |                                | -19.57            | 40.22              | 59.78 | 0-100      |
| Educational Attainment                         | 123rd | 0.936  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 118th | 0.803  |                                | -15.00            | 61.00              | 76.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 2.59              | 78.09              | 80.68 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 8.67              | 40.58              | 49.26 | 0-200      |
| Enrolment in tertiary education %              | 122nd | 0.777  |                                | -1.51             | 5.27               | 6.78  | 0-200      |
| Health and Survival                            | 57th  | 0.973  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 64th  | 1.038  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 46th  | 0.320  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 33rd  | 0.618  |                                | -23.58            | 38.21              | 61.79 | 0-100      |
| Women in ministerial positions %               | 38th  | 0.500  |                                | -33.33            | 33.33              | 66.67 | 0-100      |
| Years with female/male head of state (last 50) | 69th  | 0.012  |                                | -48.84            | 0.58               | 49.42 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 2.64  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 0.83  |
| Population sex ratio   | female/male, %              | 50.33 |
| Population growth rate | %                           | 2.73  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 6.89   | 6.80 | 13.69 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 9.30  |
| Firms with female top managers        | % firms | n. a. |

| Indicator | 1-7 (best) | Value |
|-----------|------------|-------|
|-----------|------------|-------|

|                                          |       |
|------------------------------------------|-------|
| Advancement of women to leadership roles | n. a. |
|------------------------------------------|-------|

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

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

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 1.03 | 1.15 | 1.08 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| 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                                   | Equal rights      | Value |
|---------------------------------------------|-------------------|-------|
| Access to financial services                | Near-equal rights | ◆     |
| Inheritance rights for widows and daughters | Unequal rights    | ◇     |
| Access to land assets                       | Near-equal rights | ◆     |
| Access to non-land assets                   | Near-equal rights | ◆     |

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1962  |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | 41.03 |

| Indicator | Yes/No | Value |
|-----------|--------|-------|
|-----------|--------|-------|

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

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 29.70 |
| Early marriage                            | %             | 5.90  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                  |                   |   |
|------------------|-------------------|---|
| Right to divorce | Restricted rights | ◆ |
|------------------|-------------------|---|

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 84     | 4    | 0     |

### Education and skills

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

|      |  |       |       |       |
|------|--|-------|-------|-------|
| STEM |  | 14.03 | 22.99 | 19.67 |
|------|--|-------|-------|-------|

|                                         |  |      |      |      |
|-----------------------------------------|--|------|------|------|
| Agri., Forestry, Fisheries & Veterinary |  | 0.51 | 1.47 | 1.11 |
|-----------------------------------------|--|------|------|------|

|                   |  |      |       |      |
|-------------------|--|------|-------|------|
| Arts & Humanities |  | 4.02 | 10.87 | 8.33 |
|-------------------|--|------|-------|------|

|                        |  |       |       |       |
|------------------------|--|-------|-------|-------|
| Business, Admin. & Law |  | 46.09 | 33.31 | 38.04 |
|------------------------|--|-------|-------|-------|

|           |  |      |      |      |
|-----------|--|------|------|------|
| Education |  | 0.72 | 3.61 | 2.54 |
|-----------|--|------|------|------|

|                                    |  |      |       |      |
|------------------------------------|--|------|-------|------|
| Engineering, Manuf. & Construction |  | 2.20 | 10.62 | 8.04 |
|------------------------------------|--|------|-------|------|

|                  |  |       |       |       |
|------------------|--|-------|-------|-------|
| Health & Welfare |  | 32.32 | 23.61 | 26.84 |
|------------------|--|-------|-------|-------|

|                                  |  |      |      |      |
|----------------------------------|--|------|------|------|
| Information & Comm. Technologies |  | 3.72 | 7.82 | 6.30 |
|----------------------------------|--|------|------|------|

|                                        |  |       |       |       |
|----------------------------------------|--|-------|-------|-------|
| Natural Sci., Mathematics & Statistics |  | 10.31 | 15.17 | 13.37 |
|----------------------------------------|--|-------|-------|-------|

|                                       |  |      |      |      |
|---------------------------------------|--|------|------|------|
| Social Sci., Journalism & Information |  | 2.30 | 4.05 | 3.40 |
|---------------------------------------|--|------|------|------|

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

|                     |  |      |      |      |
|---------------------|--|------|------|------|
| Vocational training |  | 2.65 | 2.68 | 2.67 |
|---------------------|--|------|------|------|

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

|                                   |  |      |      |      |
|-----------------------------------|--|------|------|------|
| Graduates from tertiary education |  | 2.65 | 2.68 | 2.67 |
|-----------------------------------|--|------|------|------|

### Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 40.00  |
| Births attended by skilled personnel      | % live births                  | 76.50  |
| Maternal mortality                        | deaths per 100,000 live births | 392.00 |
| Total fertility rate                      | births per woman               | 4.88   |

| Indicator | 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.

## Cambodia

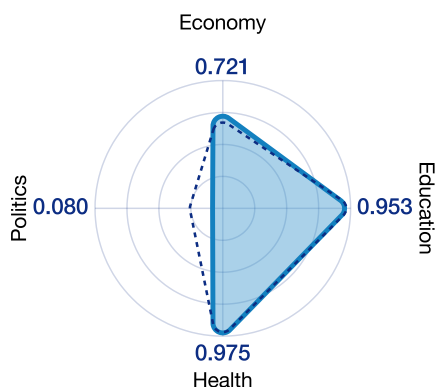
0.682

106th

2025

## Global Gender Gap Index 2025 Edition

■ Cambodia score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.682 | 106th | 0.685  | 102nd |
| Economic Participation and Opportunity | 0.721 | 57th  | 0.717  | 59th  |
| Educational Attainment                 | 0.953 | 119th | 0.968  | 108th |
| Health and Survival                    | 0.975 | 40th  | 0.978  | 38th  |
| Political Empowerment                  | 0.080 | 127th | 0.080  | 127th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportunity</b>  | 57th  | 0.721  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 40th  | 0.859  |                                | -12.09            | 73.73              | 85.82 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 35th  | 0.724  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 19th  | 0.763  |                                | -1.81             | 5.80               | 7.61  | 0-150      |
| Legislators, senior officials and managers %   | 89th  | 0.413  |                                | -41.53            | 29.23              | 70.77 | 0-100      |
| Professional and technical workers %           | 96th  | 0.785  |                                | -12.05            | 43.98              | 56.02 | 0-100      |
| <b>Educational Attainment</b>                  | 119th | 0.953  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 121st | 0.781  |                                | -17.83            | 63.64              | 81.47 | 0-100      |
| Enrolment in primary education %               | 105th | 0.988  |                                | -1.15             | 91.63              | 92.78 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 6.95              | 53.38              | 60.33 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 2.69              | 16.10              | 18.79 | 0-200      |
| <b>Health and Survival</b>                     | 40th  | 0.975  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 47th  | 1.046  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 127th | 0.080  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 125th | 0.157  |                                | -72.80            | 13.60              | 86.40 | 0-100      |
| Women in ministerial positions %               | 117th | 0.125  |                                | -77.78            | 11.11              | 88.89 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 42.34 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 6.69  |
| Population sex ratio   | female/male, %              | 51.02 |
| Population growth rate | %                           | 1.28  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 8.89   | 8.53 | 17.42 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 33.80 |
| Firms with female top managers        | % firms | 33.70 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.12  |

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

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 88.98  | 89.81 | 89.41 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 0.44 | 0.40 | 0.41 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 37.62 | 27.26 | 32.27 |
|----------------------------|----------------------|-------|-------|-------|

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

### Access to finance

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

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | n. a. |
| Number of female heads of state to date | number        | n. a. |
| Seats held in upper house               | % total seats | 19.35 |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 11.50 |
| Early marriage                            | %             | 15.60 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Near-equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 90     | 0    | 0     |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 12.80  | 33.70 | 23.20 |

|                                         |  |      |      |      |
|-----------------------------------------|--|------|------|------|
| Agri., Forestry, Fisheries & Veterinary |  | 3.88 | 3.77 | 3.82 |
|-----------------------------------------|--|------|------|------|

|                   |  |      |      |      |
|-------------------|--|------|------|------|
| Arts & Humanities |  | 9.54 | 7.39 | 8.47 |
|-------------------|--|------|------|------|

|                        |  |       |       |       |
|------------------------|--|-------|-------|-------|
| Business, Admin. & Law |  | 45.69 | 27.71 | 36.74 |
|------------------------|--|-------|-------|-------|

|           |  |      |      |      |
|-----------|--|------|------|------|
| Education |  | 9.29 | 6.09 | 7.70 |
|-----------|--|------|------|------|

|                                    |  |      |       |      |
|------------------------------------|--|------|-------|------|
| Engineering, Manuf. & Construction |  | 3.50 | 14.46 | 8.96 |
|------------------------------------|--|------|-------|------|

|                  |  |      |      |      |
|------------------|--|------|------|------|
| Health & Welfare |  | 4.99 | 3.36 | 4.18 |
|------------------|--|------|------|------|

|                                  |  |      |       |      |
|----------------------------------|--|------|-------|------|
| Information & Comm. Technologies |  | 4.97 | 14.55 | 9.74 |
|----------------------------------|--|------|-------|------|

|                                        |  |      |      |      |
|----------------------------------------|--|------|------|------|
| Natural Sci., Mathematics & Statistics |  | 4.33 | 4.70 | 4.51 |
|----------------------------------------|--|------|------|------|

|                                       |  |       |       |       |
|---------------------------------------|--|-------|-------|-------|
| Social Sci., Journalism & Information |  | 11.35 | 15.75 | 13.54 |
|---------------------------------------|--|-------|-------|-------|

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

|                                   |  |       |       |       |
|-----------------------------------|--|-------|-------|-------|
| PhD graduates                     |  | n. a. | n. a. | n. a. |
| Graduates from tertiary education |  | n. a. | n. a. | n. a. |

### Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 19.00  |
| Births attended by skilled personnel      | % live births                  | 98.70  |
| Maternal mortality                        | deaths per 100,000 live births | 137.00 |
| Total fertility rate                      | births per woman               | 2.58   |

| Indicator             | 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.



## Cameroon

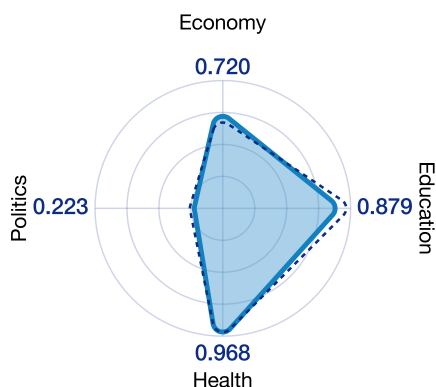
0.697

93rd

2025

## Global Gender Gap Index 2025 Edition

■ Cameroon score  
⋮ average score



## Overview

| Index and Subindex                            | 2025  |       | ▼ 2024 |       |
|-----------------------------------------------|-------|-------|--------|-------|
|                                               | Score | Rank  | Score  | Rank  |
| <b>Global Gender Gap Index</b>                | 0.697 | 93rd  | 0.693  | 97th  |
| <b>Economic Participation and Opportunity</b> | 0.720 | 59th  | 0.705  | 68th  |
| <b>Educational Attainment</b>                 | 0.879 | 135th | 0.894  | 132nd |
| <b>Health and Survival</b>                    | 0.968 | 79th  | 0.973  | 56th  |
| <b>Political Empowerment</b>                  | 0.223 | 79th  | 0.202  | 81st  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 59th  | 0.720  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 82nd  | 0.775  |                                | -16.79            | 57.67          | 74.45  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 76th  | 0.640  |                                | -                 | -              | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 99th  | 0.577  |                                | -2.61             | 3.57           | 6.18   | 0-150      |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 15.47             | 42.26          | 57.74  | 0-100      |
| Professional and technical workers %           | 98th  | 0.748  |                                | -14.40            | 42.80          | 57.20  | 0-100      |
| <b>Educational Attainment</b>                  | 135th | 0.879  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 116th | 0.830  |                                | -13.55            | 66.16          | 79.71  | 0-100      |
| Enrolment in primary education %               | 127th | 0.902  |                                | -9.55             | 87.75          | 97.30  | 0-100      |
| Enrolment in secondary education %             | 133rd | 0.901  |                                | -4.68             | 42.49          | 47.18  | 0-200      |
| Enrolment in tertiary education %              | 119th | 0.829  |                                | -3.01             | 14.54          | 17.54  | 0-200      |
| <b>Health and Survival</b>                     | 79th  | 0.968  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 92nd  | 1.023  |                                | -                 | -              | -      | 0-100      |
| <b>Political Empowerment</b>                   | 79th  | 0.223  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 49th  | 0.513  |                                | -32.22            | 33.89          | 66.11  | 0-100      |
| Women in ministerial positions %               | 80th  | 0.259  |                                | -58.82            | 20.59          | 79.41  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 49.28 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 4.87  |
| Population sex ratio   | female/male, %              | 50.16 |
| Population growth rate | %                           | 2.64  |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 14.23  | 14.14 | 28.37 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 16.70 |
| Firms with female top managers        | % firms | 22.90 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.50  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 3.85   | 4.11 | 7.97  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | n. a.  | n. a. | n. a. |
| Unemployed adults                                         | % of labour force (15-64) | 4.33   | 2.60  | 3.43  |
| 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                                   | Equal rights   | Value |
|---------------------------------------------|----------------|-------|
| Access to financial services                | Unequal rights |       |
| Inheritance rights for widows and daughters | Unequal rights |       |
| Access to land assets                       | Unequal rights |       |
| Access to non-land assets                   | Unequal rights |       |

### Civil and political freedom

| Indicator                                | Unit              | Value |
|------------------------------------------|-------------------|-------|
| Year women received right to vote        | year              | 1946  |
| Number of female heads of state to date  | number            | n. a. |
| Seats held in upper house                | % total seats     | 33.00 |
| Indicator                                | Yes/No            | Value |
| Election list quotas for women, national | Yes               |       |
| Party membership quotas, voluntary       | Yes               |       |
| Indicator                                | Equal rights      | Value |
| Access to justice                        | Near-equal rights |       |
| Freedom of movement                      | Restricted rights |       |

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 23.00 |
| Early marriage                            | %             | 18.60 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Restricted rights |       |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 3    | 0     |

### Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 15.54  | 45.99 | 31.03 |
| Agri., Forestry, Fisheries & Veterinary |   | 1.87   | 5.23  | 3.58  |
| Arts & Humanities                       |   | 15.71  | 8.85  | 12.22 |
| Business, Admin. & Law                  |   | 7.19   | 4.93  | 6.04  |
| Education                               |   | 5.36   | 3.67  | 4.50  |
| Engineering, Manuf. & Construction      |   | 6.88   | 23.85 | 15.52 |
| Health & Welfare                        |   | 13.43  | 8.56  | 10.95 |
| Information & Comm. Technologies        |   | 3.83   | 8.76  | 6.34  |
| Natural Sci., Mathematics & Statistics  |   | 4.83   | 13.38 | 9.18  |
| Social Sci., Journalism & Information   |   | 35.76  | 21.24 | 28.37 |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 5.19   | 8.52  | 6.86   |
| PhD graduates                     |              | n. a.  | n. a. | n. a.  |
| Graduates from tertiary education |              | 5.19   | 8.52  | 6.86   |

### Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 39.00  |
| Births attended by skilled personnel      | % live births                  | 69.00  |
| Maternal mortality                        | deaths per 100,000 live births | 258.00 |
| Total fertility rate                      | births per woman               | 4.32   |

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights |       |

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

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

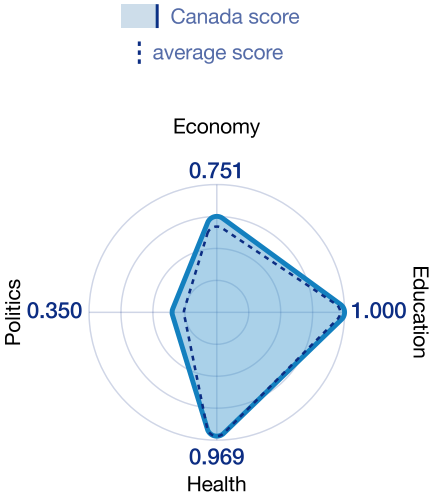
Canada

0.767

32nd

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.767 | 32nd | 0.761  | 36th |
| Economic Participation and Opportunity | 0.751 | 35th | 0.746  | 33rd |
| Educational Attainment                 | 1.000 | 1st  | 0.996  | 55th |
| Health and Survival                    | 0.969 | 77th | 0.968  | 92nd |
| Political Empowerment                  | 0.350 | 41st | 0.334  | 42nd |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |      |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 35th | 0.751  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 27th | 0.881  |                                | -8.22             | 61.14◆             | 69.36  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 43rd | 0.706  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 37th | 0.698  |                                | -20.21            | 46.65◆             | 66.86  | 0-150      |
| Legislators, senior officials and managers %   | -    | -      | -                              | -                 | -                  | -      | -          |
| Professional and technical workers %           | -    | -      | -                              | -                 | -                  | -      | -          |
| Educational Attainment                         | 1st  | 1.000  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st  | 1.000  |                                | -                 |                    |        | 0-100      |
| Enrolment in primary education %               | 1st  | 1.000  |                                | 0.32              | 94.59◆             | 94.91  | 0-100      |
| Enrolment in secondary education %             | 1st  | 1.000  |                                | 1.72              | 106.64◆            | 108.37 | 0-200      |
| Enrolment in tertiary education %              | 1st  | 1.000  |                                | 25.94             | 66.35◆             | 92.30  | 0-200      |
| Health and Survival                            | 77th | 0.969  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 1st  | 0.944  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 90th | 1.025  |                                | -                 |                    |        | 0-100      |
| Political Empowerment                          | 41st | 0.350  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 59th | 0.446  |                                | -38.28            | 30.86◆             | 69.14  | 0-100      |
| Women in ministerial positions %               | 13th | 0.842  |                                | -8.57             | 45.71◆             | 54.29  | 0-100      |
| Years with female/male head of state (last 50) | 74th | 0.007  |                                | -49.28            | 0.36◆              | 49.64  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value    |
|------------------------|-----------------------------|----------|
| GDP                    | US\$ billions               | 2,142.47 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 56.71    |
| Population sex ratio   | female/male, %              | 50.34    |
| Population growth rate | %                           | 2.93     |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 20.19  | 19.91 | 40.10 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 16.14 |
| Share of women's membership in boards | %       | 35.50 |
| Firms with female majority ownership  | % firms | 10.50 |
| Firms with female top managers        | % firms | n. a. |

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

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 8.84   | 9.95 | 18.79 |

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

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 6.10 | 6.80 | 6.47 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 48.66 | 32.44 | 40.13 |
|----------------------------|----------------------|-------|-------|-------|

|                                                           |   |       |       |       |
|-----------------------------------------------------------|---|-------|-------|-------|
| Proportion of time spent on unpaid domestic and care work | % | 14.17 | 10.00 | n. a. |
|-----------------------------------------------------------|---|-------|-------|-------|

### Access to finance

| Indicator                                   | Equal rights  | Value |
|---------------------------------------------|---------------|-------|
| Access to financial services                | Equal rights  | ◆     |
| Inheritance rights for widows and daughters | Equal rights  | ◆     |
| Access to land assets                       | Uneven rights | ◆     |
| Access to non-land assets                   | Equal rights  | ◆     |

### Civil and political freedom

| Indicator                               | Unit          | Value                  |
|-----------------------------------------|---------------|------------------------|
| Year women received right to vote       | year          | 1917, 1918, 1950, 1960 |
| Number of female heads of state to date | number        | 1                      |
| Seats held in upper house               | % total seats | 53.54                  |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 1.70  |
| Mean age of women at birth of first child | years         | 30.00 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 105    | 0    | 210.00 |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 15.97  | 39.39 | 25.94 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.10 | 0.92 | 1.02 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 8.31 | 6.66 | 7.61 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 24.42 | 27.31 | 25.65 |
|------------------------|-------|-------|-------|

|           |      |      |      |
|-----------|------|------|------|
| Education | 6.88 | 2.55 | 5.04 |
|-----------|------|------|------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 5.02 | 20.98 | 11.82 |
|------------------------------------|------|-------|-------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 22.14 | 5.81 | 15.19 |
|------------------|-------|------|-------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 2.78 | 10.49 | 6.06 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 8.17 | 7.91 | 8.06 |
|----------------------------------------|------|------|------|

|                                       |       |      |       |
|---------------------------------------|-------|------|-------|
| Social Sci., Journalism & Information | 12.71 | 7.36 | 10.43 |
|---------------------------------------|-------|------|-------|

|                     |              |        |      |        |
|---------------------|--------------|--------|------|--------|
| Graduates           | Attainment % | Female | Male | Parity |
| Vocational training |              | 7.10   | 7.38 | 7.24   |

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 0.84 | 1.30 | 1.07 |
|---------------|--|------|------|------|

|                                   |  |      |      |      |
|-----------------------------------|--|------|------|------|
| Graduates from tertiary education |  | 7.10 | 7.38 | 7.24 |
|-----------------------------------|--|------|------|------|

### Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 25.70 |
| Births attended by skilled personnel      | % live births                  | 98.00 |
| Maternal mortality                        | deaths per 100,000 live births | 12.00 |
| Total fertility rate                      | births per woman               | 1.26  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

## Cape Verde

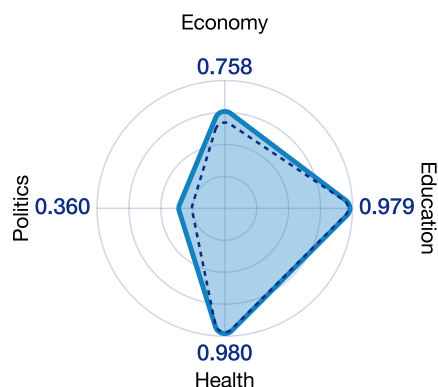
0.769

30th

2025

## Global Gender Gap Index 2025 Edition

■ Cape Verde score  
⋯ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |      |
|----------------------------------------|-------|-------|--------|------|
|                                        | Score | Rank  | Score  | Rank |
| Global Gender Gap Index                | 0.769 | 30th  | 0.755  | 41st |
| Economic Participation and Opportunity | 0.758 | 27th  | 0.746  | 34th |
| Educational Attainment                 | 0.979 | 101st | 0.985  | 93rd |
| Health and Survival                    | 0.980 | 1st   | 0.980  | 1st  |
| Political Empowerment                  | 0.360 | 35th  | 0.310  | 46th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 27th  | 0.758  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 77th  | 0.784  |                                | -13.93            | 50.53              | 64.46  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 71st  | 0.646  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 28th  | 0.728  |                                | -2.91             | 7.81               | 10.72  | 0-150      |
| Legislators, senior officials and managers %   | 20th  | 0.853  |                                | -7.94             | 46.03              | 53.97  | 0-100      |
| Professional and technical workers %           | 75th  | 0.938  |                                | -3.20             | 48.40              | 51.60  | 0-100      |
| <b>Educational Attainment</b>                  | 101st | 0.979  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 105th | 0.891  |                                | -10.00            | 82.00              | 92.00  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 3.35              | 93.64              | 96.99  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 14.80             | 89.91              | 104.71 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 10.86             | 19.10              | 29.96  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -                  | -      | 0-100      |
| <b>Political Empowerment</b>                   | 35th  | 0.360  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 13th  | 0.800  |                                | -11.11            | 44.44              | 55.56  | 0-100      |
| Women in ministerial positions %               | 48th  | 0.455  |                                | -37.50            | 31.25              | 68.75  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 2.53  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 9.29  |
| Population sex ratio   | female/male, %              | 49.13 |
| Population growth rate | %                           | 0.50  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 0.26   | 0.27 | 0.52  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 18.90 |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.75  |

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

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 63.90  | 63.74 | 63.82 |
| Unemployed adults                                         | % of labour force (15-64) | 12.21  | 10.77 | 11.41 |
| Workers employed part-time                                | % of employed people      | 28.23  | 20.05 | 23.68 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

### Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

### Civil and political freedom

| Indicator                                | Unit          | Value      |
|------------------------------------------|---------------|------------|
| Year women received right to vote        | year          | 1975, 1989 |
| Number of female heads of state to date  | number        | n. a.      |
| 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                                | Equal rights  | Value      |
| Access to justice                        | Equal rights  | ◆          |
| Freedom of movement                      | Equal rights  | ◆          |

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 8.10  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 60     | 2    | 0     |

### Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 10.60  | 26.14 | 16.13 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.70   | 1.66  | 1.06  |
| Arts & Humanities                       |   | 5.46   | 3.96  | 4.93  |
| Business, Admin. & Law                  |   | 29.40  | 26.53 | 28.38 |
| Education                               |   | 11.15  | 15.25 | 12.61 |
| Engineering, Manuf. & Construction      |   | 5.25   | 19.60 | 10.35 |
| Health & Welfare                        |   | 25.14  | 13.27 | 20.92 |
| Information & Comm. Technologies        |   | 1.20   | 2.77  | 1.76  |
| Natural Sci., Mathematics & Statistics  |   | 4.15   | 3.76  | 4.01  |
| Social Sci., Journalism & Information   |   | 18.14  | 14.85 | 16.97 |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 1.26   | 1.74  | 1.51   |
| PhD graduates                     |              | n. a.  | n. a. | n. a.  |
| Graduates from tertiary education |              | 1.26   | 1.74  | 1.51   |

### Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 19.00 |
| Births attended by skilled personnel      | % live births                  | 97.30 |
| Maternal mortality                        | deaths per 100,000 live births | 40.00 |
| Total fertility rate                      | births per woman               | 1.52  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

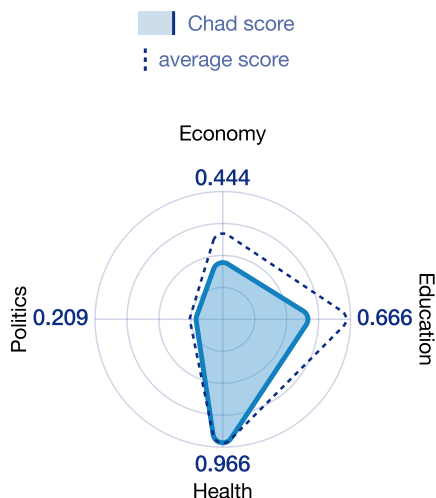
Chad

0.571

146th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.571 | 146th | 0.576  | 144th |
| Economic Participation and Opportunity | 0.444 | 142nd | 0.506  | 134th |
| Educational Attainment                 | 0.666 | 147th | 0.667  | 146th |
| Health and Survival                    | 0.966 | 88th  | 0.970  | 71st  |
| Political Empowerment                  | 0.209 | 80th  | 0.161  | 99th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 142nd | 0.444  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 111th | 0.677  |                                | -23.49            | 49.29◆             | 72.77 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 125th | 0.459  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 108th | 0.548  |                                | -0.98             | 1.19◆              | 2.17  | 0-150      |
| Legislators, senior officials and managers %   | 132nd | 0.132  |                                | -76.74            | 11.63◆             | 88.37 | 0-100      |
| Professional and technical workers %           | 134th | 0.217  |                                | -64.30            | 17.85◆             | 82.15 | 0-100      |
| Educational Attainment                         | 147th | 0.666  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 143rd | 0.419  |                                | -25.87            | 18.64◆             | 44.52 | 0-100      |
| Enrolment in primary education %               | 130th | 0.840  |                                | -12.76            | 66.82◆             | 79.58 | 0-100      |
| Enrolment in secondary education %             | 143rd | 0.663  |                                | -9.77             | 19.24◆             | 29.01 | 0-200      |
| Enrolment in tertiary education %              | 136th | 0.394  |                                | -3.80             | 2.48◆              | 6.28  | 0-200      |
| Health and Survival                            | 88th  | 0.966  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 102nd | 1.016  |                                | -                 |                    |       | 0-100      |
| Political Empowerment                          | 80th  | 0.209  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 47th  | 0.516  |                                | -31.91            | 34.04◆             | 65.96 | 0-100      |
| Women in ministerial positions %               | 94th  | 0.200  |                                | -66.67            | 16.67◆             | 83.33 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0◆                 | 50.00 | 0-50       |



## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 13.15 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 1.68  |
| Population sex ratio   | female/male, %              | 49.84 |
| Population growth rate | %                           | 4.57  |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 9.63     | 9.69   | 19.32 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 7.70  |
| Firms with female top managers        | % firms | 8.50  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.50  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 1.45     | 1.95   | 3.40  |

| Indicator                           | Unit      | ◆ Female | ◆ Male | Value |
|-------------------------------------|-----------|----------|--------|-------|
| Share of workers in informal sector | % workers | 98.99    | 95.23  | 96.92 |

| Indicator         | Unit                      | ◆ Female | ◆ Male | Value |
|-------------------|---------------------------|----------|--------|-------|
| Unemployed adults | % of labour force (15-64) | 0.81     | 1.52   | 1.20  |

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

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

## Access to finance

| Indicator                                   | Equal rights        | Value |
|---------------------------------------------|---------------------|-------|
| Access to financial services                | Unequal rights ◆    |       |
| Inheritance rights for widows and daughters | Uneven rights ◆     |       |
| Access to land assets                       | Restricted rights ◆ |       |
| Access to non-land assets                   | Restricted rights ◆ |       |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1958  |
| Number of female heads of state to date | number        | n. a. |
| Seats held in upper house               | % total seats | 37.68 |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 30.20 |
| Early marriage                            | %             | 24.60 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights        | Value |
|------------------|---------------------|-------|
| Right to divorce | Near-equal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 98       | 1      | 0     |

## Education and skills

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
| STEM      |   | 7.88     | 17.25  | 14.31 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 0.52 | 1.54 | 1.22 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 2.61 | 3.43 | 3.17 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 31.54 | 27.22 | 28.57 |
|------------------------|-------|-------|-------|

|           |      |      |      |
|-----------|------|------|------|
| Education | 2.24 | 1.59 | 1.79 |
|-----------|------|------|------|

|                                    |      |      |      |
|------------------------------------|------|------|------|
| Engineering, Manuf. & Construction | 1.79 | 7.23 | 5.52 |
|------------------------------------|------|------|------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 29.52 | 14.03 | 18.89 |
|------------------|-------|-------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 3.85 | 3.05 | 3.30 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 2.24 | 6.98 | 5.49 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 7.46 | 4.97 | 5.75 |
|---------------------------------------|------|------|------|

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

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

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

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

## Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 29.00  |
| Births attended by skilled personnel      | % live births                  | 47.20  |
| Maternal mortality                        | deaths per 100,000 live births | 748.00 |
| Total fertility rate                      | births per woman               | 6.12   |

| Indicator             | Equal rights    | Value |
|-----------------------|-----------------|-------|
| Reproductive autonomy | Uneven rights ◆ |       |

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

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

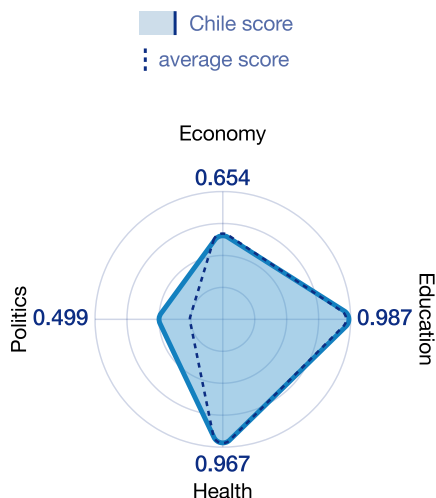
Chile

0.777

22nd

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |       | ▼ 2024 |      |
|-----------------------------------------------|-------|-------|--------|------|
|                                               | Score | Rank  | Score  | Rank |
| <b>Global Gender Gap Index</b>                | 0.777 | 22nd  | 0.781  | 21st |
| <b>Economic Participation and Opportunity</b> | 0.654 | 100th | 0.662  | 92nd |
| <b>Educational Attainment</b>                 | 0.987 | 90th  | 0.990  | 88th |
| <b>Health and Survival</b>                    | 0.967 | 86th  | 0.971  | 68th |
| <b>Political Empowerment</b>                  | 0.499 | 10th  | 0.502  | 12th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 100th | 0.654  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 93rd  | 0.733  |                                | -19.26            | 52.86              | 72.12  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 85th  | 0.620  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 90th  | 0.593  |                                | -15.11            | 21.98              | 37.09  | 0-150      |
| Legislators, senior officials and managers %   | 88th  | 0.427  |                                | -40.15            | 29.93              | 70.08  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 5.37              | 47.32              | 52.68  | 0-100      |
| <b>Educational Attainment</b>                  | 90th  | 0.987  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0                 | 96.00              | 96.00  | 0-100      |
| Enrolment in primary education %               | 108th | 0.982  |                                | -1.77             | 97.77              | 99.54  | 0-100      |
| Enrolment in secondary education %             | 112th | 0.978  |                                | -2.36             | 104.63             | 106.99 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 18.25             | 95.76              | 114.00 | 0-200      |
| <b>Health and Survival</b>                     | 86th  | 0.967  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 100th | 1.018  |                                | -                 | -                  | -      | 0-100      |
| <b>Political Empowerment</b>                   | 10th  | 0.499  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 43rd  | 0.540  |                                | -29.87            | 35.07              | 64.94  | 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) | 22nd  | 0.191  |                                | -33.99            | 8.01               | 42.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 335.53 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 29.46  |
| Population sex ratio   | female/male, %              | 50.30  |
| Population growth rate | %                           | 0.54   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 9.89   | 9.77 | 19.66 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 13.59 |
| Share of women's membership in boards | %       | 17.10 |
| Firms with female majority ownership  | % firms | n. a. |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.90  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 4.08   | 5.36 | 9.44  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 29.29  | 26.09 | 27.47 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 9.73   | 8.33 | 8.95  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 36.78  | 23.05 | 28.94 |

| Indicator                                                 | Unit | Female | Male | Value |
|-----------------------------------------------------------|------|--------|------|-------|
| Proportion of time spent on unpaid domestic and care work | %    | 22.10  | 9.85 | n. a. |

## Access to finance

| Indicator                                   | Equal rights      | Value |
|---------------------------------------------|-------------------|-------|
| Access to financial services                | Equal rights      | ◆     |
| Inheritance rights for widows and daughters | Equal rights      | ◆     |
| Access to land assets                       | Restricted rights | ◆     |
| Access to non-land assets                   | Restricted rights | ◆     |

## Civil and political freedom

| Indicator                               | Unit          | Value      |
|-----------------------------------------|---------------|------------|
| Year women received right to vote       | year          | 1931, 1949 |
| Number of female heads of state to date | number        | 2          |
| Seats held in upper house               | % total seats | 26.00      |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 5.90  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 126    | 7    | 42.00 |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 7.80   | 39.65 | 21.38 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.90 | 2.20 | 2.03 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 3.19 | 3.47 | 3.31 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 26.04 | 26.16 | 26.09 |
|------------------------|-------|-------|-------|

|           |       |      |       |
|-----------|-------|------|-------|
| Education | 17.79 | 5.24 | 12.44 |
|-----------|-------|------|-------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 5.70 | 30.44 | 16.25 |
|------------------------------------|------|-------|-------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 32.12 | 12.62 | 23.80 |
|------------------|-------|-------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 0.73 | 6.49 | 3.19 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 1.37 | 2.73 | 1.95 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 5.82 | 4.12 | 5.09 |
|---------------------------------------|------|------|------|

| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 13.22  | 12.69 | 12.95  |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.14 | 0.30 | 0.22 |
|---------------|------|------|------|

| 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 | 10.00 |

|                      |                  |      |
|----------------------|------------------|------|
| Total fertility rate | births per woman | 1.17 |
|----------------------|------------------|------|

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights | ◆     |

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

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

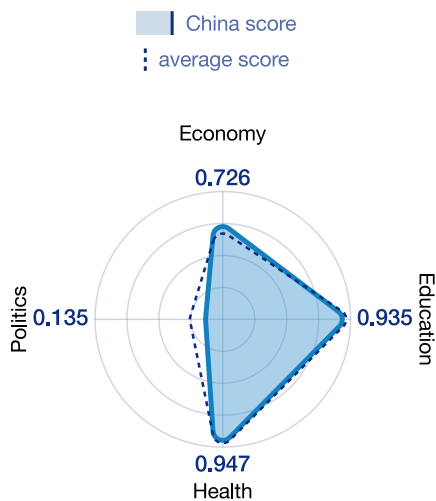
China

0.686

103rd

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |       | ▼ 2024 |       |
|-----------------------------------------------|-------|-------|--------|-------|
|                                               | Score | Rank  | Score  | Rank  |
| <b>Global Gender Gap Index</b>                | 0.686 | 103rd | 0.684  | 106th |
| <b>Economic Participation and Opportunity</b> | 0.726 | 51st  | 0.738  | 39th  |
| <b>Educational Attainment</b>                 | 0.935 | 124th | 0.934  | 127th |
| <b>Health and Survival</b>                    | 0.947 | 147th | 0.940  | 145th |
| <b>Political Empowerment</b>                  | 0.135 | 111th | 0.123  | 111th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
| <b>Economic Participation and Opportunity</b>  | 51st  | 0.726  |                                | -                 | Min                | Max   | -          |
| Labour-force participation rate %              | 65th  | 0.815  |                                | -14.43            | 63.73              | 78.16 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 31st  | 0.729  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 67th  | 0.639  |                                | -9.71             | 17.20              | 26.90 | 0-150      |
| Legislators, senior officials and managers %   | -     | -      | -                              | -                 | -                  | -     | -          |
| Professional and technical workers %           | -     | -      | -                              | -                 | -                  | -     | -          |
| <b>Educational Attainment</b>                  | 124th | 0.935  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 89th  | 0.969  |                                | -3.00             | 95.00              | 98.00 | 0-100      |
| Enrolment in primary education %               | -     | -      | -                              | -                 | -                  | -     | -          |
| Enrolment in secondary education %             | 137th | 0.873  |                                | -                 | -                  | -     | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 11.47             | 69.31              | 80.78 | 0-200      |
| <b>Health and Survival</b>                     | 147th | 0.947  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 146th | 0.904  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 52nd  | 1.043  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 111th | 0.135  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 80th  | 0.361  |                                | -46.93            | 26.54              | 73.46 | 0-100      |
| Women in ministerial positions %               | 132nd | 0.091  |                                | -83.33            | 8.33               | 91.67 | 0-100      |
| Years with female/male head of state (last 50) | 77th  | 0.001  |                                | -49.93            | 0.03               | 49.97 | 0-50       |

Complementary Targets and Contextual Indicators2025

| General indicators     |                             |           |  |
|------------------------|-----------------------------|-----------|--|
| Indicator              | Unit                        | Value     |  |
| GDP                    | US\$ billions               | 17,794.78 |  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 22.14     |  |
| Population sex ratio   | female/male, %              | 49.02     |  |
| Population growth rate | %                           | -0.10     |  |

| Indicator        | Million people | Female | Male   | Value   |
|------------------|----------------|--------|--------|---------|
| Total population |                | 691.54 | 719.17 | 1410.71 |

| Work participation and leadership     |         |       |  |
|---------------------------------------|---------|-------|--|
| Indicator                             | Unit    | Value |  |
| Gender wage gap                       | %       | n. a. |  |
| Share of women's membership in boards | %       | 14.80 |  |
| Firms with female majority ownership  | % firms | 16.40 |  |
| Firms with female top managers        | % firms | n. a. |  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.09  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | n. a.  | n. a. | n. a. |

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

|                   |                           |       |       |       |
|-------------------|---------------------------|-------|-------|-------|
| Unemployed adults | % of labour force (15-64) | n. a. | n. a. | n. a. |
|-------------------|---------------------------|-------|-------|-------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | n. a. | n. a. | n. a. |
|----------------------------|----------------------|-------|-------|-------|

|                                                           |   |       |      |       |
|-----------------------------------------------------------|---|-------|------|-------|
| Proportion of time spent on unpaid domestic and care work | % | 15.35 | 5.90 | n. a. |
|-----------------------------------------------------------|---|-------|------|-------|

| Access to finance                           |              |              |  |
|---------------------------------------------|--------------|--------------|--|
| Indicator                                   | Equal rights | Value        |  |
| Access to financial services                |              | Equal rights |  |
| Inheritance rights for widows and daughters |              | Equal rights |  |
| Access to land assets                       |              | Equal rights |  |
| Access to non-land assets                   |              | Equal rights |  |

| Civil and political freedom             |               |            |  |
|-----------------------------------------|---------------|------------|--|
| Indicator                               | Unit          | Value      |  |
| Year women received right to vote       | year          | 1946, 1949 |  |
| Number of female heads of state to date | number        | 1          |  |
| Seats held in upper house               | % total seats | n. a.      |  |

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

| Indicator           | Equal rights | Value        |
|---------------------|--------------|--------------|
| Access to justice   |              | Equal rights |
| Freedom of movement |              | Equal rights |

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

| Indicator        | Equal rights | Value        |
|------------------|--------------|--------------|
| Right to divorce |              | Equal rights |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 158    | 14   | 0     |

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

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | n. a.  | n. a. | n. a.  |
| PhD graduates                     |              | 0.09   | 0.14  | 0.12   |
| Graduates from tertiary education |              | n. a.  | n. a. | n. a.  |

| 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 | 16.00 |  |
| Total fertility rate                      | births per woman               | 1.00  |  |

| Indicator             | 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.

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Colombia

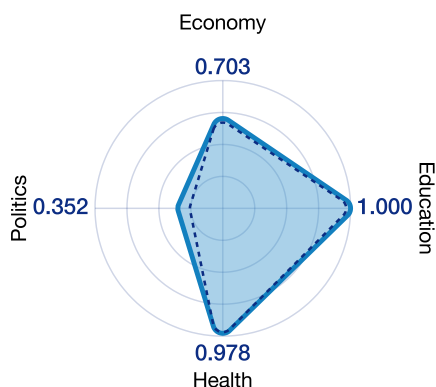
0.758

41st

2025

## Global Gender Gap Index 2025 Edition

■ Colombia score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.758 | 41st | 0.746  | 45th |
| Economic Participation and Opportunity | 0.703 | 71st | 0.701  | 71st |
| Educational Attainment                 | 1.000 | 1st  | 1.000  | 1st  |
| Health and Survival                    | 0.978 | 24th | 0.975  | 51st |
| Political Empowerment                  | 0.352 | 39th | 0.306  | 47th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportunity</b>  | 71st  | 0.703  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 105th | 0.682  |                                | -24.23            | 51.91              | 76.14  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 98th  | 0.592  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 50th  | 0.676  |                                | -7.11             | 14.82              | 21.93  | 0-150      |
| Legislators, senior officials and managers %   | 25th  | 0.799  |                                | -11.17            | 44.42              | 55.59  | 0-100      |
| Professional and technical workers %           | 74th  | 0.951  |                                | -2.50             | 48.75              | 51.25  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 1.00              | 95.00              | 96.00  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.05              | 92.16              | 93.21  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 3.95              | 99.64              | 103.59 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 9.92              | 54.40              | 64.32  | 0-200      |
| <b>Health and Survival</b>                     | 24th  | 0.978  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 34th  | 1.056  |                                | -                 | -                  | -      | 0-100      |
| <b>Political Empowerment</b>                   | 39th  | 0.352  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 65th  | 0.417  |                                | -41.18            | 29.41              | 70.59  | 0-100      |
| Women in ministerial positions %               | 10th  | 0.900  |                                | -5.26             | 47.37              | 52.63  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 363.49 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 18.36  |
| Population sex ratio   | female/male, %              | 50.65  |
| Population growth rate | %                           | 1.12   |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 26.50  | 25.82 | 52.32 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 1.95  |
| Share of women's membership in boards | %       | 20.80 |
| Firms with female majority ownership  | % firms | 22.40 |
| Firms with female top managers        | % firms | 24.60 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.84  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 9.38   | 12.62 | 22.00 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 53.65  | 57.91 | 56.14 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 12.29  | 8.15 | 9.93  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 30.79  | 16.14 | 22.21 |

| Indicator                                                 | Unit | Female | Male | Value |
|-----------------------------------------------------------|------|--------|------|-------|
| Proportion of time spent on unpaid domestic and care work | %    | 17.64  | 5.24 | n. a. |

### Access to finance

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

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1954  |
| Number of female heads of state to date | number        | n. a. |
| Seats held in upper house               | % total seats | 31.43 |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 7.00  |
| Early marriage                            | %             | 16.40 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 84     | 14   | 42.00 |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 15.08  | 35.43 | 23.91 |

| Indicator                               | Value          |
|-----------------------------------------|----------------|
| Agri., Forestry, Fisheries & Veterinary | 1.57 2.17 1.83 |

| Indicator         | Value          |
|-------------------|----------------|
| Arts & Humanities | 2.76 3.21 2.96 |

| Indicator              | Value             |
|------------------------|-------------------|
| Business, Admin. & Law | 46.51 36.80 42.29 |

| Indicator | Value          |
|-----------|----------------|
| Education | 9.66 6.73 8.39 |

| Indicator                          | Value             |
|------------------------------------|-------------------|
| Engineering, Manuf. & Construction | 11.52 27.03 18.25 |

| Indicator        | Value          |
|------------------|----------------|
| Health & Welfare | 7.65 4.28 6.19 |

| Indicator                        | Value          |
|----------------------------------|----------------|
| Information & Comm. Technologies | 1.48 6.48 3.65 |

| Indicator                              | Value          |
|----------------------------------------|----------------|
| Natural Sci., Mathematics & Statistics | 2.08 1.93 2.02 |

| Indicator                             | Value            |
|---------------------------------------|------------------|
| Social Sci., Journalism & Information | 13.27 6.67 10.41 |

| Indicator              | Value              |
|------------------------|--------------------|
| Graduates Attainment % | Female Male Parity |

| Indicator           | Value          |
|---------------------|----------------|
| Vocational training | 9.83 8.94 9.38 |

| Indicator     | Value          |
|---------------|----------------|
| PhD graduates | 0.10 0.20 0.15 |

| Indicator                         | Value          |
|-----------------------------------|----------------|
| Graduates from tertiary education | 9.83 8.94 9.38 |

| Indicator | Value |
|-----------|-------|
| Health    |       |

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 30.00 |
| Births attended by skilled personnel      | % live births                  | 98.80 |
| Maternal mortality                        | deaths per 100,000 live births | 59.00 |
| Total fertility rate                      | births per woman               | 1.65  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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



## Comoros

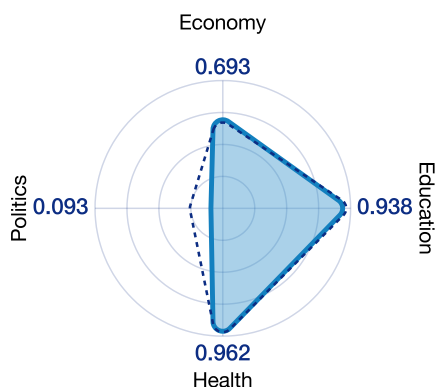
0.672

115th

2025

## Global Gender Gap Index 2025 Edition

■ Comoros score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.672 | 115th | 0.663  | 119th |
| Economic Participation and Opportunity | 0.693 | 75th  | 0.655  | 93rd  |
| Educational Attainment                 | 0.938 | 122nd | 0.945  | 121st |
| Health and Survival                    | 0.962 | 113th | 0.968  | 84th  |
| Political Empowerment                  | 0.093 | 123rd | 0.083  | 126th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 75th  | 0.693  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 91st  | 0.743  |                                | -16.31            | 47.23              | 63.53 | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -                 | -                  | -     | -          |
| Estimated earned income int'l \$ 1,000         | 114th | 0.525  |                                | -2.18             | 2.40               | 4.58  | 0-150      |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 2.25              | 48.87              | 51.13 | 0-100      |
| Professional and technical workers %           | 115th | 0.543  |                                | -29.64            | 35.18              | 64.82 | 0-100      |
| <b>Educational Attainment</b>                  | 122nd | 0.938  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 115th | 0.851  |                                | -10.00            | 57.00              | 67.00 | 0-100      |
| Enrolment in primary education %               | 122nd | 0.943  |                                | -4.65             | 77.29              | 81.93 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.83              | 52.60              | 55.42 | 0-200      |
| Enrolment in tertiary education %              | -     | -      |                                | -                 | -                  | -     | -          |
| <b>Health and Survival</b>                     | 113th | 0.962  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 124th | 1.004  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 123rd | 0.093  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 118th | 0.179  |                                | -69.70            | 15.15              | 84.85 | 0-100      |
| Women in ministerial positions %               | 108th | 0.154  |                                | -73.33            | 13.33              | 86.67 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

Complementary Targets and Contextual Indicators2025

| General indicators     |                             |        |      |       |
|------------------------|-----------------------------|--------|------|-------|
| Indicator              | Unit                        | Value  |      |       |
| GDP                    | US\$ billions               | 1.35   |      |       |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 3.50   |      |       |
| Population sex ratio   | female/male, %              | 49.71  |      |       |
| Population growth rate | %                           | 1.92   |      |       |
| Indicator              | Million people              | Female | Male | Value |
| Total population       |                             | 0.42   | 0.43 | 0.85  |

| Work participation and leadership                         |                           |        |       |       |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Indicator                                                 | Unit                      | Value  |       |       |
| Gender wage gap                                           | %                         | n. a.  |       |       |
| Share of women's membership in boards                     | %                         | n. a.  |       |       |
| Firms with female majority ownership                      | % firms                   | n. a.  |       |       |
| Firms with female top managers                            | % firms                   | n. a.  |       |       |
| Indicator                                                 | 1-7 (best)                | Value  |       |       |
| Advancement of women to leadership roles                  |                           | n. a.  |       |       |
| Indicator                                                 | Million people            | Female | Male  | Value |
| Labour-force                                              |                           | 0.10   | 0.13  | 0.24  |
| Indicator                                                 | Unit                      | Female | Male  | Value |
| Share of workers in informal sector                       | % workers                 | 91.60  | 86.66 | 88.81 |
| Unemployed adults                                         | % of labour force (15-64) | 5.30   | 4.18  | 4.67  |
| Workers employed part-time                                | % of employed people      | 22.09  | 18.16 | 19.87 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

| Access to finance                           |                   |
|---------------------------------------------|-------------------|
| Indicator                                   | Equal rights      |
| Access to financial services                | Near-equal rights |
| Inheritance rights for widows and daughters | Unequal rights    |
| Access to land assets                       | Near-equal rights |
| Access to non-land assets                   | Equal rights      |

| Civil and political freedom              |                   |
|------------------------------------------|-------------------|
| Indicator                                | Unit              |
| Year women received right to vote        | year              |
| Number of female heads of state to date  | number            |
| Seats held in upper house                | % total seats     |
| Indicator                                | Yes/No            |
| Election list quotas for women, national | n. a.             |
| Party membership quotas, voluntary       | n. a.             |
| Indicator                                | Equal rights      |
| Access to justice                        | Restricted rights |
| Freedom of movement                      | Equal rights      |

| Family and care                           |               |                                                                                                    |                                                                                          |       |
|-------------------------------------------|---------------|----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-------|
| Indicator                                 | Unit          | Value                                                                                              |                                                                                          |       |
| Unmet family planning                     | % women 15-49 | 36.85                                                                                              |                                                                                          |       |
| Early marriage                            | %             | 16.40                                                                                              |                                                                                          |       |
| Mean age of women at birth of first child | years         | n. a.                                                                                              |                                                                                          |       |
| Indicator                                 | Equal rights  | Value                                                                                              |                                                                                          |       |
| Right to divorce                          |               | Unequal rights  |                                                                                          |       |
| Indicator                                 | Shared days   |  Female         |  Male | Value |
| Length of paid parental leave             |               | 98                                                                                                 | 0                                                                                        | 0     |

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

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

| Health                                    |                                |
|-------------------------------------------|--------------------------------|
| Indicator                                 | Unit                           |
| Prevalence of gender violence in lifetime | % women                        |
| Births attended by skilled personnel      | % live births                  |
| Maternal mortality                        | deaths per 100,000 live births |
| Total fertility rate                      | births per woman               |
| Indicator                                 | Equal rights                   |
| Reproductive autonomy                     | Restricted rights              |

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

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

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## Costa Rica

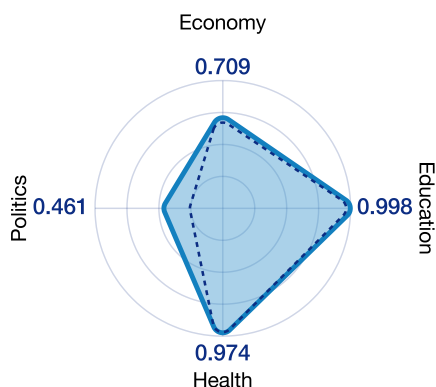
0.786

16th

2025

## Global Gender Gap Index 2025 Edition

Costa Rica score  
average score



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.786 | 16th | 0.785  | 19th |
| Economic Participation and Opportunity | 0.709 | 69th | 0.679  | 81st |
| Educational Attainment                 | 0.998 | 50th | 1.000  | 1st  |
| Health and Survival                    | 0.974 | 45th | 0.973  | 59th |
| Political Empowerment                  | 0.461 | 18th | 0.489  | 15th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 69th  | 0.709  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 114th | 0.658  |                                | -23.77            | 45.78              | 69.55  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 88th  | 0.617  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 66th  | 0.640  |                                | -11.43            | 20.34              | 31.77  | 0-150      |
| Legislators, senior officials and managers %   | 14th  | 0.965  |                                | -1.76             | 49.12              | 50.88  | 0-100      |
| Professional and technical workers %           | 91st  | 0.842  |                                | -8.58             | 45.71              | 54.29  | 0-100      |
| <b>Educational Attainment</b>                  | 50th  | 0.998  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0                 | 98.00              | 98.00  | 0-100      |
| Enrolment in primary education %               | 95th  | 0.995  |                                | -0.45             | 95.04              | 95.49  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 9.96              | 120.64             | 130.60 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 10.72             | 49.76              | 60.47  | 0-200      |
| <b>Health and Survival</b>                     | 45th  | 0.974  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 53rd  | 1.042  |                                | -                 |                    |        | 0-100      |
| <b>Political Empowerment</b>                   | 18th  | 0.461  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 5th   | 0.966  |                                | -1.75             | 49.12              | 50.88  | 0-100      |
| Women in ministerial positions %               | 38th  | 0.500  |                                | -33.33            | 33.33              | 66.67  | 0-100      |
| Years with female/male head of state (last 50) | 41st  | 0.087  |                                | -41.99            | 4.00               | 46.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 86.5  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 25.98 |
| Population sex ratio   | female/male, %              | 50.58 |
| Population growth rate | %                           | 0.47  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 2.58   | 2.52 | 5.11  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 4.21  |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 11.30 |
| Firms with female top managers        | % firms | 25.30 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.90  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.86   | 1.29 | 2.15  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 38.17  | 36.87 | 37.38 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 8.06   | 6.72 | 7.26  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 31.44  | 16.22 | 22.20 |

| Indicator                                                 | Unit | Female | Male | Value |
|-----------------------------------------------------------|------|--------|------|-------|
| Proportion of time spent on unpaid domestic and care work | %    | 22.15  | 8.38 | n. a. |

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1949  |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | n. a. |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 13.70 |
| Early marriage                            | %             | 9.50  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 120    | 8    | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 9.39   | 25.24 | 15.78 |

| Indicator                               | Value          |
|-----------------------------------------|----------------|
| Agri., Forestry, Fisheries & Veterinary | 1.12 1.66 1.34 |

| Indicator         | Value          |
|-------------------|----------------|
| Arts & Humanities | 3.00 2.71 2.88 |

| Indicator              | Value             |
|------------------------|-------------------|
| Business, Admin. & Law | 37.35 34.73 36.29 |

| Indicator | Value             |
|-----------|-------------------|
| Education | 28.69 22.33 26.13 |

| Indicator                          | Value           |
|------------------------------------|-----------------|
| Engineering, Manuf. & Construction | 4.87 12.12 7.79 |

| Indicator        | Value            |
|------------------|------------------|
| Health & Welfare | 12.67 7.27 10.49 |

| Indicator                        | Value           |
|----------------------------------|-----------------|
| Information & Comm. Technologies | 2.16 10.41 5.49 |

| Indicator                              | Value          |
|----------------------------------------|----------------|
| Natural Sci., Mathematics & Statistics | 2.35 2.71 2.49 |

| Indicator                             | Value          |
|---------------------------------------|----------------|
| Social Sci., Journalism & Information | 5.86 4.46 5.30 |

| Graduates           | Attainment % | Female | Male | Parity |
|---------------------|--------------|--------|------|--------|
| Vocational training |              | 9.15   | 8.59 | 8.87   |

| Indicator     | Value          |
|---------------|----------------|
| PhD graduates | 2.90 2.86 2.88 |

| Indicator                         | Value          |
|-----------------------------------|----------------|
| Graduates from tertiary education | 9.15 8.59 8.87 |

| Indicator | Value |
|-----------|-------|
| Health    |       |

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 27.00 |
| Births attended by skilled personnel      | % live births                  | 99.00 |
| Maternal mortality                        | deaths per 100,000 live births | 24.00 |
| Total fertility rate                      | births per woman               | 1.33  |

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights | ◆     |

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

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

## Côte d'Ivoire

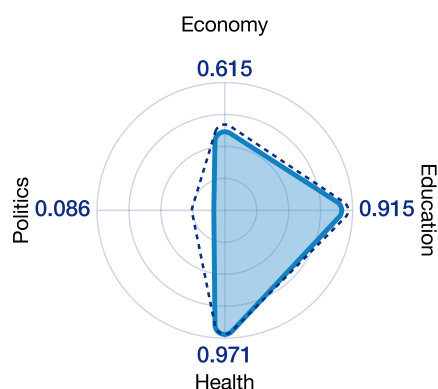
0.647

127th

2025

## Global Gender Gap Index 2025 Edition

■ Côte d'Ivoire score  
⋯ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.647 | 127th | 0.655  | 121st |
| Economic Participation and Opportunity | 0.615 | 111th | 0.611  | 110th |
| Educational Attainment                 | 0.915 | 128th | 0.924  | 129th |
| Health and Survival                    | 0.971 | 65th  | 0.979  | 33rd  |
| Political Empowerment                  | 0.086 | 124th | 0.107  | 118th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 111th | 0.615  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 74th  | 0.789  |                                | -15.95            | 59.58              | 75.53 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 34th  | 0.724  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 45th  | 0.680  |                                | -2.46             | 5.24               | 7.70  | 0-150      |
| Legislators, senior officials and managers %   | 118th | 0.256  |                                | -59.21            | 20.40              | 79.60 | 0-100      |
| Professional and technical workers %           | 129th | 0.373  |                                | -45.68            | 27.16              | 72.84 | 0-100      |
| <b>Educational Attainment</b>                  | 128th | 0.915  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 133rd | 0.669  |                                | -19.95            | 40.26              | 60.20 | 0-100      |
| Enrolment in primary education %               | 110th | 0.982  |                                | -1.59             | 86.03              | 87.63 | 0-100      |
| Enrolment in secondary education %             | 115th | 0.974  |                                | -1.69             | 63.10              | 64.78 | 0-200      |
| Enrolment in tertiary education %              | 116th | 0.935  |                                | -0.78             | 11.17              | 11.94 | 0-200      |
| <b>Health and Survival</b>                     | 65th  | 0.971  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 74th  | 1.033  |                                | -                 |                    |       | 0-100      |
| <b>Political Empowerment</b>                   | 124th | 0.086  |                                | -                 |                    |       | -          |
| Women in parliament %                          | -     | -      |                                | -                 |                    |       | -          |
| Women in ministerial positions %               | 84th  | 0.240  |                                | -61.29            | 19.36              | 80.65 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |  |       |
|------------------------|-----------------------------|--|-------|
| Indicator              | Unit                        |  | Value |
| GDP                    | US\$ billions               |  | 78.88 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 |  | 6.49  |
| Population sex ratio   | female/male, %              |  | 49.08 |
| Population growth rate | %                           |  | 2.50  |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 15.30  | 15.87 | 31.17 |

| Work participation and leadership     |         |  |       |
|---------------------------------------|---------|--|-------|
| Indicator                             | Unit    |  | Value |
| Gender wage gap                       | %       |  | n. a. |
| Share of women's membership in boards | %       |  | n. a. |
| Firms with female majority ownership  | % firms |  | 9.50  |
| Firms with female top managers        | % firms |  | 11.60 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.68  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 4.65   | 5.31 | 9.96  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 95.45  | 89.24 | 92.13 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 2.64 | 2.16 | 2.38 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 38.41 | 24.73 | 30.53 |
|----------------------------|----------------------|-------|-------|-------|

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

| Access to finance                           |              |                   |       |
|---------------------------------------------|--------------|-------------------|-------|
| Indicator                                   | Equal rights |                   | Value |
| Access to financial services                |              | Equal rights      | ◆     |
| Inheritance rights for widows and daughters |              | Near-equal rights | ◆     |
| Access to land assets                       |              | Near-equal rights | ◆     |
| Access to non-land assets                   |              | Equal rights      | ◆     |

| Civil and political freedom             |               |  |       |
|-----------------------------------------|---------------|--|-------|
| Indicator                               | Unit          |  | Value |
| Year women received right to vote       | year          |  | 1960  |
| Number of female heads of state to date | number        |  | n. a. |
| Seats held in upper house               | % total seats |  | 24.49 |

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

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

| Family and care                           |               |  |       |
|-------------------------------------------|---------------|--|-------|
| Indicator                                 | Unit          |  | Value |
| Unmet family planning                     | % women 15-49 |  | 22.36 |
| Early marriage                            | %             |  | 18.40 |
| Mean age of women at birth of first child | years         |  | n. a. |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 2    | 0     |

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | n. a.  | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary |   | n. a.  | n. a. | n. a. |

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

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

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

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

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

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

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

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

|                     |              |        |      |        |
|---------------------|--------------|--------|------|--------|
| Graduates           | Attainment % | Female | Male | Parity |
| Vocational training |              | 2.26   | 2.48 | 2.37   |

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 0.19 | 0.34 | 0.26 |
|---------------|--|------|------|------|

|                                   |  |      |      |      |
|-----------------------------------|--|------|------|------|
| Graduates from tertiary education |  | 2.26 | 2.48 | 2.37 |
|-----------------------------------|--|------|------|------|

| Health                                    |                                |  |        |
|-------------------------------------------|--------------------------------|--|--------|
| Indicator                                 | Unit                           |  | Value  |
| Prevalence of gender violence in lifetime | % women                        |  | 27.00  |
| Births attended by skilled personnel      | % live births                  |  | 84.00  |
| Maternal mortality                        | deaths per 100,000 live births |  | 359.00 |
| Total fertility rate                      | births per woman               |  | 4.28   |

| Indicator             | 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, de finitions, sources and periods.

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

Global Gender Gap Report 2025 158

Croatia

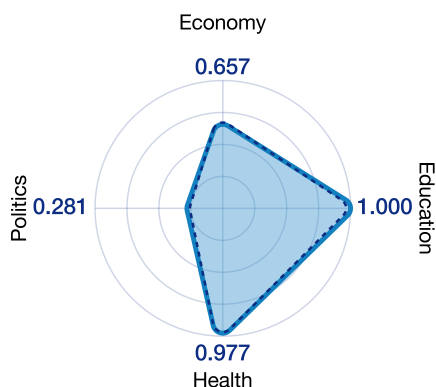
0.728

64th

2025

## Global Gender Gap Index 2025 Edition

■ Croatia score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |       |
|----------------------------------------|-------|------|--------|-------|
|                                        | Score | Rank | Score  | Rank  |
| Global Gender Gap Index                | 0.728 | 64th | 0.723  | 61st  |
| Economic Participation and Opportunity | 0.657 | 97th | 0.623  | 106th |
| Educational Attainment                 | 1.000 | 1st  | 0.998  | 40th  |
| Health and Survival                    | 0.977 | 31st | 0.978  | 35th  |
| Political Empowerment                  | 0.281 | 58th | 0.293  | 50th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 97th  | 0.657  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 61st  | 0.828  |                                | -9.95             | 47.94          | 57.89  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 104th | 0.584  |                                | -                 | -              | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 62nd  | 0.647  |                                | -17.77            | 32.52          | 50.30  | 0-150      |
| Legislators, senior officials and managers %   | 109th | 0.314  |                                | -52.26            | 23.87          | 76.13  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 14.09             | 42.96          | 57.04  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -              | -      | 0-100      |
| Enrolment in primary education %               | -     | -      |                                | -                 | -              | -      | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 5.68              | 102.82         | 108.50 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 29.44             | 66.47          | 95.91  | 0-200      |
| <b>Health and Survival</b>                     | 31st  | 0.977  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 111th | 0.943  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 36th  | 1.052  |                                | -                 | -              | -      | 0-100      |
| <b>Political Empowerment</b>                   | 58th  | 0.281  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 51st  | 0.495  |                                | -33.77            | 33.11          | 66.89  | 0-100      |
| Women in ministerial positions %               | 94th  | 0.200  |                                | -66.67            | 16.67          | 83.33  | 0-100      |
| Years with female/male head of state (last 50) | 26th  | 0.176  |                                | -35.07            | 7.47           | 42.53  | 0-50       |



## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 84.39 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 41.14 |
| Population sex ratio   | female/male, %              | 51.78 |
| Population growth rate | %                           | 0.10  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 2.00   | 1.86 | 3.86  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 10.21 |
| Share of women's membership in boards | %       | 27.60 |
| Firms with female majority ownership  | % firms | 18.50 |
| Firms with female top managers        | % firms | 26.20 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.32  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.79   | 0.86 | 1.65  |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 2.03   | 0.93 | 1.44  |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 5.00 | 5.10 | 5.10 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 29.23 | 23.74 | 26.32 |
|----------------------------|----------------------|-------|-------|-------|

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

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1945  |
| Number of female heads of state to date | number        | 2     |
| Seats held in upper house               | % total seats | n. a. |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 2.00  |
| Mean age of women at birth of first child | years         | 29.30 |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Restricted rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 208    | 14   | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 18.16  | 45.01 | 28.73 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 3.05 | 2.92 | 2.99 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 8.98 | 6.52 | 8.01 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 23.95 | 16.94 | 21.19 |
|------------------------|-------|-------|-------|

|           |       |      |      |
|-----------|-------|------|------|
| Education | 10.90 | 2.37 | 7.54 |
|-----------|-------|------|------|

|                                    |       |       |       |
|------------------------------------|-------|-------|-------|
| Engineering, Manuf. & Construction | 10.38 | 30.06 | 18.13 |
|------------------------------------|-------|-------|-------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 18.35 | 7.89 | 14.23 |
|------------------|-------|------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 2.23 | 9.79 | 5.20 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 5.55 | 5.16 | 5.40 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 9.68 | 5.51 | 8.04 |
|---------------------------------------|------|------|------|

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

|                     |       |       |       |
|---------------------|-------|-------|-------|
| Vocational training | 22.35 | 26.50 | 24.49 |
|---------------------|-------|-------|-------|

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.88 | 0.81 | 0.85 |
|---------------|------|------|------|

|                                   |       |       |       |
|-----------------------------------|-------|-------|-------|
| Graduates from tertiary education | 22.35 | 26.50 | 24.49 |
|-----------------------------------|-------|-------|-------|

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 13.00 |
| Births attended by skilled personnel      | % live births                  | 99.90 |
| Maternal mortality                        | deaths per 100,000 live births | 3.00  |
| Total fertility rate                      | births per woman               | 1.46  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

## Cyprus

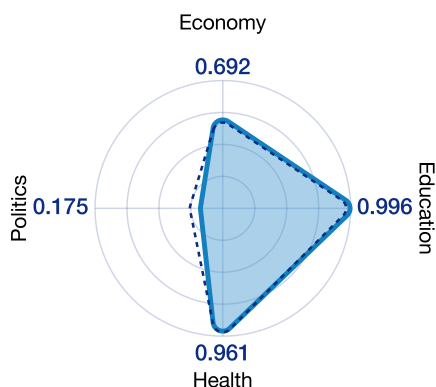
0.706

82nd

2025

## Global Gender Gap Index 2025 Edition

■ Cyprus score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.706 | 82nd  | 0.705  | 84th  |
| Economic Participation and Opportunity | 0.692 | 77th  | 0.666  | 90th  |
| Educational Attainment                 | 0.996 | 62nd  | 0.993  | 73rd  |
| Health and Survival                    | 0.961 | 118th | 0.963  | 120th |
| Political Empowerment                  | 0.175 | 93rd  | 0.200  | 82nd  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportunity</b>  | 77th  | 0.692  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 34th  | 0.871  |                                | -9.06             | 61.19◆             | 70.25  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 70th  | 0.651  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 75th  | 0.625  |                                | -24.02            | 40.05◆             | 64.07  | 0-150      |
| Legislators, senior officials and managers %   | 97th  | 0.387  |                                | -44.21            | 27.90◆             | 72.10  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 4.55              | 47.73◆             | 52.28  | 0-100      |
| <b>Educational Attainment</b>                  | 62nd  | 0.996  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 |                    |        | 0-100      |
| Enrolment in primary education %               | 96th  | 0.995  |                                | -0.48             | 99.18◆             | 99.66  | 0-100      |
| Enrolment in secondary education %             | 102nd | 0.991  |                                | -0.93             | 103.53◆            | 104.46 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 37.93             | 79.55◆             | 117.47 | 0-200      |
| <b>Health and Survival</b>                     | 118th | 0.961  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 126th | 0.939  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 113th | 1.012  |                                | -                 |                    |        | 0-100      |
| <b>Political Empowerment</b>                   | 93rd  | 0.175  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 122nd | 0.167  |                                | -71.43            | 14.29◆             | 85.71  | 0-100      |
| Women in ministerial positions %               | 38th  | 0.500  |                                | -33.33            | 33.33◆             | 66.67  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0◆                 | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 33.89 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 52.20 |
| Population sex ratio   | female/male, %              | 49.62 |
| Population growth rate | %                           | 1.02  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 0.67   | 0.68 | 1.34  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 14.99 |
| Share of women's membership in boards | %       | 10.20 |
| Firms with female majority ownership  | % firms | 6.90  |
| Firms with female top managers        | % firms | 8.20  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.70  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.23   | 0.25 | 0.48  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 3.01   | 0.75  | 1.84  |
| Unemployed adults                                         | % of labour force (15-64) | 5.20   | 4.70  | 5.00  |
| Workers employed part-time                                | % of employed people      | 32.81  | 25.84 | 29.22 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

## Access to finance

| Indicator                                   | 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        | n. a. |
| 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                                | Equal rights  | Value |
| Access to justice                        | Equal rights  | ◆     |
| Freedom of movement                      | Equal rights  | ◆     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 3.20  |
| Mean age of women at birth of first child | years         | 29.80 |

| Indicator        | Equal rights  | Value |
|------------------|---------------|-------|
| Right to divorce | Uneven rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 126    | 14   | 0     |

## Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 5.00   | 20.50 | 10.20 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.15   | 1.05  | 0.45  |
| Arts & Humanities                       |   | 6.31   | 4.85  | 5.82  |
| Business, Admin. & Law                  |   | 28.70  | 44.05 | 33.85 |
| Education                               |   | 39.96  | 12.98 | 30.90 |
| Engineering, Manuf. & Construction      |   | 2.17   | 12.87 | 5.76  |
| Health & Welfare                        |   | 7.28   | 6.38  | 6.98  |
| Information & Comm. Technologies        |   | 0.87   | 5.25  | 2.34  |
| Natural Sci., Mathematics & Statistics  |   | 1.96   | 2.38  | 2.10  |
| Social Sci., Journalism & Information   |   | 8.97   | 5.22  | 7.71  |

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 3.62   | 8.94 | 6.29   |
| PhD graduates                     |              | 0.73   | 1.14 | 0.93   |
| Graduates from tertiary education |              | 3.62   | 8.94 | 6.29   |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 16.00 |
| Births attended by skilled personnel      | % live births                  | 99.30 |
| Maternal mortality                        | deaths per 100,000 live births | 14.00 |
| Total fertility rate                      | births per woman               | 1.39  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

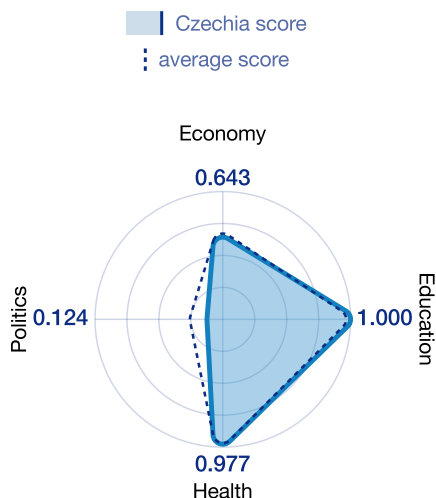
Czechia

0.686

102nd

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |       | ▼ 2024 |       |
|-----------------------------------------------|-------|-------|--------|-------|
|                                               | Score | Rank  | Score  | Rank  |
| <b>Global Gender Gap Index</b>                | 0.686 | 102nd | 0.684  | 104th |
| <b>Economic Participation and Opportunity</b> | 0.643 | 104th | 0.632  | 104th |
| <b>Educational Attainment</b>                 | 1.000 | 1st   | 1.000  | 1st   |
| <b>Health and Survival</b>                    | 0.977 | 30th  | 0.978  | 37th  |
| <b>Political Empowerment</b>                  | 0.124 | 113th | 0.127  | 110th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 104th | 0.643  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 87th  | 0.755  |                                | -16.79            | 51.75          | 68.54  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 105th | 0.581  |                                | -                 | -              | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 84th  | 0.608  |                                | -23.21            | 36.01          | 59.22  | 0-150      |
| Legislators, senior officials and managers %   | 98th  | 0.380  |                                | -44.93            | 27.54          | 72.46  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 0.02              | 49.99          | 50.01  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -              | -      | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.17              | 98.39          | 98.57  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.52              | 102.19         | 103.72 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 24.24             | 59.05          | 83.29  | 0-200      |
| <b>Health and Survival</b>                     | 30th  | 0.977  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 39th  | 1.050  |                                | -                 | -              | -      | 0-100      |
| <b>Political Empowerment</b>                   | 113th | 0.124  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 82nd  | 0.342  |                                | -49.00            | 25.50          | 74.50  | 0-100      |
| Women in ministerial positions %               | 135th | 0.071  |                                | -86.67            | 6.67           | 93.33  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 343.21 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 47.50  |
| Population sex ratio   | female/male, %              | 50.69  |
| Population growth rate | %                           | 1.78   |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 5.51     | 5.36   | 10.86 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 13.17 |
| Share of women's membership in boards | %       | 20.80 |
| Firms with female majority ownership  | % firms | 11.00 |
| Firms with female top managers        | % firms | 16.10 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.86  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 2.29     | 2.75   | 5.04  |

| Indicator                           | Unit      | ◆ Female | ◆ Male | Value |
|-------------------------------------|-----------|----------|--------|-------|
| Share of workers in informal sector | % workers | 3.20     | 1.05   | 2.02  |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 3.10 | 2.30 | 2.70 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 37.73 | 25.26 | 30.74 |
|----------------------------|----------------------|-------|-------|-------|

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

## Access to finance

| Indicator                                   | 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        | n. a. |
| Seats held in upper house               | % total seats | 21.25 |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.20  |
| Mean age of women at birth of first child | years         | 28.90 |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Equal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value  |
|-------------------------------|-------------|----------|--------|--------|
| Length of paid parental leave |             | 196      | 14     | 720.00 |

## Education and skills

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
| STEM      |   | 14.89    | 40.33  | 24.90 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 3.22 | 2.91 | 3.10 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 9.88 | 6.67 | 8.62 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 19.10 | 19.26 | 19.17 |
|------------------------|-------|-------|-------|

|           |       |      |       |
|-----------|-------|------|-------|
| Education | 18.58 | 6.12 | 13.68 |
|-----------|-------|------|-------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 6.72 | 22.66 | 12.99 |
|------------------------------------|------|-------|-------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 17.95 | 6.71 | 13.53 |
|------------------|-------|------|-------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 1.57 | 11.52 | 5.48 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 6.60 | 6.16 | 6.43 |
|----------------------------------------|------|------|------|

|                                       |       |      |       |
|---------------------------------------|-------|------|-------|
| Social Sci., Journalism & Information | 11.37 | 8.71 | 10.32 |
|---------------------------------------|-------|------|-------|

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

|                     |  |       |       |       |
|---------------------|--|-------|-------|-------|
| Vocational training |  | 27.06 | 31.45 | 29.32 |
|---------------------|--|-------|-------|-------|

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 0.60 | 0.87 | 0.73 |
|---------------|--|------|------|------|

|                                   |  |       |       |       |
|-----------------------------------|--|-------|-------|-------|
| Graduates from tertiary education |  | 27.06 | 31.45 | 29.32 |
|-----------------------------------|--|-------|-------|-------|

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 22.00 |
| 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               | 1.45  |

| Indicator             | 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.

Democratic Republic of the C

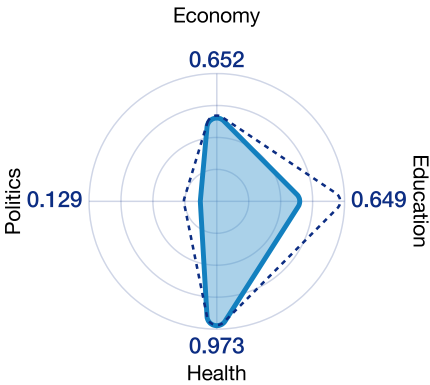
0.601

143rd

2025

Global Gender Gap Index 2025 Edition

Democratic Republic of the Congo score  
average score



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.601 | 143rd | 0.609  | 140th |
| Economic Participation and Opportunity | 0.652 | 101st | 0.669  | 85th  |
| Educational Attainment                 | 0.649 | 148th | 0.683  | 145th |
| Health and Survival                    | 0.973 | 51st  | 0.976  | 44th  |
| Political Empowerment                  | 0.129 | 112th | 0.109  | 117th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |              | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------------|------------|
|                                                |       |        |                                |                   |                    |              |            |
| Economic Participation and Opportun...         | 101st | 0.652  |                                | -                 |                    |              | -          |
| Labour-force participation rate %              | 15th  | 0.903  |                                | -6.47             |                    | 60.29◆ 66.75 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 122nd | 0.513  |                                | -                 |                    | -            | 0-100      |
| Estimated earned income int'l \$ 1,000         | 38th  | 0.694  |                                | -0.53             |                    | 1.20◆ 1.72   | 0-150      |
| Legislators, senior officials and managers %   | 35th  | 0.722  |                                | -16.11            |                    | 41.94◆ 58.06 | 0-100      |
| Professional and technical workers %           | 125th | 0.433  |                                | -39.58            |                    | 30.21◆ 69.79 | 0-100      |
| Educational Attainment                         | 148th | 0.649  |                                | -                 |                    | -            | -          |
| Literacy rate %                                | 128th | 0.704  |                                | -25.91            |                    | 61.60◆ 87.51 | 0-100      |
| Enrolment in primary education %               | -     | -      |                                | -                 |                    | -            | -          |
| Enrolment in secondary education %             | 144th | 0.633  |                                | -24.86            |                    | 42.95◆ 67.81 | 0-200      |
| Enrolment in tertiary education %              | 131st | 0.592  |                                | -3.27             |                    | 4.75◆ 8.02   | 0-200      |
| Health and Survival                            | 51st  | 0.973  |                                | -                 |                    | -            | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    | -            | 0-100      |
| Healthy life expectancy** years                | 59th  | 1.040  |                                | -                 |                    | -            | 0-100      |
| Political Empowerment                          | 112th | 0.129  |                                | -                 |                    | -            | -          |
| Women in parliament %                          | 127th | 0.149  |                                | -74.00            |                    | 13.00◆ 87.00 | 0-100      |
| Women in ministerial positions %               | 65th  | 0.333  |                                | -50.00            |                    | 25.00◆ 75.00 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            |                    | 0◆ 50.00     | 0-50       |

Complementary Targets and Contextual Indicators2025

| General indicators     |                             |        |       |        |
|------------------------|-----------------------------|--------|-------|--------|
| Indicator              | Unit                        | Value  |       |        |
| GDP                    | US\$ billions               | 66.38  |       |        |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 1.46   |       |        |
| Population sex ratio   | female/male, %              | 50.39  |       |        |
| Population growth rate | %                           | 3.26   |       |        |
| Indicator              | Million people              | Female | Male  | Value  |
| Total population       |                             | 53.31  | 52.48 | 105.79 |

| Work participation and leadership     |         |       |  |  |
|---------------------------------------|---------|-------|--|--|
| Indicator                             | Unit    | Value |  |  |
| Gender wage gap                       | %       | n. a. |  |  |
| Share of women's membership in boards | %       | n. a. |  |  |
| Firms with female majority ownership  | % firms | 20.50 |  |  |
| Firms with female top managers        | % firms | n. a. |  |  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 3.71  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 11.37  | 12.63 | 24.00 |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | n. a.  | n. a. | n. a. |
| Unemployed adults                                         | % of labour force (15-64) | 1.13   | 1.87  | 1.51  |
| Workers employed part-time                                | % of employed people      | 46.72  | 44.96 | 45.82 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

| Access to finance                           |              |                   |  |  |
|---------------------------------------------|--------------|-------------------|--|--|
| Indicator                                   | Equal rights | Value             |  |  |
| Access to financial services                |              | Near-equal rights |  |  |
| Inheritance rights for widows and daughters |              | Near-equal rights |  |  |
| Access to land assets                       |              | Restricted rights |  |  |
| Access to non-land assets                   |              | Restricted rights |  |  |

| Civil and political freedom              |               |                   |  |  |
|------------------------------------------|---------------|-------------------|--|--|
| Indicator                                | Unit          | Value             |  |  |
| Year women received right to vote        | year          | 1967              |  |  |
| Number of female heads of state to date  | number        | n. a.             |  |  |
| Seats held in upper house                | % total seats | 15.84             |  |  |
| Indicator                                | Yes/No        | Value             |  |  |
| Election list quotas for women, national |               | n. a.             |  |  |
| Party membership quotas, voluntary       |               | n. a.             |  |  |
| Indicator                                | Equal rights  | Value             |  |  |
| Access to justice                        |               | Near-equal rights |  |  |
| Freedom of movement                      |               | Restricted rights |  |  |

| Family and care                           |               |                   |      |       |
|-------------------------------------------|---------------|-------------------|------|-------|
| Indicator                                 | Unit          | Value             |      |       |
| Unmet family planning                     | % women 15-49 | 28.75             |      |       |
| Early marriage                            | %             | 18.00             |      |       |
| Mean age of women at birth of first child | years         | n. a.             |      |       |
| Indicator                                 | Equal rights  | Value             |      |       |
| Right to divorce                          |               | Restricted rights |      |       |
| Indicator                                 | Shared days   | Female            | Male | Value |
| Length of paid parental leave             |               | 98                | 2    | 0     |

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | 11.04  | 17.86 | 15.46 |
| Agri., Forestry, Fisheries & Veterinary |   | 5.53   | 8.59  | 7.51  |
| Arts & Humanities                       |   | 6.17   | 2.91  | 4.06  |
| Business, Admin. & Law                  |   | 22.04  | 19.20 | 20.20 |
| Education                               |   | 8.33   | 13.88 | 11.93 |
| Engineering, Manuf. & Construction      |   | 1.74   | 8.66  | 6.22  |
| Health & Welfare                        |   | 23.77  | 15.25 | 18.24 |
| Information & Comm. Technologies        |   | 6.66   | 6.24  | 6.39  |
| Natural Sci., Mathematics & Statistics  |   | 2.65   | 2.96  | 2.85  |
| Social Sci., Journalism & Information   |   | 19.84  | 19.65 | 19.72 |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | n. a.  | n. a. | n. a.  |
| PhD graduates                     |              | 0.01   | 0.03  | 0.02   |
| Graduates from tertiary education |              | n. a.  | n. a. | n. a.  |

| Health                                    |                                |               |  |  |
|-------------------------------------------|--------------------------------|---------------|--|--|
| Indicator                                 | Unit                           | Value         |  |  |
| Prevalence of gender violence in lifetime | % women                        | 47.00         |  |  |
| Births attended by skilled personnel      | % live births                  | 85.20         |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 427.00        |  |  |
| Total fertility rate                      | births per woman               | 6.05          |  |  |
| Indicator                                 | 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, de finitions, sources and periods.

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

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## Denmark

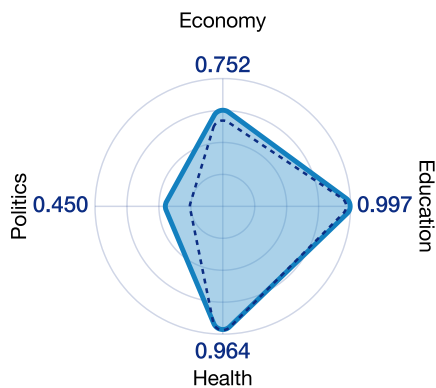
0.791

14th

2025

## Global Gender Gap Index 2025 Edition

■ Denmark score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.791 | 14th  | 0.789  | 15th  |
| Economic Participation and Opportunity | 0.752 | 33rd  | 0.741  | 37th  |
| Educational Attainment                 | 0.997 | 53rd  | 0.998  | 46th  |
| Health and Survival                    | 0.964 | 107th | 0.964  | 112th |
| Political Empowerment                  | 0.450 | 20th  | 0.452  | 22nd  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportunity</b>  | 33rd  | 0.752  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 25th  | 0.882  |                                | -8.00             | 59.70              | 67.70  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 42nd  | 0.706  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 20th  | 0.756  |                                | -19.84            | 61.53              | 81.37  | 0-150      |
| Legislators, senior officials and managers %   | 84th  | 0.465  |                                | -36.49            | 31.75              | 68.25  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 0.39              | 49.80              | 50.20  | 0-100      |
| <b>Educational Attainment</b>                  | 53rd  | 0.997  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.15              | 99.08              | 99.23  | 0-100      |
| Enrolment in secondary education %             | 105th | 0.989  |                                | -1.41             | 126.26             | 127.67 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 26.78             | 68.07              | 94.86  | 0-200      |
| <b>Health and Survival</b>                     | 107th | 0.964  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 117th | 1.009  |                                | -                 | -                  | -      | 0-100      |
| <b>Political Empowerment</b>                   | 20th  | 0.450  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 16th  | 0.772  |                                | -12.85            | 43.58              | 56.43  | 0-100      |
| Women in ministerial positions %               | 51st  | 0.438  |                                | -39.13            | 30.44              | 69.57  | 0-100      |
| Years with female/male head of state (last 50) | 19th  | 0.232  |                                | -31.16            | 9.42               | 40.58  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 407.09 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 71.45  |
| Population sex ratio   | female/male, %              | 50.29  |
| Population growth rate | %                           | 0.74   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 2.99   | 2.96 | 5.95  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 5.84  |
| Share of women's membership in boards | %       | 40.80 |
| Firms with female majority ownership  | % firms | 9.20  |
| Firms with female top managers        | % firms | 8.30  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.85  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.30   | 1.48 | 2.79  |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 2.89   | 2.75 | 2.82  |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 6.60 | 6.10 | 6.30 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 53.90 | 35.09 | 44.00 |
|----------------------------|----------------------|-------|-------|-------|

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

### Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

### Civil and political freedom

| Indicator                               | Unit          | Value            |
|-----------------------------------------|---------------|------------------|
| Year women received right to vote       | year          | 1908, 1908, 1915 |
| Number of female heads of state to date | number        | 2                |
| Seats held in upper house               | % total seats | n. a.            |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.10  |
| Mean age of women at birth of first child | years         | 30.10 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 42     | 14   | 182.00 |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 15.83  | 37.81 | 25.41 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.23 | 0.75 | 1.02 |
|-----------------------------------------|------|------|------|

|                   |       |      |      |
|-------------------|-------|------|------|
| Arts & Humanities | 11.47 | 7.21 | 9.61 |
|-------------------|-------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 22.58 | 28.63 | 25.22 |
|------------------------|-------|-------|-------|

|           |      |      |      |
|-----------|------|------|------|
| Education | 6.63 | 3.54 | 5.28 |
|-----------|------|------|------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 7.36 | 21.52 | 13.53 |
|------------------------------------|------|-------|-------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 28.67 | 10.42 | 20.71 |
|------------------|-------|-------|-------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 2.88 | 10.30 | 6.12 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 5.59 | 5.99 | 5.76 |
|----------------------------------------|------|------|------|

|                                       |       |      |      |
|---------------------------------------|-------|------|------|
| Social Sci., Journalism & Information | 10.82 | 8.13 | 9.65 |
|---------------------------------------|-------|------|------|

|                     |              |        |       |        |
|---------------------|--------------|--------|-------|--------|
| Graduates           | Attainment % | Female | Male  | Parity |
| Vocational training |              | 7.89   | 14.75 | 11.39  |

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 1.04 | 1.47 | 1.25 |
|---------------|--|------|------|------|

|                                   |  |      |       |       |
|-----------------------------------|--|------|-------|-------|
| Graduates from tertiary education |  | 7.89 | 14.75 | 11.39 |
|-----------------------------------|--|------|-------|-------|

### Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 23.00 |
| 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               | 1.50  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

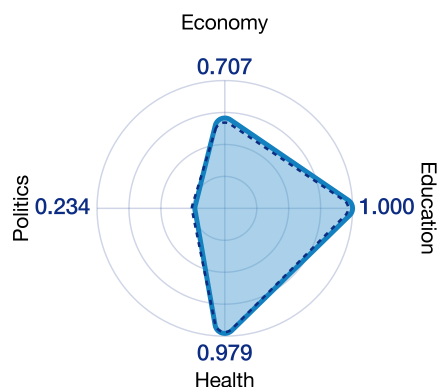
## Dominican Republic

0.730

61st

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                       | 2025  |      | ▼ 2024 |       |
|------------------------------------------|-------|------|--------|-------|
|                                          | Score | Rank | Score  | Rank  |
| Global Gender Gap Index                  | 0.730 | 61st | 0.707  | 82nd  |
| 📊 Economic Participation and Opportunity | 0.707 | 70th | 0.702  | 70th  |
| 📖 Educational Attainment                 | 1.000 | 1st  | 1.000  | 1st   |
| ⚕️ Health and Survival                   | 0.979 | 20th | 0.980  | 1st   |
| 🏛️ Political Empowerment                 | 0.234 | 72nd | 0.145  | 104th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| 📊 Economic Participation and Opportun...       | 70th  | 0.707  |                                | -                 | -                  | -     | -          |
| Labour-force participation rate %              | 103rd | 0.687  |                                | -24.09            | 52.78◆             | 76.87 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 79th  | 0.632  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 80th  | 0.619  |                                | -10.89            | 17.67◆             | 28.57 | 0-150      |
| Legislators, senior officials and managers %   | 26th  | 0.784  |                                | -12.11            | 43.95◆             | 56.05 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 12.20             | 43.90◆             | 56.10 | 0-100      |
| 📖 Educational Attainment                       | 1st   | 1.000  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0                 | 94.00◆             | 94.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.07              | 92.96◆             | 94.03 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 7.04              | 72.01◆             | 79.05 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 35.29             | 37.62◆             | 72.91 | 0-200      |
| ⚕️ Health and Survival                         | 20th  | 0.979  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 33rd  | 1.059  |                                | -                 | -                  | -     | 0-100      |
| 🏛️ Political Empowerment                       | 72nd  | 0.234  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 37th  | 0.583  |                                | -26.32            | 36.84◆             | 63.16 | 0-100      |
| Women in ministerial positions %               | 89th  | 0.214  |                                | -64.71            | 17.65◆             | 82.35 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0◆                 | 50.00 | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |        |  |  |
|------------------------|-----------------------------|--------|--|--|
| Indicator              | Unit                        | Value  |  |  |
| GDP                    | US\$ billions               | 121.44 |  |  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 23.09  |  |  |
| Population sex ratio   | female/male, %              | 50.27  |  |  |
| Population growth rate | %                           | 0.89   |  |  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 5.70   | 5.63 | 11.33 |

| Work participation and leadership     |         |       |  |  |
|---------------------------------------|---------|-------|--|--|
| Indicator                             | Unit    | Value |  |  |
| Gender wage gap                       | %       | n. a. |  |  |
| Share of women's membership in boards | %       | n. a. |  |  |
| Firms with female majority ownership  | % firms | 13.40 |  |  |
| Firms with female top managers        | % firms | 21.20 |  |  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.04  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.88   | 2.44 | 4.32  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 51.06  | 58.97 | 55.68 |
| Unemployed adults                                         | % of labour force (15-64) | 8.68   | 3.71  | 5.88  |
| Workers employed part-time                                | % of employed people      | 36.45  | 24.67 | 29.58 |
| Proportion of time spent on unpaid domestic and care work | %                         | 16.71  | 3.79  | n. a. |

| Access to finance                           |              |              |  |  |
|---------------------------------------------|--------------|--------------|--|--|
| Indicator                                   | Equal rights | Value        |  |  |
| Access to financial services                |              | Equal rights |  |  |
| Inheritance rights for widows and daughters |              | Equal rights |  |  |
| Access to land assets                       |              | Equal rights |  |  |
| Access to non-land assets                   |              | Equal rights |  |  |

| Civil and political freedom             |               |       |  |  |
|-----------------------------------------|---------------|-------|--|--|
| Indicator                               | Unit          | Value |  |  |
| Year women received right to vote       | year          | n. a. |  |  |
| Number of female heads of state to date | number        | n. a. |  |  |
| Seats held in upper house               | % total seats | 12.50 |  |  |

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

| Indicator           | Equal rights | Value        |
|---------------------|--------------|--------------|
| Access to justice   |              | Equal rights |
| Freedom of movement |              | Equal rights |

| Family and care                           |               |       |  |  |
|-------------------------------------------|---------------|-------|--|--|
| Indicator                                 | Unit          | Value |  |  |
| Unmet family planning                     | % women 15-49 | 15.34 |  |  |
| Early marriage                            | %             | 27.50 |  |  |
| Mean age of women at birth of first child | years         | n. a. |  |  |

| Indicator        | Equal rights | Value        |
|------------------|--------------|--------------|
| Right to divorce |              | Equal rights |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 2    | 0     |

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | 5.40   | 28.29 | 12.43 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.46   | 2.02  | 0.94  |
| Arts & Humanities                       |   | 2.77   | 3.17  | 2.89  |
| Business, Admin. & Law                  |   | 27.36  | 33.26 | 29.17 |
| Education                               |   | 27.34  | 16.37 | 23.97 |
| Engineering, Manuf. & Construction      |   | 3.56   | 15.14 | 7.12  |
| Health & Welfare                        |   | 18.38  | 9.85  | 15.76 |
| Information & Comm. Technologies        |   | 1.27   | 12.00 | 4.57  |
| Natural Sci., Mathematics & Statistics  |   | 0.57   | 1.15  | 0.75  |
| Social Sci., Journalism & Information   |   | 15.77  | 4.44  | 12.29 |

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 6.57   | 4.44 | 5.50   |
| PhD graduates                     |              | 0.24   | 0.20 | 0.22   |
| Graduates from tertiary education |              | 6.57   | 4.44 | 5.50   |

| Health                                    |                                |        |  |  |
|-------------------------------------------|--------------------------------|--------|--|--|
| Indicator                                 | Unit                           | Value  |  |  |
| Prevalence of gender violence in lifetime | % women                        | 19.00  |  |  |
| Births attended by skilled personnel      | % live births                  | 99.20  |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 124.00 |  |  |
| Total fertility rate                      | births per woman               | 2.24   |  |  |

| Indicator             | 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, de finitions, sources and periods.

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

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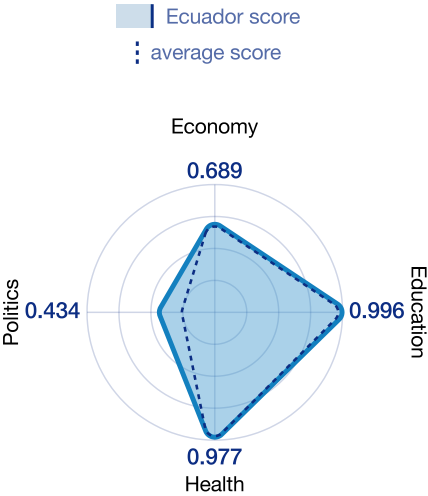
Ecuador

0.774

25th

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.774 | 25th | 0.788  | 16th |
| Economic Participation and Opportunity | 0.689 | 78th | 0.707  | 66th |
| Educational Attainment                 | 0.996 | 60th | 0.996  | 52nd |
| Health and Survival                    | 0.977 | 25th | 0.968  | 85th |
| Political Empowerment                  | 0.434 | 22nd | 0.482  | 17th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 78th  | 0.689  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 107th | 0.681  |                                | -24.61            | 52.51              | 77.11 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 110th | 0.561  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 29th  | 0.722  |                                | -4.68             | 12.14              | 16.82 | 0-150      |
| Legislators, senior officials and managers %   | 43rd  | 0.665  |                                | -20.12            | 39.94              | 60.06 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 0.99              | 49.50              | 50.50 | 0-100      |
| Educational Attainment                         | 60th  | 0.996  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 85th  | 0.979  |                                | -2.00             | 93.00              | 95.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 3.05              | 93.79              | 96.85 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.47              | 92.21              | 94.68 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 13.64             | 53.17              | 66.82 | 0-200      |
| Health and Survival                            | 25th  | 0.977  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 35th  | 1.053  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 22nd  | 0.434  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 10th  | 0.819  |                                | -9.93             | 45.03              | 54.97 | 0-100      |
| Women in ministerial positions %               | 20th  | 0.727  |                                | -15.79            | 42.11              | 57.90 | 0-100      |
| Years with female/male head of state (last 50) | 79th  | 0.000  |                                | -49.99            | 0.01               | 50.00 | 0-50       |

Complementary Targets and Contextual Indicators2025

| General indicators     |                             |  |        |
|------------------------|-----------------------------|--|--------|
| Indicator              | Unit                        |  | Value  |
| GDP                    | US\$ billions               |  | 118.84 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 |  | 14.47  |
| Population sex ratio   | female/male, %              |  | 50.14  |
| Population growth rate | %                           |  | 0.87   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 9.02   | 8.96 | 17.98 |

| Work participation and leadership     |         |  |       |
|---------------------------------------|---------|--|-------|
| Indicator                             | Unit    |  | Value |
| Gender wage gap                       | %       |  | n. a. |
| Share of women's membership in boards | %       |  | n. a. |
| Firms with female majority ownership  | % firms |  | 20.30 |
| Firms with female top managers        | % firms |  | 22.90 |

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

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 3.05   | 4.09 | 7.14  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 70.87  | 67.07 | 68.63 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 4.69 | 3.01 | 3.71 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | n. a. | n. a. | n. a. |
|----------------------------|----------------------|-------|-------|-------|

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

| Access to finance                           |              |                   |       |
|---------------------------------------------|--------------|-------------------|-------|
| Indicator                                   | Equal rights |                   | Value |
| Access to financial services                |              | Equal rights      | ◆     |
| Inheritance rights for widows and daughters |              | Equal rights      | ◆     |
| Access to land assets                       |              | Near-equal rights | ◆     |
| Access to non-land assets                   |              | Near-equal rights | ◆     |

| Civil and political freedom             |               |  |            |
|-----------------------------------------|---------------|--|------------|
| Indicator                               | Unit          |  | Value      |
| Year women received right to vote       | year          |  | 1929, 1967 |
| Number of female heads of state to date | number        |  | 1          |
| Seats held in upper house               | % total seats |  | n. a.      |

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

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

| Family and care                           |               |  |       |
|-------------------------------------------|---------------|--|-------|
| Indicator                                 | Unit          |  | Value |
| Unmet family planning                     | % women 15-49 |  | 7.14  |
| Early marriage                            | %             |  | 15.80 |
| Mean age of women at birth of first child | years         |  | n. a. |

| Indicator        | Equal rights | Value               |
|------------------|--------------|---------------------|
| Right to divorce |              | Near-equal rights ◆ |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 84     | 15   | 0     |

| Education and skills                    |                        |        |       |       |
|-----------------------------------------|------------------------|--------|-------|-------|
| Graduates                               | %                      | Female | Male  | Value |
| STEM                                    | <div><div></div></div> | 10.41  | 31.43 | 19.67 |
| Agri., Forestry, Fisheries & Veterinary | <div><div></div></div> | 3.04   | 3.87  | 3.41  |
| Arts & Humanities                       | <div><div></div></div> | 2.52   | 3.13  | 2.79  |
| Business, Admin. & Law                  | <div><div></div></div> | 17.20  | 13.98 | 15.78 |
| Education                               | <div><div></div></div> | 18.93  | 8.58  | 14.37 |
| Engineering, Manuf. & Construction      | <div><div></div></div> | 5.84   | 21.36 | 12.68 |
| Health & Welfare                        | <div><div></div></div> | 16.29  | 8.48  | 12.85 |
| Information & Comm. Technologies        | <div><div></div></div> | 1.26   | 3.92  | 2.43  |
| Natural Sci., Mathematics & Statistics  | <div><div></div></div> | 3.31   | 6.14  | 4.56  |
| Social Sci., Journalism & Information   | <div><div></div></div> | 25.78  | 21.16 | 23.75 |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 7.27   | 9.23  | 8.27   |
| PhD graduates                     |              | n. a.  | n. a. | n. a.  |
| Graduates from tertiary education |              | 7.27   | 9.23  | 8.27   |

| Health                                    |                                |  |       |
|-------------------------------------------|--------------------------------|--|-------|
| Indicator                                 | Unit                           |  | Value |
| Prevalence of gender violence in lifetime | % women                        |  | 33.00 |
| Births attended by skilled personnel      | % live births                  |  | 99.40 |
| Maternal mortality                        | deaths per 100,000 live births |  | 55.00 |
| Total fertility rate                      | births per woman               |  | 1.82  |

| Indicator             | 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.

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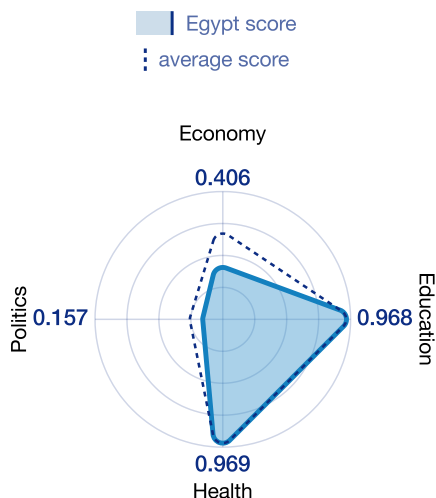
## Egypt

0.625

139th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.625 | 139th | 0.629  | 135th |
| Economic Participation and Opportunity | 0.406 | 145th | 0.406  | 140th |
| Educational Attainment                 | 0.968 | 111th | 0.966  | 110th |
| Health and Survival                    | 0.969 | 78th  | 0.968  | 89th  |
| Political Empowerment                  | 0.157 | 101st | 0.176  | 90th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|------------|
| Economic Participation and Opportun...         | 145th | 0.406  |                                | -                 | Min - Max      | -          |
| Labour-force participation rate %              | 144th | 0.261  |                                | -51.59            | 18.25 69.84    | 0-100      |
| Wage equality for similar work 1-7 (best)      | 27th  | 0.733  |                                | -                 | -              | 0-100      |
| Estimated earned income int'l \$ 1,000         | 145th | 0.184  |                                | -22.85            | 5.16 28.00     | 0-150      |
| Legislators, senior officials and managers %   | 130th | 0.148  |                                | -74.19            | 12.91 87.09    | 0-100      |
| Professional and technical workers %           | 117th | 0.529  |                                | -30.80            | 34.60 65.40    | 0-100      |
| Educational Attainment                         | 111th | 0.968  |                                | -                 | -              | -          |
| Literacy rate %                                | 110th | 0.868  |                                | -10.00            | 66.00 76.00    | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.12              | 95.53 95.65    | 0-100      |
| Enrolment in secondary education %             | 119th | 0.967  |                                | -2.79             | 83.05 85.84    | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 0.28              | 38.82 39.10    | 0-200      |
| Health and Survival                            | 78th  | 0.969  |                                | -                 | -              | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | 0-100      |
| Healthy life expectancy** years                | 91st  | 1.024  |                                | -                 | -              | 0-100      |
| Political Empowerment                          | 101st | 0.157  |                                | -                 | -              | -          |
| Women in parliament %                          | 73rd  | 0.383  |                                | -44.59            | 27.70 72.30    | 0-100      |
| Women in ministerial positions %               | 108th | 0.154  |                                | -73.33            | 13.33 86.67    | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0 50.00        | 0-50       |



## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 396   |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 16.69 |
| Population sex ratio   | female/male, %              | 49.51 |
| Population growth rate | %                           | 1.69  |

| Indicator        | Million people | Female | Male  | Value  |
|------------------|----------------|--------|-------|--------|
| Total population |                | 56.71  | 57.83 | 114.54 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 2.30  |
| Firms with female top managers        | % firms | 6.30  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.43  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 5.54   | 21.89 | 27.43 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 62.48  | 73.29 | 71.33 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 15.48  | 4.69 | 6.85  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 18.08  | 12.54 | 13.54 |

| Indicator                                                 | Unit | Female | Male | Value |
|-----------------------------------------------------------|------|--------|------|-------|
| Proportion of time spent on unpaid domestic and care work | %    | 22.36  | 2.43 | n. a. |

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value      |
|-----------------------------------------|---------------|------------|
| Year women received right to vote       | year          | 1956, 1979 |
| Number of female heads of state to date | number        | n. a.      |
| Seats held in upper house               | % total seats | 13.71      |

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

| Indicator           | Equal rights      | Value |
|---------------------|-------------------|-------|
| Access to justice   | Near-equal rights | ◆     |
| Freedom of movement | Restricted rights | ◇     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 25.70 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Unequal rights | ◇     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 90     | 0    | 0     |

## Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 7.98   | 16.57 | 11.94 |
| Agri., Forestry, Fisheries & Veterinary |   | 3.34   | 3.24  | 3.30  |
| Arts & Humanities                       |   | 16.15  | 9.67  | 13.16 |
| Business, Admin. & Law                  |   | 18.30  | 25.92 | 21.82 |
| Education                               |   | 15.28  | 6.52  | 11.23 |
| Engineering, Manuf. & Construction      |   | 4.91   | 12.96 | 8.63  |
| Health & Welfare                        |   | 13.86  | 9.80  | 11.99 |
| Information & Comm. Technologies        |   | 0.82   | 1.79  | 1.27  |
| Natural Sci., Mathematics & Statistics  |   | 2.25   | 1.82  | 2.05  |
| Social Sci., Journalism & Information   |   | 10.01  | 16.08 | 12.81 |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 9.23   | 13.23 | 11.27  |
| PhD graduates                     |              | 0.34   | 0.52  | 0.43   |
| Graduates from tertiary education |              | 9.23   | 13.23 | 11.27  |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 30.00 |
| Births attended by skilled personnel      | % live births                  | 97.10 |
| Maternal mortality                        | deaths per 100,000 live births | 17.00 |
| Total fertility rate                      | births per woman               | 2.75  |

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights | ◇     |

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

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

## El Salvador

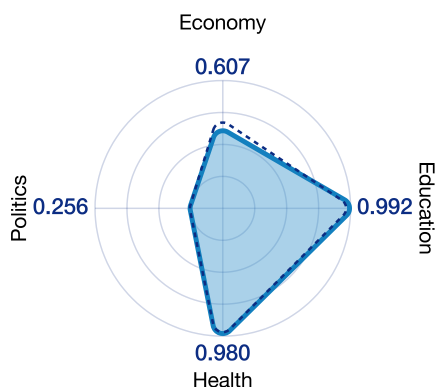
0.709

78th

2025

## Global Gender Gap Index 2025 Edition

■ El Salvador score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.709 | 78th  | 0.695  | 96th  |
| Economic Participation and Opportunity | 0.607 | 115th | 0.592  | 116th |
| Educational Attainment                 | 0.992 | 76th  | 0.993  | 69th  |
| Health and Survival                    | 0.980 | 1st   | 0.980  | 1st   |
| Political Empowerment                  | 0.256 | 64th  | 0.215  | 77th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 115th | 0.607  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 119th | 0.625  |                                | -29.31            | 48.79              | 78.10 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 119th | 0.533  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 117th | 0.514  |                                | -7.44             | 7.87               | 15.31 | 0-150      |
| Legislators, senior officials and managers %   | 37th  | 0.712  |                                | -16.84            | 41.58              | 58.42 | 0-100      |
| Professional and technical workers %           | 95th  | 0.808  |                                | -10.64            | 44.68              | 55.32 | 0-100      |
| <b>Educational Attainment</b>                  | 76th  | 0.992  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 95th  | 0.957  |                                | -4.00             | 88.00              | 92.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 2.40              | 84.52              | 86.92 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 5.74              | 62.80              | 68.53 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 9.55              | 27.73              | 37.28 | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 64th  | 0.256  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 54th  | 0.463  |                                | -36.67            | 31.67              | 68.33 | 0-100      |
| Women in ministerial positions %               | 48th  | 0.455  |                                | -37.50            | 31.25              | 68.75 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 34.02 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 11.40 |
| Population sex ratio   | female/male, %              | 52.50 |
| Population growth rate | %                           | 0.47  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 3.31   | 3.00 | 6.31  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 23.80 |
| Firms with female top managers        | % firms | 25.60 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.27  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.13   | 1.43 | 2.56  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 69.44  | 64.25 | 66.50 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 3.56 | 2.89 | 3.18 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 26.46 | 16.30 | 20.69 |
|----------------------------|----------------------|-------|-------|-------|

|                                                           |   |       |      |       |
|-----------------------------------------------------------|---|-------|------|-------|
| Proportion of time spent on unpaid domestic and care work | % | 20.21 | 7.03 | n. a. |
|-----------------------------------------------------------|---|-------|------|-------|

### Access to finance

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

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1939  |
| Number of female heads of state to date | number        | n. a. |
| 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           | Equal rights | Value |
|---------------------|--------------|-------|
| Access to justice   | Equal rights | ◆     |
| Freedom of movement | Equal rights | ◆     |

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 17.70 |
| Early marriage                            | %             | 16.30 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 112    | 3    | 0     |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 16.70  | 28.98 | 22.37 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 0.80 | 1.04 | 0.91 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 5.08 | 5.38 | 5.22 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 14.64 | 16.29 | 15.40 |
|------------------------|-------|-------|-------|

|           |       |      |      |
|-----------|-------|------|------|
| Education | 10.10 | 7.98 | 9.12 |
|-----------|-------|------|------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 8.19 | 17.48 | 12.48 |
|------------------------------------|------|-------|-------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 24.66 | 13.80 | 19.64 |
|------------------|-------|-------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 6.97 | 9.27 | 8.03 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 1.54 | 2.22 | 1.86 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 7.57 | 6.83 | 7.23 |
|---------------------------------------|------|------|------|

|                     |              |        |      |        |
|---------------------|--------------|--------|------|--------|
| Graduates           | Attainment % | Female | Male | Parity |
| Vocational training |              | 6.74   | 6.53 | 6.63   |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.57 | 0.75 | 0.65 |
|---------------|------|------|------|

|                                   |      |      |      |
|-----------------------------------|------|------|------|
| Graduates from tertiary education | 6.74 | 6.53 | 6.63 |
|-----------------------------------|------|------|------|

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 21.00 |
| Births attended by skilled personnel      | % live births                  | 99.90 |
| Maternal mortality                        | deaths per 100,000 live births | 39.00 |
| Total fertility rate                      | births per woman               | 1.78  |

| Indicator             | Equal rights   | Value |
|-----------------------|----------------|-------|
| Reproductive autonomy | Unequal rights | ◆     |

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

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

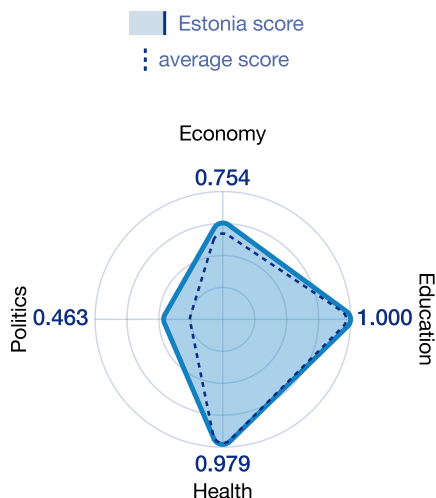
Estonia

0.799

11th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.799 | 11th | 0.774  | 29th |
| Economic Participation and Opportunity | 0.754 | 31st | 0.777  | 19th |
| Educational Attainment                 | 1.000 | 38th | 1.000  | 1st  |
| Health and Survival                    | 0.979 | 23rd | 0.979  | 32nd |
| Political Empowerment                  | 0.463 | 17th | 0.340  | 41st |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 31st  | 0.754  |                                | -                 | Min - Max      | -          |
| Labour-force participation rate %              | 38th  | 0.867  |                                | -9.55             | 62.03 71.57    | 0-100      |
| Wage equality for similar work 1-7 (best)      | 28th  | 0.733  |                                | -                 | -              | 0-100      |
| Estimated earned income int'l \$ 1,000         | 36th  | 0.701  |                                | -14.80            | 34.62 49.42    | 0-150      |
| Legislators, senior officials and managers %   | 71st  | 0.525  |                                | -31.12            | 34.44 65.56    | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 21.19             | 39.41 60.60    | 0-100      |
| <b>Educational Attainment</b>                  | 38th  | 1.000  |                                | -                 | -              | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -              | 0-100      |
| Enrolment in primary education %               | 80th  | 0.999  |                                | -0.06             | 97.50 97.57    | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 4.33              | 106.34 110.66  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 27.28             | 54.10 81.38    | 0-200      |
| <b>Health and Survival</b>                     | 23rd  | 0.979  |                                | -                 | -              | -          |
| Sex ratio at birth** %                         | 115th | 0.943  |                                | -                 | -              | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -              | 0-100      |
| <b>Political Empowerment</b>                   | 17th  | 0.463  |                                | -                 | -              | -          |
| Women in parliament %                          | 68th  | 0.403  |                                | -42.57            | 28.71 71.29    | 0-100      |
| Women in ministerial positions %               | 1st   | 1.000  |                                | 16.67             | 41.67 58.33    | 0-100      |
| Years with female/male head of state (last 50) | 21st  | 0.205  |                                | -33.01            | 8.50 41.50     | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 41.29 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 41.71 |
| Population sex ratio   | female/male, %              | 52.50 |
| Population growth rate | %                           | 1.58  |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 0.72     | 0.65   | 1.37  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 21.42 |
| Share of women's membership in boards | %       | 10.30 |
| Firms with female majority ownership  | % firms | 11.60 |
| Firms with female top managers        | % firms | 16.00 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.82  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 0.35     | 0.35   | 0.70  |

| Indicator                           | Unit      | ◆ Female | ◆ Male | Value |
|-------------------------------------|-----------|----------|--------|-------|
| Share of workers in informal sector | % workers | 1.99     | 2.36   | 2.17  |

| Indicator         | Unit                      | ◆ Female | ◆ Male | Value |
|-------------------|---------------------------|----------|--------|-------|
| Unemployed adults | % of labour force (15-64) | 7.90     | 7.90   | 7.90  |

| Indicator                  | Unit                 | ◆ Female | ◆ Male | Value |
|----------------------------|----------------------|----------|--------|-------|
| Workers employed part-time | % of employed people | 38.92    | 27.50  | 33.19 |

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

## Access to finance

| Indicator                                   | Equal rights   | Value |
|---------------------------------------------|----------------|-------|
| Access to financial services                | Equal rights ◆ |       |
| Inheritance rights for widows and daughters | Equal rights ◆ |       |
| Access to land assets                       | Equal rights ◆ |       |
| Access to non-land assets                   | Equal rights ◆ |       |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1918  |
| Number of female heads of state to date | number        | 2     |
| Seats held in upper house               | % total seats | n. a. |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.30  |
| Mean age of women at birth of first child | years         | 28.70 |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Equal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value  |
|-------------------------------|-------------|----------|--------|--------|
| Length of paid parental leave |             | 100      | 0      | 475.00 |

## Education and skills

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
| STEM      |   | 17.45    | 44.92  | 27.53 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.75 | 0.99 | 1.47 |
|-----------------------------------------|------|------|------|

|                   |       |       |       |
|-------------------|-------|-------|-------|
| Arts & Humanities | 14.18 | 11.69 | 13.27 |
|-------------------|-------|-------|-------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 23.44 | 20.70 | 22.44 |
|------------------------|-------|-------|-------|

|           |       |      |      |
|-----------|-------|------|------|
| Education | 12.55 | 2.28 | 8.78 |
|-----------|-------|------|------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 6.19 | 21.72 | 11.89 |
|------------------------------------|------|-------|-------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 18.47 | 5.15 | 13.58 |
|------------------|-------|------|-------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 5.10 | 17.34 | 9.59 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 6.17 | 5.86 | 6.06 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 8.05 | 6.48 | 7.47 |
|---------------------------------------|------|------|------|

|                     |              |          |        |        |
|---------------------|--------------|----------|--------|--------|
| Graduates           | Attainment % | ◆ Female | ◆ Male | Parity |
| Vocational training |              | 8.07     | 14.11  | 11.15  |

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 0.76 | 0.89 | 0.82 |
|---------------|--|------|------|------|

|                                   |  |      |       |       |
|-----------------------------------|--|------|-------|-------|
| Graduates from tertiary education |  | 8.07 | 14.11 | 11.15 |
|-----------------------------------|--|------|-------|-------|

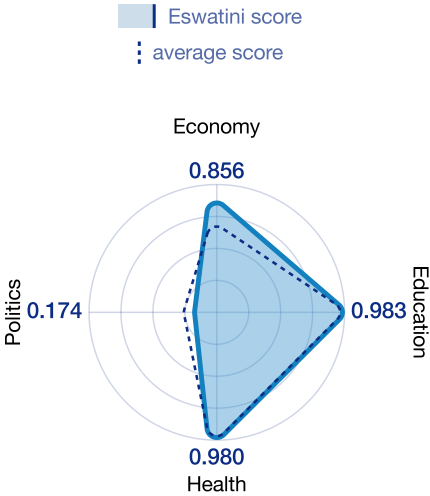
| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 21.00 |
| Births attended by skilled personnel      | % live births                  | 99.60 |
| Maternal mortality                        | deaths per 100,000 live births | 5.00  |
| Total fertility rate                      | births per woman               | 1.31  |

| Indicator             | 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 2025 Edition



Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.748 | 46th | 0.744  | 47th |
| Economic Participation and Opportunity | 0.856 | 3rd  | 0.840  | 4th  |
| Educational Attainment                 | 0.983 | 96th | 0.982  | 97th |
| Health and Survival                    | 0.980 | 1st  | 0.980  | 1st  |
| Political Empowerment                  | 0.174 | 94th | 0.174  | 93rd |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 3rd   | 0.856  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 17th  | 0.891  |                                | -5.76             | 47.09◆             | 52.85 | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -                 | -                  | -     | -          |
| Estimated earned income int'l \$ 1,000         | 6th   | 0.850  |                                | -1.65             | 9.32◆              | 10.97 | 0-150      |
| Legislators, senior officials and managers %   | 39th  | 0.702  |                                | -17.54            | 41.23◆             | 58.77 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 2.06              | 48.97◆             | 51.03 | 0-100      |
| Educational Attainment                         | 96th  | 0.983  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 70th  | 0.992  |                                | -0.70             | 90.41◆             | 91.11 | 0-100      |
| Enrolment in primary education %               | 116th | 0.971  |                                | -2.68             | 90.20◆             | 92.88 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.30              | 81.88◆             | 82.17 | 0-200      |
| Enrolment in tertiary education %              | -     | -      |                                | -                 | -                  | -     | -          |
| Health and Survival                            | 1st   | 0.980  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 94th  | 0.174  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 98th  | 0.276  |                                | -56.76            | 21.62◆             | 78.38 | 0-100      |
| Women in ministerial positions %               | 61st  | 0.357  |                                | -47.37            | 26.32◆             | 73.68 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0◆                 | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 4.44  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 10.13 |
| Population sex ratio   | female/male, %              | 50.91 |
| Population growth rate | %                           | 0.95  |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 0.63     | 0.60   | 1.23  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 35.20 |
| Firms with female top managers        | % firms | 27.40 |

| Indicator | 1-7 (best) | Value |
|-----------|------------|-------|
|-----------|------------|-------|

|                                          |  |       |
|------------------------------------------|--|-------|
| Advancement of women to leadership roles |  | n. a. |
|------------------------------------------|--|-------|

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 0.17     | 0.15   | 0.32  |

| Indicator | Unit | ◆ Female | ◆ Male | Value |
|-----------|------|----------|--------|-------|
|-----------|------|----------|--------|-------|

|                                     |           |       |       |       |
|-------------------------------------|-----------|-------|-------|-------|
| Share of workers in informal sector | % workers | 56.29 | 46.51 | 51.51 |
|-------------------------------------|-----------|-------|-------|-------|

|                   |                           |       |       |       |
|-------------------|---------------------------|-------|-------|-------|
| Unemployed adults | % of labour force (15-64) | 35.82 | 33.21 | 34.57 |
|-------------------|---------------------------|-------|-------|-------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 23.99 | 18.49 | 21.30 |
|----------------------------|----------------------|-------|-------|-------|

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

### Access to finance

| Indicator                                   | Equal rights    | Value |
|---------------------------------------------|-----------------|-------|
| Access to financial services                | Uneven rights ◆ |       |
| Inheritance rights for widows and daughters | Uneven rights ◆ |       |
| Access to land assets                       | Uneven rights ◆ |       |
| Access to non-land assets                   | Uneven rights ◆ |       |

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1968  |
| Number of female heads of state to date | number        | n. a. |
| Seats held in upper house               | % total seats | 46.67 |

| Indicator | Yes/No | Value |
|-----------|--------|-------|
|-----------|--------|-------|

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

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                     |                     |  |
|---------------------|---------------------|--|
| Access to justice   | Restricted rights ◆ |  |
| Freedom of movement | Equal rights ◆      |  |

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 20.37 |
| Early marriage                            | %             | 4.00  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                  |                 |  |
|------------------|-----------------|--|
| Right to divorce | Uneven rights ◆ |  |
|------------------|-----------------|--|

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 14       | 0      | 0     |

### Education and skills

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
|-----------|---|----------|--------|-------|

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | n. a.  |
| Births attended by skilled personnel      | % live births                  | n. a.  |
| Maternal mortality                        | deaths per 100,000 live births | 118.00 |
| Total fertility rate                      | births per woman               | 2.75   |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

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

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

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



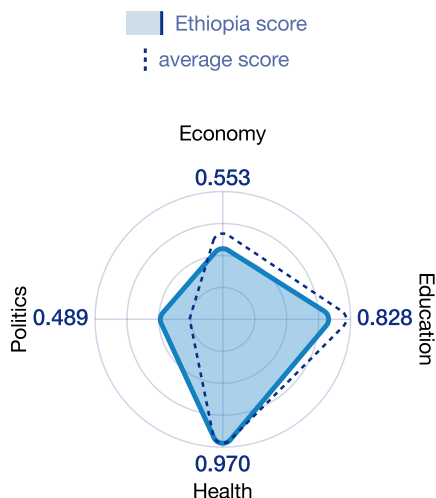
## Ethiopia

0.710

75th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |       | ▼ 2024 |       |
|-----------------------------------------------|-------|-------|--------|-------|
|                                               | Score | Rank  | Score  | Rank  |
| <b>Global Gender Gap Index</b>                | 0.710 | 75th  | 0.709  | 79th  |
| <b>Economic Participation and Opportunity</b> | 0.553 | 124th | 0.587  | 118th |
| <b>Educational Attainment</b>                 | 0.828 | 141st | 0.865  | 136th |
| <b>Health and Survival</b>                    | 0.970 | 73rd  | 0.971  | 66th  |
| <b>Political Empowerment</b>                  | 0.489 | 12th  | 0.412  | 31st  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 124th | 0.553  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 96th  | 0.727  |                                | -21.60            | 57.60          | 79.20  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -                 | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 105th | 0.557  |                                | -1.57             | 1.97           | 3.54   | 0-150      |
| Legislators, senior officials and managers %   | 104th | 0.341  |                                | -49.14            | 25.43          | 74.57  | 0-100      |
| Professional and technical workers %           | 118th | 0.521  |                                | -31.50            | 34.25          | 65.75  | 0-100      |
| <b>Educational Attainment</b>                  | 141st | 0.828  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 139th | 0.550  |                                | -28.14            | 34.42          | 62.56  | 0-100      |
| Enrolment in primary education %               | 125th | 0.935  |                                | -5.09             | 73.59          | 78.67  | 0-100      |
| Enrolment in secondary education %             | 120th | 0.966  |                                | -1.16             | 33.32          | 34.49  | 0-200      |
| Enrolment in tertiary education %              | 129th | 0.596  |                                | -5.10             | 7.52           | 12.63  | 0-200      |
| <b>Health and Survival</b>                     | 73rd  | 0.970  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 84th  | 1.027  |                                | -                 | -              | -      | 0-100      |
| <b>Political Empowerment</b>                   | 12th  | 0.489  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 18th  | 0.721  |                                | -16.18            | 41.91          | 58.09  | 0-100      |
| Women in ministerial positions %               | 14th  | 0.833  |                                | -9.09             | 45.46          | 54.55  | 0-100      |
| Years with female/male head of state (last 50) | 32nd  | 0.135  |                                | -38.09            | 5.96           | 44.04  | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |  |  |       |
|------------------------|-----------------------------|--|--|-------|
| Indicator              | Unit                        |  |  | Value |
| GDP                    | US\$ billions               |  |  | 163.7 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 |  |  | 2.76  |
| Population sex ratio   | female/male, %              |  |  | 49.89 |
| Population growth rate | %                           |  |  | 2.60  |

| Indicator        | Million people | Female | Male  | Value  |
|------------------|----------------|--------|-------|--------|
| Total population |                | 64.21  | 64.49 | 128.69 |

| Work participation and leadership     |         |  |  |       |
|---------------------------------------|---------|--|--|-------|
| Indicator                             | Unit    |  |  | Value |
| Gender wage gap                       | %       |  |  | n. a. |
| Share of women's membership in boards | %       |  |  | n. a. |
| Firms with female majority ownership  | % firms |  |  | 16.50 |
| Firms with female top managers        | % firms |  |  | 4.50  |

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

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 11.91  | 16.81 | 28.72 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 87.45  | 83.58 | 85.21 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 5.43 | 3.07 | 4.10 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 68.63 | 56.18 | 61.44 |
|----------------------------|----------------------|-------|-------|-------|

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

| Access to finance                           |              |                   |  |       |
|---------------------------------------------|--------------|-------------------|--|-------|
| Indicator                                   | Equal rights |                   |  | Value |
| Access to financial services                |              | Near-equal rights |  |       |
| Inheritance rights for widows and daughters |              | Near-equal rights |  |       |
| Access to land assets                       |              | Near-equal rights |  |       |
| Access to non-land assets                   |              | Near-equal rights |  |       |

| Civil and political freedom             |               |  |  |       |
|-----------------------------------------|---------------|--|--|-------|
| Indicator                               | Unit          |  |  | Value |
| Year women received right to vote       | year          |  |  | 1955  |
| Number of female heads of state to date | number        |  |  | 1     |
| Seats held in upper house               | % total seats |  |  | 29.66 |

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

| Indicator           | Equal rights | Value |
|---------------------|--------------|-------|
| Access to justice   | Equal rights |       |
| Freedom of movement | Equal rights |       |

| Family and care                           |               |  |  |       |
|-------------------------------------------|---------------|--|--|-------|
| Indicator                                 | Unit          |  |  | Value |
| Unmet family planning                     | % women 15-49 |  |  | 21.22 |
| Early marriage                            | %             |  |  | 17.40 |
| Mean age of women at birth of first child | years         |  |  | n. a. |

| Indicator        | Equal rights  | Value |
|------------------|---------------|-------|
| Right to divorce | Uneven rights |       |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 120    | 3    | 0     |

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

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 1.72   | 1.52 | 1.62   |
| PhD graduates                     |              | 0.01   | 0.07 | 0.04   |
| Graduates from tertiary education |              | 1.72   | 1.52 | 1.62   |

| Health                                    |                                |  |  |        |
|-------------------------------------------|--------------------------------|--|--|--------|
| Indicator                                 | Unit                           |  |  | Value  |
| Prevalence of gender violence in lifetime | % women                        |  |  | 37.00  |
| Births attended by skilled personnel      | % live births                  |  |  | 49.80  |
| Maternal mortality                        | deaths per 100,000 live births |  |  | 195.00 |
| Total fertility rate                      | births per woman               |  |  | 3.99   |

| Indicator             | 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, de finitions, sources and periods.

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

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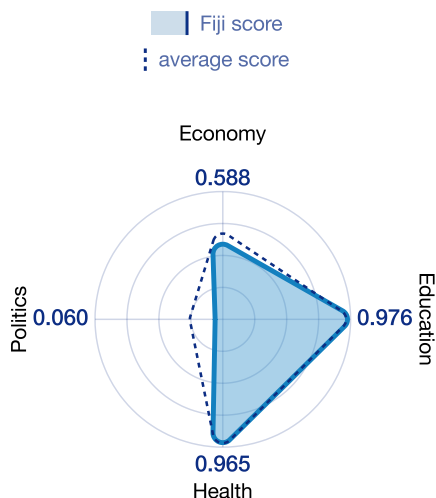
Fiji

0.647

126th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |       | ▼ 2024 |       |
|-----------------------------------------------|-------|-------|--------|-------|
|                                               | Score | Rank  | Score  | Rank  |
| <b>Global Gender Gap Index</b>                | 0.647 | 126th | 0.642  | 128th |
| <b>Economic Participation and Opportunity</b> | 0.588 | 120th | 0.589  | 117th |
| <b>Educational Attainment</b>                 | 0.976 | 104th | 0.969  | 107th |
| <b>Health and Survival</b>                    | 0.965 | 101st | 0.965  | 106th |
| <b>Political Empowerment</b>                  | 0.060 | 138th | 0.045  | 140th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 120th | 0.588  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 134th | 0.501  |                                | -38.44            | 38.55              | 76.99 | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -                 | -                  | -     | -          |
| Estimated earned income int'l \$ 1,000         | 122nd | 0.492  |                                | -9.33             | 9.02               | 18.35 | 0-150      |
| Legislators, senior officials and managers %   | 48th  | 0.636  |                                | -22.23            | 38.89              | 61.12 | 0-100      |
| Professional and technical workers %           | 90th  | 0.846  |                                | -8.33             | 45.84              | 54.16 | 0-100      |
| <b>Educational Attainment</b>                  | 104th | 0.976  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | -     | -      | -                              | -                 | -                  | -     | -          |
| Enrolment in primary education %               | 119th | 0.959  |                                | -4.11             | 95.07              | 99.18 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.27              | 97.90              | 99.17 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 20.08             | 50.86              | 70.94 | 0-200      |
| <b>Health and Survival</b>                     | 101st | 0.965  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 135th | 0.934  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 70th  | 1.035  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 138th | 0.060  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 131st | 0.100  |                                | -81.82            | 9.09               | 90.91 | 0-100      |
| Women in ministerial positions %               | 122nd | 0.118  |                                | -78.95            | 10.53              | 89.47 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 5.44  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 13.65 |
| Population sex ratio   | female/male, %              | 50.37 |
| Population growth rate | %                           | 0.51  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 0.47   | 0.46 | 0.92  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | n. a. |
| Firms with female top managers        | % firms | n. a. |

| Indicator | 1-7 (best) | Value |
|-----------|------------|-------|
|-----------|------------|-------|

|                                          |       |
|------------------------------------------|-------|
| Advancement of women to leadership roles | n. a. |
|------------------------------------------|-------|

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.10   | 0.19 | 0.29  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 41.46  | 44.74 | 43.64 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 5.71 | 3.83 | 4.47 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 60.85 | 47.34 | 51.85 |
|----------------------------|----------------------|-------|-------|-------|

|                                                           |   |       |      |       |
|-----------------------------------------------------------|---|-------|------|-------|
| Proportion of time spent on unpaid domestic and care work | % | 15.16 | 5.19 | n. a. |
|-----------------------------------------------------------|---|-------|------|-------|

## Access to finance

| Indicator                                   | Equal rights      | Value |
|---------------------------------------------|-------------------|-------|
| Access to financial services                | Near-equal rights | ◆     |
| Inheritance rights for widows and daughters | Near-equal rights | ◆     |
| Access to land assets                       | Uneven rights     | ◆     |
| Access to non-land assets                   | Uneven rights     | ◆     |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1970  |
| Number of female heads of state to date | number        | n. a. |
| 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 | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 25.26 |
| Early marriage                            | %             | 3.90  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

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

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 1    | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 13.75  | 22.26 | 17.15 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 2.76 | 3.35 | 2.99 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 2.51 | 5.81 | 3.83 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 29.57 | 28.30 | 29.06 |
|------------------------|-------|-------|-------|

|           |       |       |       |
|-----------|-------|-------|-------|
| Education | 19.23 | 21.42 | 20.10 |
|-----------|-------|-------|-------|

|                                    |      |      |      |
|------------------------------------|------|------|------|
| Engineering, Manuf. & Construction | 0.65 | 6.27 | 2.90 |
|------------------------------------|------|------|------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 26.56 | 12.04 | 20.75 |
|------------------|-------|-------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 0.90 | 2.83 | 1.67 |
|----------------------------------|------|------|------|

|                                        |       |       |       |
|----------------------------------------|-------|-------|-------|
| Natural Sci., Mathematics & Statistics | 12.20 | 13.15 | 12.58 |
|----------------------------------------|-------|-------|-------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 3.96 | 5.99 | 4.78 |
|---------------------------------------|------|------|------|

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

|                     |      |      |      |
|---------------------|------|------|------|
| Vocational training | 0.43 | 0.84 | 0.63 |
|---------------------|------|------|------|

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.05 | 0.10 | 0.07 |
|---------------|------|------|------|

|                                   |      |      |      |
|-----------------------------------|------|------|------|
| Graduates from tertiary education | 0.43 | 0.84 | 0.63 |
|-----------------------------------|------|------|------|

|        |  |  |  |
|--------|--|--|--|
| Health |  |  |  |
|--------|--|--|--|

| Indicator | Unit | Value |
|-----------|------|-------|
|-----------|------|-------|

|                                           |         |       |
|-------------------------------------------|---------|-------|
| Prevalence of gender violence in lifetime | % women | 52.00 |
|-------------------------------------------|---------|-------|

|                                      |               |       |
|--------------------------------------|---------------|-------|
| Births attended by skilled personnel | % live births | 99.80 |
|--------------------------------------|---------------|-------|

|                    |                                |       |
|--------------------|--------------------------------|-------|
| Maternal mortality | deaths per 100,000 live births | 30.00 |
|--------------------|--------------------------------|-------|

|                      |                  |      |
|----------------------|------------------|------|
| Total fertility rate | births per woman | 2.28 |
|----------------------|------------------|------|

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

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

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

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

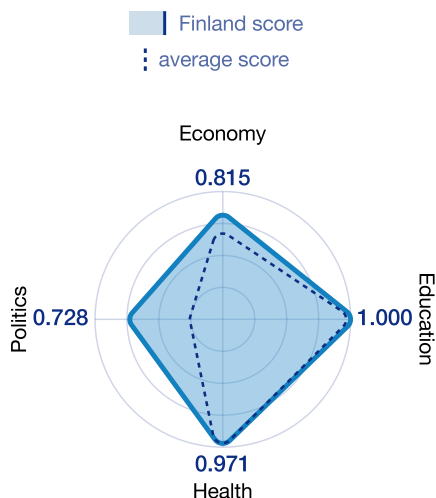
Finland

0.879

2nd

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.879 | 2nd  | 0.875  | 2nd  |
| Economic Participation and Opportunity | 0.815 | 8th  | 0.797  | 10th |
| Educational Attainment                 | 1.000 | 36th | 1.000  | 33rd |
| Health and Survival                    | 0.971 | 68th | 0.970  | 70th |
| Political Empowerment                  | 0.728 | 2nd  | 0.734  | 3rd  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |      |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 8th  | 0.815  |                                | -                 | -                  | -      | -          |
| Labour-force participation rate %              | 11th | 0.917  |                                | -5.28             | 58.50◆             | 63.78  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 6th  | 0.814  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 22nd | 0.752  |                                | -15.98            | 48.55◆             | 64.53  | 0-150      |
| Legislators, senior officials and managers %   | 52nd | 0.624  |                                | -23.14            | 38.43◆             | 61.57  | 0-100      |
| Professional and technical workers %           | 1st  | 1.000  |                                | 4.52              | 47.74◆             | 52.26  | 0-100      |
| Educational Attainment                         | 36th | 1.000  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st  | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 78th | 1.000  |                                | -0.01             | 98.44◆             | 98.45  | 0-100      |
| Enrolment in secondary education %             | 1st  | 1.000  |                                | 16.63             | 134.74◆            | 151.37 | 0-200      |
| Enrolment in tertiary education %              | 1st  | 1.000  |                                | 29.10             | 94.04◆             | 123.14 | 0-200      |
| Health and Survival                            | 68th | 0.971  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st  | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 79th | 1.031  |                                | -                 | -                  | -      | 0-100      |
| Political Empowerment                          | 2nd  | 0.728  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 9th  | 0.835  |                                | -9.00             | 45.50◆             | 54.50  | 0-100      |
| Women in ministerial positions %               | 1st  | 1.000  |                                | 22.22             | 38.89◆             | 61.11  | 0-100      |
| Years with female/male head of state (last 50) | 5th  | 0.503  |                                | -16.55            | 16.72◆             | 33.28  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 295.53 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 56.51  |
| Population sex ratio   | female/male, %              | 50.58  |
| Population growth rate | %                           | 0.50   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 2.82   | 2.76 | 5.58  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 16.13 |
| Share of women's membership in boards | %       | 36.10 |
| Firms with female majority ownership  | % firms | 9.50  |
| Firms with female top managers        | % firms | 12.90 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 6.04  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.21   | 1.32 | 2.54  |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 2.33   | 1.98 | 2.15  |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 7.70   | 9.40 | 8.60  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 51.89  | 40.76 | 46.21 |

| Indicator                                                 | Unit | Female | Male  | Value |
|-----------------------------------------------------------|------|--------|-------|-------|
| Proportion of time spent on unpaid domestic and care work | %    | 14.06  | 10.75 | n. a. |

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | n. a. |
| Number of female heads of state to date | number        | 4     |
| Seats held in upper house               | % total seats | n. a. |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.30  |
| Mean age of women at birth of first child | years         | 30.00 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 56     | 0    | 148.00 |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 15.48  | 51.27 | 29.40 |

| Indicator                               | Value          |
|-----------------------------------------|----------------|
| Agri., Forestry, Fisheries & Veterinary | 2.14 1.69 1.97 |

| Indicator         | Value           |
|-------------------|-----------------|
| Arts & Humanities | 11.54 6.55 9.60 |

| Indicator              | Value             |
|------------------------|-------------------|
| Business, Admin. & Law | 19.78 20.17 19.93 |

| Indicator | Value          |
|-----------|----------------|
| Education | 9.32 2.85 6.80 |

| Indicator                          | Value            |
|------------------------------------|------------------|
| Engineering, Manuf. & Construction | 7.47 31.32 16.75 |

| Indicator        | Value            |
|------------------|------------------|
| Health & Welfare | 29.27 8.46 21.18 |

| Indicator                        | Value           |
|----------------------------------|-----------------|
| Information & Comm. Technologies | 3.48 15.23 8.05 |

| Indicator                              | Value          |
|----------------------------------------|----------------|
| Natural Sci., Mathematics & Statistics | 4.53 4.71 4.60 |

| Indicator                             | Value          |
|---------------------------------------|----------------|
| Social Sci., Journalism & Information | 8.21 4.05 6.59 |

| Indicator              | Value              |
|------------------------|--------------------|
| Graduates Attainment % | Female Male Parity |

| Indicator           | Value             |
|---------------------|-------------------|
| Vocational training | 17.07 21.76 19.48 |

| Indicator     | Value          |
|---------------|----------------|
| PhD graduates | 1.61 1.56 1.58 |

| Indicator                         | Value             |
|-----------------------------------|-------------------|
| Graduates from tertiary education | 17.07 21.76 19.48 |

| Indicator | Value |
|-----------|-------|
| Health    |       |

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 23.00 |
| 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               | 1.26  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

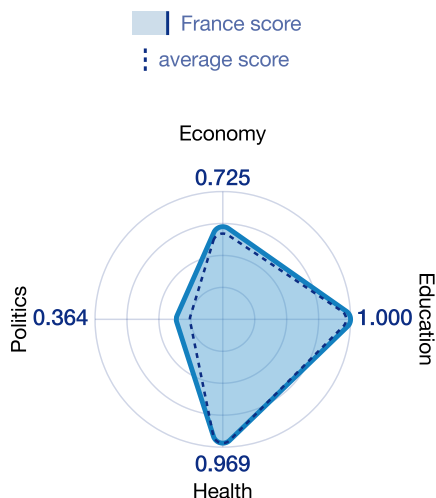
France

0.765

35th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.765 | 35th | 0.781  | 22nd |
| Economic Participation and Opportunity | 0.725 | 52nd | 0.726  | 48th |
| Educational Attainment                 | 1.000 | 1st  | 1.000  | 1st  |
| Health and Survival                    | 0.969 | 75th | 0.970  | 75th |
| Political Empowerment                  | 0.364 | 34th | 0.428  | 27th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |                | Min<br>Max |
|------------------------------------------------|------|--------|--------------------------------|-------------------|--------------------|----------------|------------|
|                                                |      |        |                                |                   | Min                | Max            |            |
| <b>Economic Participation and Opportun...</b>  | 52nd | 0.725  |                                | -                 |                    |                | -          |
| Labour-force participation rate %              | 29th | 0.878  |                                | -7.32             | 52.82◆             | 60.14          | 0-100      |
| Wage equality for similar work 1-7 (best)      | 99th | 0.591  |                                | -                 |                    |                | 0-100      |
| Estimated earned income int'l \$ 1,000         | 41st | 0.684  |                                | -20.40            | 44.08◆             | 64.48          | 0-150      |
| Legislators, senior officials and managers %   | 49th | 0.635  |                                | -22.29            | 38.85◆             | 61.15          | 0-100      |
| Professional and technical workers %           | 1st  | 1.000  |                                | 6.67              | 46.67◆             | 53.33          | 0-100      |
| <b>Educational Attainment</b>                  | 1st  | 1.000  |                                | -                 |                    |                | -          |
| Literacy rate %                                | 1st  | 1.000  |                                | -                 |                    |                | 0-100      |
| Enrolment in primary education %               | 1st  | 1.000  |                                | 0.28              |                    | 99.70◆ 99.97   | 0-100      |
| Enrolment in secondary education %             | 1st  | 1.000  |                                | 0.57              |                    | 103.98◆ 104.55 | 0-200      |
| Enrolment in tertiary education %              | 1st  | 1.000  |                                | 19.39             |                    | 61.99◆ 81.38   | 0-200      |
| <b>Health and Survival</b>                     | 75th | 0.969  |                                | -                 |                    |                | -          |
| Sex ratio at birth** %                         | 1st  | 0.944  |                                | -                 |                    |                | 0-100      |
| Healthy life expectancy** years                | 86th | 1.027  |                                | -                 |                    |                | 0-100      |
| <b>Political Empowerment</b>                   | 34th | 0.364  |                                | -                 |                    |                | -          |
| Women in parliament %                          | 38th | 0.567  |                                | -27.65            | 36.17◆             | 63.83          | 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) | 54th | 0.053  |                                | -44.93            | 2.54◆              | 47.46          | 0-50       |



## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value    |
|------------------------|-----------------------------|----------|
| GDP                    | US\$ billions               | 3,051.83 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 54.02    |
| Population sex ratio   | female/male, %              | 51.53    |
| Population growth rate | %                           | 0.33     |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 35.19    | 33.10  | 68.29 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 5.35  |
| Share of women's membership in boards | %       | 45.20 |
| Firms with female majority ownership  | % firms | 15.50 |
| Firms with female top managers        | % firms | 19.90 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.70  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 13.72    | 14.20  | 27.91 |

| Indicator                           | Unit      | ◆ Female | ◆ Male | Value |
|-------------------------------------|-----------|----------|--------|-------|
| Share of workers in informal sector | % workers | 3.49     | 3.22   | 3.35  |

| Indicator         | Unit                      | ◆ Female | ◆ Male | Value |
|-------------------|---------------------------|----------|--------|-------|
| Unemployed adults | % of labour force (15-64) | 7.30     | 7.60   | 7.50  |

| Indicator                  | Unit                 | ◆ Female | ◆ Male | Value |
|----------------------------|----------------------|----------|--------|-------|
| Workers employed part-time | % of employed people | 47.31    | 31.14  | 39.07 |

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

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1944  |
| Number of female heads of state to date | number        | 2     |
| Seats held in upper house               | % total seats | 37.07 |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 2.80  |
| Mean age of women at birth of first child | years         | 29.10 |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Equal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 112      | 25     | 0     |

## Education and skills

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
| STEM      |   | 22.98    | 40.33  | 30.53 |

| Indicator                               | Unit | ◆ Female | ◆ Male | Value |
|-----------------------------------------|------|----------|--------|-------|
| Agri., Forestry, Fisheries & Veterinary |      | 1.16     | 1.91   | 1.49  |

| Indicator         | Unit | ◆ Female | ◆ Male | Value |
|-------------------|------|----------|--------|-------|
| Arts & Humanities |      | 10.43    | 6.36   | 8.66  |

| Indicator              | Unit | ◆ Female | ◆ Male | Value |
|------------------------|------|----------|--------|-------|
| Business, Admin. & Law |      | 30.47    | 32.17  | 31.21 |

| Indicator | Unit | ◆ Female | ◆ Male | Value |
|-----------|------|----------|--------|-------|
| Education |      | 5.47     | 2.22   | 4.06  |

| Indicator                          | Unit | ◆ Female | ◆ Male | Value |
|------------------------------------|------|----------|--------|-------|
| Engineering, Manuf. & Construction |      | 6.32     | 23.53  | 13.80 |

| Indicator        | Unit | ◆ Female | ◆ Male | Value |
|------------------|------|----------|--------|-------|
| Health & Welfare |      | 17.25    | 7.87   | 13.17 |

| Indicator                        | Unit | ◆ Female | ◆ Male | Value |
|----------------------------------|------|----------|--------|-------|
| Information & Comm. Technologies |      | 1.31     | 7.63   | 4.06  |

| Indicator                              | Unit | ◆ Female | ◆ Male | Value |
|----------------------------------------|------|----------|--------|-------|
| Natural Sci., Mathematics & Statistics |      | 15.35    | 9.18   | 12.67 |

| Indicator                             | Unit | ◆ Female | ◆ Male | Value |
|---------------------------------------|------|----------|--------|-------|
| Social Sci., Journalism & Information |      | 8.69     | 5.05   | 7.11  |

| Indicator              | Unit | ◆ Female | ◆ Male | Value |
|------------------------|------|----------|--------|-------|
| Graduates Attainment % |      | 16.95    | 21.82  | 19.45 |

| Indicator           | Unit | ◆ Female | ◆ Male | Value |
|---------------------|------|----------|--------|-------|
| Vocational training |      | 16.95    | 21.82  | 19.45 |

| Indicator     | Unit | ◆ Female | ◆ Male | Value |
|---------------|------|----------|--------|-------|
| PhD graduates |      | 0.81     | 1.35   | 1.07  |

| Indicator                         | Unit | ◆ Female | ◆ Male | Value |
|-----------------------------------|------|----------|--------|-------|
| Graduates from tertiary education |      | 16.95    | 21.82  | 19.45 |

| Indicator                                 | Unit    | ◆ Female | ◆ Male | Value |
|-------------------------------------------|---------|----------|--------|-------|
| Prevalence of gender violence in lifetime | % women |          |        | 22.00 |

| Indicator                            | Unit          | ◆ Female | ◆ Male | Value |
|--------------------------------------|---------------|----------|--------|-------|
| Births attended by skilled personnel | % live births |          |        | 98.20 |

| Indicator          | Unit                           | ◆ Female | ◆ Male | Value |
|--------------------|--------------------------------|----------|--------|-------|
| Maternal mortality | deaths per 100,000 live births |          |        | 7.00  |

| Indicator            | Unit             | ◆ Female | ◆ Male | Value |
|----------------------|------------------|----------|--------|-------|
| Total fertility rate | births per woman |          |        | 1.66  |

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

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

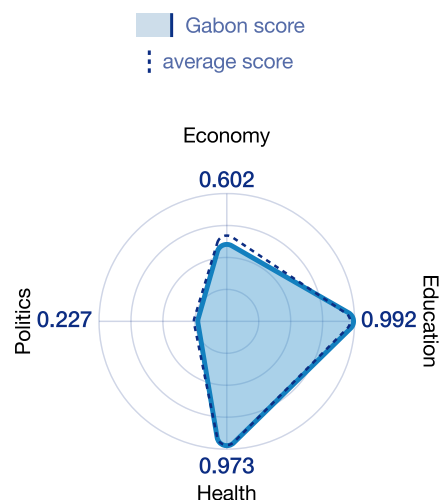
Gabon

0.699

91st

2025

## Global Gender Gap Index 2025 Edition



## Overview

## Index and Subindex

2025

Score

Rank

## Global Gender Gap Index



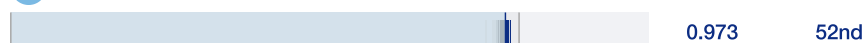
## Economic Participation and Opportunity



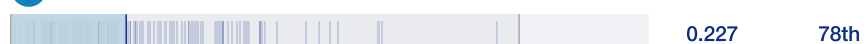
## Educational Attainment



## Health and Survival



## Political Empowerment



## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 116th | 0.602  |                                | -                 | Min - Max      | -          |
| Labour-force participation rate %              | 104th | 0.686  |                                | -18.25            | 39.91 58.16    | 0-100      |
| Wage equality for similar work 1-7 (best)      | 91st  | 0.609  |                                | -                 | -              | 0-100      |
| Estimated earned income int'l \$ 1,000         | 115th | 0.516  |                                | -11.88            | 12.68 24.56    | 0-150      |
| Legislators, senior officials and managers %   | -     | -      | -                              | -                 | -              | -          |
| Professional and technical workers %           | -     | -      | -                              | -                 | -              | -          |
| <b>Educational Attainment</b>                  | 73rd  | 0.992  |                                | -                 | -              | -          |
| Literacy rate %                                | 92nd  | 0.959  |                                | -3.72             | 87.07 90.79    | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.07              | 71.20 71.27    | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 5.40              | 68.38 73.79    | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 6.85              | 11.30 18.15    | 0-200      |
| <b>Health and Survival</b>                     | 52nd  | 0.973  |                                | -                 | -              | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | 0-100      |
| Healthy life expectancy** years                | 60th  | 1.039  |                                | -                 | -              | 0-100      |
| <b>Political Empowerment</b>                   | 78th  | 0.227  |                                | -                 | -              | -          |
| Women in parliament %                          | 81st  | 0.342  |                                | -48.98            | 25.51 74.49    | 0-100      |
| Women in ministerial positions %               | 60th  | 0.381  |                                | -44.83            | 27.59 72.41    | 0-100      |
| Years with female/male head of state (last 50) | 50th  | 0.060  |                                | -44.33            | 2.84 47.16     | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |  |       |
|------------------------|-----------------------------|--|-------|
| Indicator              | Unit                        |  | Value |
| GDP                    | US\$ billions               |  | 19.39 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 |  | 18.70 |
| Population sex ratio   | female/male, %              |  | 49.20 |
| Population growth rate | %                           |  | 2.20  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.22   | 1.26 | 2.48  |

| Work participation and leadership     |         |  |       |
|---------------------------------------|---------|--|-------|
| Indicator                             | Unit    |  | Value |
| Gender wage gap                       | %       |  | n. a. |
| Share of women's membership in boards | %       |  | n. a. |
| Firms with female majority ownership  | % firms |  | 9.40  |
| Firms with female top managers        | % firms |  | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.26  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | n. a.  | n. a. | n. a. |

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

|                   |                           |       |       |       |
|-------------------|---------------------------|-------|-------|-------|
| Unemployed adults | % of labour force (15-64) | n. a. | n. a. | n. a. |
|-------------------|---------------------------|-------|-------|-------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | n. a. | n. a. | n. a. |
|----------------------------|----------------------|-------|-------|-------|

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

| Access to finance                           |              |                   |       |
|---------------------------------------------|--------------|-------------------|-------|
| Indicator                                   | Equal rights |                   | Value |
| Access to financial services                |              | Equal rights      | ◆     |
| Inheritance rights for widows and daughters |              | Near-equal rights | ◆     |
| Access to land assets                       |              | Near-equal rights | ◆     |
| Access to non-land assets                   |              | Equal rights      | ◆     |

| Civil and political freedom             |               |  |       |
|-----------------------------------------|---------------|--|-------|
| Indicator                               | Unit          |  | Value |
| Year women received right to vote       | year          |  | 1960  |
| Number of female heads of state to date | number        |  | 2     |
| Seats held in upper house               | % total seats |  | 20.29 |

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

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

| Family and care                           |               |  |       |
|-------------------------------------------|---------------|--|-------|
| Indicator                                 | Unit          |  | Value |
| Unmet family planning                     | % women 15-49 |  | 33.40 |
| Early marriage                            | %             |  | 13.50 |
| Mean age of women at birth of first child | years         |  | n. a. |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Near-equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 3    | 0     |

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

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

| Health                                    |                                |  |        |
|-------------------------------------------|--------------------------------|--|--------|
| Indicator                                 | Unit                           |  | Value  |
| Prevalence of gender violence in lifetime | % women                        |  | 41.00  |
| Births attended by skilled personnel      | % live births                  |  | n. a.  |
| Maternal mortality                        | deaths per 100,000 live births |  | 233.00 |
| Total fertility rate                      | births per woman               |  | 3.65   |

| Indicator             | 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 Report 2025 190

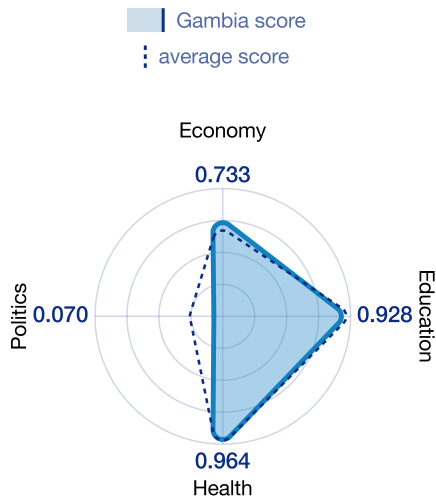
## Gambia

0.674

114th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.674 | 114th | 0.679  | 110th |
| Economic Participation and Opportunity | 0.733 | 48th  | 0.718  | 56th  |
| Educational Attainment                 | 0.928 | 127th | 0.957  | 117th |
| Health and Survival                    | 0.964 | 108th | 0.968  | 83rd  |
| Political Empowerment                  | 0.070 | 134th | 0.073  | 130th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
| Economic Participation and Opportun...         | 48th  | 0.733  |                                | -                 | Min                | -      | Max        |
| Labour-force participation rate %              | 14th  | 0.906  |                                | -4.69             | 45.38◆             | 50.07  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -                 | -                  | -      | -          |
| Estimated earned income int'l \$ 1,000         | 7th   | 0.850  |                                | -0.48             | 2.69◆              | 3.17   | 0-150      |
| Legislators, senior officials and managers %   | 86th  | 0.442  |                                | -38.70            | 30.65◆             | 69.35  | 0-100      |
| Professional and technical workers %           | 111th | 0.593  |                                | -25.56            | 37.22◆             | 62.78  | 0-100      |
| Educational Attainment                         | 127th | 0.928  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 137th | 0.620  |                                | -24.82            | 40.45◆             | 65.27  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 11.40             | 75.57◆             | 86.97  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 18.53             | 97.84◆             | 116.37 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 19.20             | 3.94◆              | 23.14  | 0-200      |
| Health and Survival                            | 108th | 0.964  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 119th | 1.009  |                                | -                 | -                  | -      | 0-100      |
| Political Empowerment                          | 134th | 0.070  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 133rd | 0.094  |                                | -82.76            | 8.62◆              | 91.38  | 0-100      |
| Women in ministerial positions %               | 104th | 0.167  |                                | -71.43            | 14.29◆             | 85.71  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0◆                 | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 2.4   |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 2.93  |
| Population sex ratio   | female/male, %              | 50.21 |
| Population growth rate | %                           | 2.30  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.35   | 1.34 | 2.70  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 9.70  |
| Firms with female top managers        | % firms | 8.20  |

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

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.26   | 0.24 | 0.51  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 89.45  | 78.45 | 84.13 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 5.93   | 7.37 | 6.63  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 47.15  | 31.40 | 39.54 |

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

### Access to finance

| Indicator                                   | Equal rights      | Value |
|---------------------------------------------|-------------------|-------|
| Access to financial services                | Equal rights      | ◆     |
| Inheritance rights for widows and daughters | Restricted rights | ◆     |
| Access to land assets                       | Uneven rights     | ◆     |
| Access to non-land assets                   | Uneven rights     | ◆     |

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1960  |
| Number of female heads of state to date | number        | n. a. |
| 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           | Equal rights      | Value |
|---------------------|-------------------|-------|
| Access to justice   | Restricted rights | ◆     |
| Freedom of movement | Near-equal rights | ◆     |

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 24.20 |
| Early marriage                            | %             | 18.90 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Restricted rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 180    | 14   | 0     |

### Education and skills

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 25.00  |
| Births attended by skilled personnel      | % live births                  | 83.80  |
| Maternal mortality                        | deaths per 100,000 live births | 354.00 |
| Total fertility rate                      | births per woman               | 4.01   |

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights | ◆     |

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

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

## Georgia

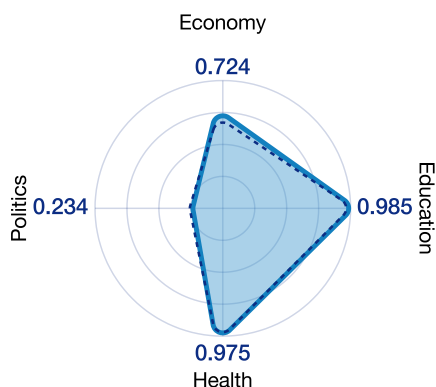
0.729

63rd

2025

## Global Gender Gap Index 2025 Edition

■ Georgia score  
⋮ average score



## Overview

| Index and Subindex                            | 2025  |      | ▼ 2024 |      |
|-----------------------------------------------|-------|------|--------|------|
|                                               | Score | Rank | Score  | Rank |
| <b>Global Gender Gap Index</b>                | 0.729 | 63rd | 0.716  | 69th |
| <b>Economic Participation and Opportunity</b> | 0.724 | 53rd | 0.720  | 54th |
| <b>Educational Attainment</b>                 | 0.985 | 94th | 0.991  | 85th |
| <b>Health and Survival</b>                    | 0.975 | 41st | 0.974  | 54th |
| <b>Political Empowerment</b>                  | 0.234 | 71st | 0.179  | 88th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 53rd  | 0.724  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 71st  | 0.794  |                                | -12.45            | 48.07              | 60.52  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 33rd  | 0.726  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 82nd  | 0.610  |                                | -11.11            | 17.41              | 28.52  | 0-150      |
| Legislators, senior officials and managers %   | 62nd  | 0.566  |                                | -27.75            | 36.13              | 63.88  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 23.39             | 38.30              | 61.70  | 0-100      |
| <b>Educational Attainment</b>                  | 94th  | 0.985  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0.02              | 99.55              | 99.56  | 0-100      |
| Enrolment in primary education %               | 90th  | 0.998  |                                | -0.23             | 95.07              | 95.30  | 0-100      |
| Enrolment in secondary education %             | 128th | 0.939  |                                | -6.51             | 99.85              | 106.36 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 11.30             | 72.79              | 84.10  | 0-200      |
| <b>Health and Survival</b>                     | 41st  | 0.975  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 130th | 0.937  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 |                    |        | 0-100      |
| <b>Political Empowerment</b>                   | 71st  | 0.234  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 94th  | 0.282  |                                | -56.00            | 22.00              | 78.00  | 0-100      |
| Women in ministerial positions %               | 65th  | 0.333  |                                | -50.00            | 25.00              | 75.00  | 0-100      |
| Years with female/male head of state (last 50) | 30th  | 0.146  |                                | -37.27            | 6.37               | 43.63  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 30.78 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 22.59 |
| Population sex ratio   | female/male, %              | 53.40 |
| Population growth rate | %                           | 0.08  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.98   | 1.73 | 3.72  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 14.80 |
| Firms with female top managers        | % firms | 21.00 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.96  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.06   | 1.02 | 2.08  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 54.15  | 56.95 | 55.63 |

| Indicator         | Unit                      | Female | Male  | Value |
|-------------------|---------------------------|--------|-------|-------|
| Unemployed adults | % of labour force (15-64) | 11.84  | 14.29 | 13.18 |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 18.61  | 17.18 | 17.86 |

| Indicator                                                 | Unit | Female | Male | Value |
|-----------------------------------------------------------|------|--------|------|-------|
| Proportion of time spent on unpaid domestic and care work | %    | 17.79  | 3.71 | n. a. |

### Access to finance

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

### Civil and political freedom

| Indicator                               | Unit          | Value      |
|-----------------------------------------|---------------|------------|
| Year women received right to vote       | year          | 1918, 1921 |
| Number of female heads of state to date | number        | 3          |
| Seats held in upper house               | % total seats | n. a.      |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 23.70 |
| Early marriage                            | %             | 11.20 |
| Mean age of women at birth of first child | years         | 26.20 |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Restricted rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 126    | 0    | 57.00 |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 15.10  | 27.40 | 20.10 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.38 | 2.46 | 1.82 |
|-----------------------------------------|------|------|------|

|                   |       |      |      |
|-------------------|-------|------|------|
| Arts & Humanities | 11.95 | 4.50 | 8.92 |
|-------------------|-------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 35.71 | 30.42 | 33.56 |
|------------------------|-------|-------|-------|

|           |      |      |      |
|-----------|------|------|------|
| Education | 5.90 | 2.54 | 4.53 |
|-----------|------|------|------|

|                                    |      |       |      |
|------------------------------------|------|-------|------|
| Engineering, Manuf. & Construction | 2.15 | 11.79 | 6.07 |
|------------------------------------|------|-------|------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 14.25 | 15.50 | 14.76 |
|------------------|-------|-------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 1.83 | 9.11 | 4.79 |
|----------------------------------|------|------|------|

|                                        |       |      |      |
|----------------------------------------|-------|------|------|
| Natural Sci., Mathematics & Statistics | 11.12 | 6.50 | 9.24 |
|----------------------------------------|-------|------|------|

|                                       |       |      |       |
|---------------------------------------|-------|------|-------|
| Social Sci., Journalism & Information | 12.08 | 8.38 | 10.57 |
|---------------------------------------|-------|------|-------|

| Graduates           | Attainment % | Female | Male | Parity |
|---------------------|--------------|--------|------|--------|
| Vocational training |              | 2.91   | 3.42 | 3.17   |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.68 | 0.37 | 0.54 |
|---------------|------|------|------|

|                                   |      |      |      |
|-----------------------------------|------|------|------|
| Graduates from tertiary education | 2.91 | 3.42 | 3.17 |
|-----------------------------------|------|------|------|

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 10.00 |
| Births attended by skilled personnel      | % live births                  | 99.80 |
| Maternal mortality                        | deaths per 100,000 live births | 20.00 |
| Total fertility rate                      | births per woman               | 1.81  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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



## Germany

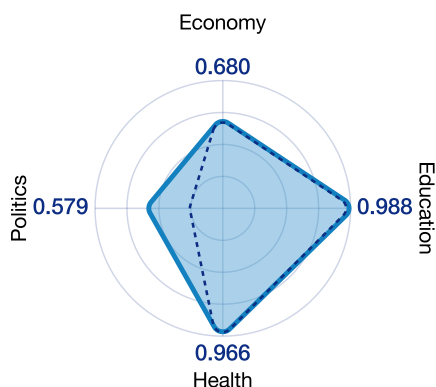
0.803

9th

2025

## Global Gender Gap Index 2025 Edition

Germany score  
average score



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.803 | 9th  | 0.810  | 7th  |
| Economic Participation and Opportunity | 0.680 | 83rd | 0.676  | 82nd |
| Educational Attainment                 | 0.988 | 86th | 0.987  | 91st |
| Health and Survival                    | 0.966 | 93rd | 0.972  | 63rd |
| Political Empowerment                  | 0.579 | 8th  | 0.605  | 6th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 83rd  | 0.680  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 47th  | 0.849  |                                | -10.09            | 56.56              | 66.65  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 65th  | 0.658  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 103rd | 0.569  |                                | -34.81            | 45.91              | 80.72  | 0-150      |
| Legislators, senior officials and managers %   | 92nd  | 0.401  |                                | -42.80            | 28.60              | 71.40  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 3.76              | 48.12              | 51.88  | 0-100      |
| <b>Educational Attainment</b>                  | 86th  | 0.988  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.83              | 96.99              | 97.82  | 0-100      |
| Enrolment in secondary education %             | 126th | 0.950  |                                | -5.13             | 96.41              | 101.54 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 7.23              | 72.84              | 80.08  | 0-200      |
| <b>Health and Survival</b>                     | 93rd  | 0.966  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 107th | 1.014  |                                | -                 | -                  | -      | 0-100      |
| <b>Political Empowerment</b>                   | 8th   | 0.579  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 53rd  | 0.479  |                                | -35.24            | 32.38              | 67.62  | 0-100      |
| Women in ministerial positions %               | 12th  | 0.857  |                                | -7.69             | 46.15              | 53.85  | 0-100      |
| Years with female/male head of state (last 50) | 6th   | 0.495  |                                | -16.90            | 16.55              | 33.45  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value   |
|------------------------|-----------------------------|---------|
| GDP                    | US\$ billions               | 4,525.7 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 63.15   |
| Population sex ratio   | female/male, %              | 50.62   |
| Population growth rate | %                           | -0.62   |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 42.16  | 41.12 | 83.28 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 14.25 |
| Share of women's membership in boards | %       | 37.20 |
| Firms with female majority ownership  | % firms | 12.90 |
| Firms with female top managers        | % firms | 14.20 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.83  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 18.82  | 21.35 | 40.17 |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 2.40   | 1.65  | 1.99  |
| Unemployed adults                                         | % of labour force (15-64) | 3.20   | 3.70  | 3.50  |
| Workers employed part-time                                | % of employed people      | 60.15  | 29.21 | 43.71 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

### Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

### Civil and political freedom

| Indicator                                | Unit          | Value |
|------------------------------------------|---------------|-------|
| Year women received right to vote        | year          | 1918  |
| Number of female heads of state to date  | number        | 2     |
| Seats held in upper house                | % total seats | 34.78 |
| Indicator                                | Yes/No        | Value |
| Election list quotas for women, national | Yes           |       |
| Party membership quotas, voluntary       | Yes           |       |
| Indicator                                | Equal rights  | Value |
| Access to justice                        | Equal rights  | ◆     |
| Freedom of movement                      | Equal rights  | ◆     |

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.30  |
| Mean age of women at birth of first child | years         | 29.80 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 98     | 0    | 300.00 |

### Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 19.62  | 52.82 | 35.93 |
| Agri., Forestry, Fisheries & Veterinary |   | 1.31   | 2.07  | 1.69  |
| Arts & Humanities                       |   | 12.69  | 5.46  | 9.14  |
| Business, Admin. & Law                  |   | 26.86  | 23.23 | 25.08 |
| Education                               |   | 15.83  | 4.02  | 10.03 |
| Engineering, Manuf. & Construction      |   | 9.41   | 36.11 | 22.52 |
| Health & Welfare                        |   | 11.07  | 4.64  | 7.91  |
| Information & Comm. Technologies        |   | 2.36   | 8.70  | 5.48  |
| Natural Sci., Mathematics & Statistics  |   | 7.85   | 8.01  | 7.93  |
| Social Sci., Journalism & Information   |   | 9.35   | 4.48  | 6.95  |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 16.88  | 21.96 | 19.52  |
| PhD graduates                     |              | 1.36   | 2.38  | 1.86   |
| Graduates from tertiary education |              | 16.88  | 21.96 | 19.52  |

### Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 21.00 |
| Births attended by skilled personnel      | % live births                  | 96.20 |
| Maternal mortality                        | deaths per 100,000 live births | 4.00  |
| Total fertility rate                      | births per woman               | 1.39  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

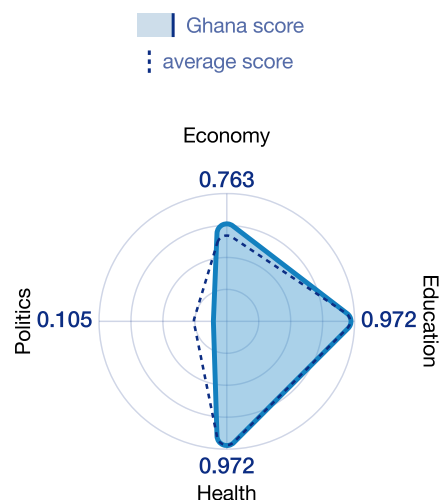
## Ghana

0.703

88th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.703 | 88th  | 0.701  | 88th  |
| Economic Participation and Opportunity | 0.763 | 22nd  | 0.750  | 30th  |
| Educational Attainment                 | 0.972 | 108th | 0.972  | 103rd |
| Health and Survival                    | 0.972 | 61st  | 0.978  | 36th  |
| Political Empowerment                  | 0.105 | 119th | 0.105  | 119th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 22nd  | 0.763  |                                | -                 | -                  | -     | -          |
| Labour-force participation rate %              | 9th   | 0.948  |                                | -3.38             | 62.08◆             | 65.46 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 36th  | 0.724  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 83rd  | 0.609  |                                | -3.30             | 5.15◆              | 8.45  | 0-150      |
| Legislators, senior officials and managers %   | 18th  | 0.864  |                                | -7.28             | 46.36◆             | 53.64 | 0-100      |
| Professional and technical workers %           | 101st | 0.718  |                                | -16.41            | 41.79◆             | 58.21 | 0-100      |
| Educational Attainment                         | 108th | 0.972  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 107th | 0.887  |                                | -9.19             | 72.14◆             | 81.33 | 0-100      |
| Enrolment in primary education %               | 98th  | 0.995  |                                | -0.42             | 81.80◆             | 82.23 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.28              | 77.68◆             | 77.96 | 0-200      |
| Enrolment in tertiary education %              | 114th | 0.963  |                                | -0.83             | 21.68◆             | 22.51 | 0-200      |
| Health and Survival                            | 61st  | 0.972  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 69th  | 1.035  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 119th | 0.105  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 121st | 0.170  |                                | -70.91            | 14.55◆             | 85.46 | 0-100      |
| Women in ministerial positions %               | 92nd  | 0.211  |                                | -65.22            | 17.39◆             | 82.61 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0◆                 | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 76.37 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 6.80  |
| Population sex ratio   | female/male, %              | 50.05 |
| Population growth rate | %                           | 1.91  |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 16.91  | 16.88 | 33.79 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 16.80 |
| Firms with female top managers        | % firms | 19.80 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.90  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 5.29   | 4.35 | 9.64  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 78.79  | 77.21 | 78.05 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 3.24   | 2.71 | 3.00  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 53.88  | 43.93 | 49.29 |

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

## Access to finance

| Indicator                                   | Equal rights      | Value |
|---------------------------------------------|-------------------|-------|
| Access to financial services                | Equal rights      | ◆     |
| Inheritance rights for widows and daughters | Uneven rights     | ◆     |
| Access to land assets                       | Equal rights      | ◆     |
| Access to non-land assets                   | Near-equal rights | ◆     |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1954  |
| Number of female heads of state to date | number        | n. a. |
| 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           | Equal rights      | Value |
|---------------------|-------------------|-------|
| Access to justice   | Near-equal rights | ◆     |
| Freedom of movement | Equal rights      | ◆     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 23.40 |
| Early marriage                            | %             | 7.30  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Restricted rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 84     | 0    | 0     |

## Education and skills

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

|      |      |       |       |
|------|------|-------|-------|
| STEM | 7.54 | 25.18 | 16.58 |
|------|------|-------|-------|

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 0.86 | 2.97 | 1.94 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 6.01 | 6.14 | 6.08 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 22.35 | 22.11 | 22.23 |
|------------------------|-------|-------|-------|

|           |       |       |       |
|-----------|-------|-------|-------|
| Education | 24.86 | 26.31 | 25.61 |
|-----------|-------|-------|-------|

|                                    |      |       |      |
|------------------------------------|------|-------|------|
| Engineering, Manuf. & Construction | 2.97 | 11.44 | 7.31 |
|------------------------------------|------|-------|------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 30.88 | 11.76 | 21.09 |
|------------------|-------|-------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 1.66 | 7.96 | 4.89 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 2.90 | 5.77 | 4.37 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 4.33 | 4.76 | 4.55 |
|---------------------------------------|------|------|------|

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

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.04 | 0.09 | 0.06 |
|---------------|------|------|------|

|                                   |      |      |      |
|-----------------------------------|------|------|------|
| Graduates from tertiary education | 0.76 | 2.16 | 1.47 |
|-----------------------------------|------|------|------|

## Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 24.00  |
| Births attended by skilled personnel      | % live births                  | 78.90  |
| Maternal mortality                        | deaths per 100,000 live births | 234.00 |
| Total fertility rate                      | births per woman               | 3.40   |

| Indicator             | Equal rights  | Value |
|-----------------------|---------------|-------|
| Reproductive autonomy | Uneven rights | ◆     |

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

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

Greece

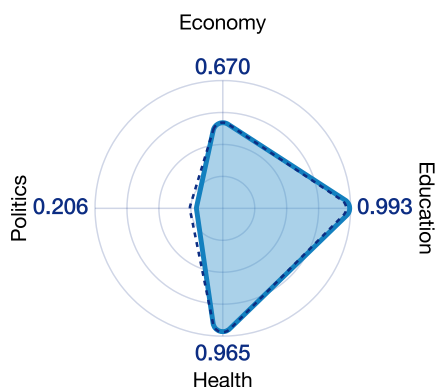
0.709

77th

2025

## Global Gender Gap Index 2025 Edition

■ Greece score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.709 | 77th | 0.714  | 73rd |
| Economic Participation and Opportunity | 0.670 | 87th | 0.680  | 80th |
| Educational Attainment                 | 0.993 | 68th | 0.994  | 66th |
| Health and Survival                    | 0.965 | 98th | 0.967  | 95th |
| Political Empowerment                  | 0.206 | 81st | 0.214  | 78th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 87th  | 0.670  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 90th  | 0.748  |                                | -15.13            | 44.84              | 59.97  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 90th  | 0.614  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 60th  | 0.652  |                                | -15.60            | 29.26              | 44.86  | 0-150      |
| Legislators, senior officials and managers %   | 87th  | 0.441  |                                | -38.81            | 30.60              | 69.40  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 5.46              | 47.27              | 52.73  | 0-100      |
| <b>Educational Attainment</b>                  | 68th  | 0.993  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 |                    |        | 0-100      |
| Enrolment in primary education %               | 89th  | 0.998  |                                | -0.23             | 96.03              | 96.27  | 0-100      |
| Enrolment in secondary education %             | 113th | 0.976  |                                | -2.62             | 104.86             | 107.48 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 10.26             | 161.73             | 171.99 | 0-200      |
| <b>Health and Survival</b>                     | 98th  | 0.965  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 123rd | 0.940  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 95th  | 1.022  |                                | -                 |                    |        | 0-100      |
| <b>Political Empowerment</b>                   | 81st  | 0.206  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 89th  | 0.304  |                                | -53.33            | 23.33              | 76.67  | 0-100      |
| Women in ministerial positions %               | 81st  | 0.250  |                                | -60.00            | 20.00              | 80.00  | 0-100      |
| Years with female/male head of state (last 50) | 37th  | 0.113  |                                | -39.86            | 5.07               | 44.93  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 243.5 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 36.85 |
| Population sex ratio   | female/male, %              | 51.56 |
| Population growth rate | %                           | -0.30 |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 5.37   | 5.04 | 10.41 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 9.69  |
| Share of women's membership in boards | %       | 24.00 |
| Firms with female majority ownership  | % firms | 11.20 |
| Firms with female top managers        | % firms | 15.60 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.48  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.99   | 2.51 | 4.50  |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 5.87   | 2.82 | 4.12  |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 12.79  | 8.01 | 10.14 |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 30.28  | 16.22 | 22.27 |

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

## Access to finance

| Indicator                                   | 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          | 1949, 1952 |
| Number of female heads of state to date | number        | 2          |
| Seats held in upper house               | % total seats | n. a.      |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 1.90  |
| Mean age of women at birth of first child | years         | 31.00 |

| Indicator        | Equal rights  | Value |
|------------------|---------------|-------|
| Right to divorce | Uneven rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 119    | 18   | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 17.80  | 38.74 | 26.19 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 2.77 | 4.13 | 3.31 |
|-----------------------------------------|------|------|------|

|                   |       |      |       |
|-------------------|-------|------|-------|
| Arts & Humanities | 12.11 | 7.39 | 10.21 |
|-------------------|-------|------|-------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 20.83 | 21.86 | 21.24 |
|------------------------|-------|-------|-------|

|           |       |      |      |
|-----------|-------|------|------|
| Education | 10.89 | 2.56 | 7.55 |
|-----------|-------|------|------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 8.52 | 23.20 | 14.40 |
|------------------------------------|------|-------|-------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 14.19 | 8.46 | 11.89 |
|------------------|-------|------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 2.10 | 5.91 | 3.63 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 7.17 | 9.64 | 8.16 |
|----------------------------------------|------|------|------|

|                                       |       |       |       |
|---------------------------------------|-------|-------|-------|
| Social Sci., Journalism & Information | 18.38 | 12.58 | 16.05 |
|---------------------------------------|-------|-------|-------|

|                     |              |        |       |        |
|---------------------|--------------|--------|-------|--------|
| Graduates           | Attainment % | Female | Male  | Parity |
| Vocational training |              | 11.41  | 15.66 | 13.61  |

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 0.53 | 0.95 | 0.73 |
|---------------|--|------|------|------|

|                                   |  |       |       |       |
|-----------------------------------|--|-------|-------|-------|
| Graduates from tertiary education |  | 11.41 | 15.66 | 13.61 |
|-----------------------------------|--|-------|-------|-------|

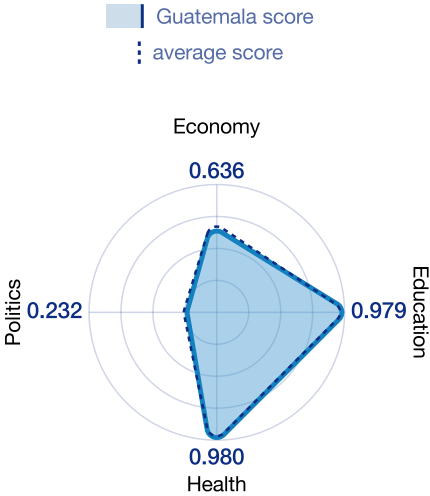
| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 18.00 |
| Births attended by skilled personnel      | % live births                  | 99.90 |
| Maternal mortality                        | deaths per 100,000 live births | 5.00  |
| Total fertility rate                      | births per woman               | 1.32  |

| Indicator             | 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 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.706 | 81st  | 0.697  | 93rd  |
| Economic Participation and Opportunity | 0.636 | 107th | 0.562  | 121st |
| Educational Attainment                 | 0.979 | 102nd | 0.982  | 98th  |
| Health and Survival                    | 0.980 | 1st   | 0.980  | 1st   |
| Political Empowerment                  | 0.232 | 74th  | 0.263  | 59th  |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 107th | 0.636  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 123rd | 0.599  |                                | -34.96            | 52.31              | 87.27 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 86th  | 0.618  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 126th | 0.464  |                                | -9.10             | 7.87               | 16.98 | 0-150      |
| Legislators, senior officials and managers %   | 41st  | 0.677  |                                | -19.23            | 40.38              | 59.62 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 1.31              | 49.35              | 50.66 | 0-100      |
| Educational Attainment                         | 102nd | 0.979  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 106th | 0.890  |                                | -9.75             | 78.61              | 88.36 | 0-100      |
| Enrolment in primary education %               | 81st  | 0.999  |                                | -0.06             | 91.60              | 91.66 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.72              | 46.53              | 48.25 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 6.40              | 24.13              | 30.53 | 0-200      |
| Health and Survival                            | 1st   | 0.980  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 |                    |       | 0-100      |
| Political Empowerment                          | 74th  | 0.232  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 103rd | 0.250  |                                | -60.00            | 20.00              | 80.00 | 0-100      |
| Women in ministerial positions %               | 26th  | 0.625  |                                | -23.08            | 38.46              | 61.54 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |



## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 104.45 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 12.39  |
| Population sex ratio   | female/male, %              | 50.41  |
| Population growth rate | %                           | 1.54   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 9.14   | 8.99 | 18.12 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 18.40 |
| Firms with female top managers        | % firms | 18.50 |

| Indicator | 1-7 (best) | Value |
|-----------|------------|-------|
|-----------|------------|-------|

|                                          |  |      |
|------------------------------------------|--|------|
| Advancement of women to leadership roles |  | 4.85 |
|------------------------------------------|--|------|

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 2.55   | 3.39 | 5.93  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 85.97  | 81.22 | 83.19 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 2.86 | 2.00 | 2.37 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 44.68 | 20.11 | 30.30 |
|----------------------------|----------------------|-------|-------|-------|

|                                                           |   |       |      |       |
|-----------------------------------------------------------|---|-------|------|-------|
| Proportion of time spent on unpaid domestic and care work | % | 19.48 | 2.61 | n. a. |
|-----------------------------------------------------------|---|-------|------|-------|

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value      |
|-----------------------------------------|---------------|------------|
| Year women received right to vote       | year          | 1946, 1985 |
| Number of female heads of state to date | number        | n. a.      |
| 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           | Equal rights | Value |
|---------------------|--------------|-------|
| Access to justice   | Equal rights | ◆     |
| Freedom of movement | Equal rights | ◆     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 13.90 |
| Early marriage                            | %             | 18.00 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                  |  |                   |   |
|------------------|--|-------------------|---|
| Right to divorce |  | Restricted rights | ◆ |
|------------------|--|-------------------|---|

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 84     | 2    | 0     |

## Education and skills

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

|      |  |      |       |      |
|------|--|------|-------|------|
| STEM |  | 5.43 | 16.95 | 9.77 |
|------|--|------|-------|------|

|                                         |  |      |      |      |
|-----------------------------------------|--|------|------|------|
| Agri., Forestry, Fisheries & Veterinary |  | 0.36 | 1.33 | 0.72 |
|-----------------------------------------|--|------|------|------|

|                   |  |      |      |      |
|-------------------|--|------|------|------|
| Arts & Humanities |  | 0.78 | 1.02 | 0.87 |
|-------------------|--|------|------|------|

|                        |  |       |       |       |
|------------------------|--|-------|-------|-------|
| Business, Admin. & Law |  | 18.34 | 24.96 | 20.83 |
|------------------------|--|-------|-------|-------|

|           |  |       |       |       |
|-----------|--|-------|-------|-------|
| Education |  | 49.41 | 32.81 | 43.17 |
|-----------|--|-------|-------|-------|

|                                    |  |      |       |      |
|------------------------------------|--|------|-------|------|
| Engineering, Manuf. & Construction |  | 3.73 | 11.50 | 6.65 |
|------------------------------------|--|------|-------|------|

|                  |  |       |      |       |
|------------------|--|-------|------|-------|
| Health & Welfare |  | 11.77 | 8.16 | 10.41 |
|------------------|--|-------|------|-------|

|                                  |  |      |      |      |
|----------------------------------|--|------|------|------|
| Information & Comm. Technologies |  | 0.49 | 3.02 | 1.44 |
|----------------------------------|--|------|------|------|

|                                        |  |      |      |      |
|----------------------------------------|--|------|------|------|
| Natural Sci., Mathematics & Statistics |  | 1.21 | 2.44 | 1.67 |
|----------------------------------------|--|------|------|------|

|                                       |  |       |      |      |
|---------------------------------------|--|-------|------|------|
| Social Sci., Journalism & Information |  | 10.27 | 9.44 | 9.96 |
|---------------------------------------|--|-------|------|------|

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

|                     |  |      |      |      |
|---------------------|--|------|------|------|
| Vocational training |  | 8.19 | 7.21 | 7.69 |
|---------------------|--|------|------|------|

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 0.23 | 0.39 | 0.31 |
|---------------|--|------|------|------|

|                                   |  |      |      |      |
|-----------------------------------|--|------|------|------|
| Graduates from tertiary education |  | 8.19 | 7.21 | 7.69 |
|-----------------------------------|--|------|------|------|

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 21.00 |
| Births attended by skilled personnel      | % live births                  | 69.60 |
| Maternal mortality                        | deaths per 100,000 live births | 94.00 |
| Total fertility rate                      | births per woman               | 2.31  |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                       |  |                   |   |
|-----------------------|--|-------------------|---|
| Reproductive autonomy |  | Restricted rights | ◆ |
|-----------------------|--|-------------------|---|

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

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

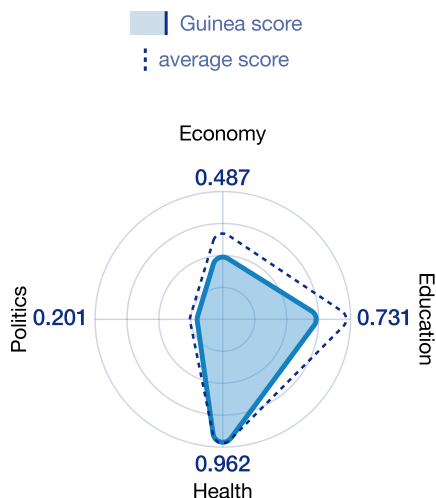
## Guinea

0.595

144th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.595 | 144th | 0.601  | 142nd |
| Economic Participation and Opportunity | 0.487 | 138th | 0.489  | 136th |
| Educational Attainment                 | 0.731 | 146th | 0.732  | 144th |
| Health and Survival                    | 0.962 | 114th | 0.966  | 101st |
| Political Empowerment                  | 0.201 | 84th  | 0.217  | 75th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| Economic Participation and Opportun...         | 138th | 0.487  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 115th | 0.658  |                                | -22.32            | 42.87          | 65.19  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -                 | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 121st | 0.496  |                                | -2.67             | 2.63           | 5.29   | 0-150      |
| Legislators, senior officials and managers %   | 112th | 0.305  |                                | -53.24            | 23.38          | 76.62  | 0-100      |
| Professional and technical workers %           | 127th | 0.414  |                                | -41.42            | 29.29          | 70.71  | 0-100      |
| Educational Attainment                         | 146th | 0.731  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 142nd | 0.519  |                                | -26.00            | 28.00          | 54.00  | 0-100      |
| Enrolment in primary education %               | 128th | 0.878  |                                | -10.44            | 75.26          | 85.70  | 0-100      |
| Enrolment in secondary education %             | 142nd | 0.755  |                                | -9.89             | 30.55          | 40.44  | 0-200      |
| Enrolment in tertiary education %              | 135th | 0.458  |                                | -4.93             | 4.17           | 9.10   | 0-200      |
| Health and Survival                            | 114th | 0.962  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 125th | 1.003  |                                | -                 | -              | -      | 0-100      |
| Political Empowerment                          | 84th  | 0.201  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 62nd  | 0.421  |                                | -40.74            | 29.63          | 70.37  | 0-100      |
| Women in ministerial positions %               | 76th  | 0.286  |                                | -55.56            | 22.22          | 77.78  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0              | 50.00  | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |        |      |       |
|------------------------|-----------------------------|--------|------|-------|
| Indicator              | Unit                        | Value  |      |       |
| GDP                    | US\$ billions               | 22.2   |      |       |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 3.95   |      |       |
| Population sex ratio   | female/male, %              | 50.56  |      |       |
| Population growth rate | %                           | 2.46   |      |       |
| Indicator              | Million people              | Female | Male | Value |
| Total population       |                             | 7.28   | 7.12 | 14.41 |

| Work participation and leadership     |         |       |  |  |
|---------------------------------------|---------|-------|--|--|
| Indicator                             | Unit    | Value |  |  |
| Gender wage gap                       | %       | n. a. |  |  |
| Share of women's membership in boards | %       | n. a. |  |  |
| Firms with female majority ownership  | % firms | 5.30  |  |  |
| Firms with female top managers        | % firms | 5.80  |  |  |

| Indicator                                                 | 1-7 (best)                | Value  |       |       |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Advancement of women to leadership roles                  |                           | n. a.  |       |       |
| Indicator                                                 | Million people            | Female | Male  | Value |
| Labour-force                                              |                           | 1.23   | 1.66  | 2.89  |
| Indicator                                                 | Unit                      | Female | Male  | Value |
| Share of workers in informal sector                       | % workers                 | n. a.  | n. a. | n. a. |
| Unemployed adults                                         | % of labour force (15-64) | 5.19   | 5.13  | 5.16  |
| Workers employed part-time                                | % of employed people      | n. a.  | n. a. | n. a. |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

| Access to finance                           |                   |       |  |  |
|---------------------------------------------|-------------------|-------|--|--|
| Indicator                                   | Equal rights      | Value |  |  |
| Access to financial services                | Equal rights      | ◆     |  |  |
| Inheritance rights for widows and daughters | Restricted rights | ◆     |  |  |
| Access to land assets                       | Near-equal rights | ◆     |  |  |
| Access to non-land assets                   | Equal rights      | ◆     |  |  |

| Civil and political freedom              |               |       |  |  |
|------------------------------------------|---------------|-------|--|--|
| Indicator                                | Unit          | Value |  |  |
| Year women received right to vote        | year          | 1958  |  |  |
| Number of female heads of state to date  | number        | n. a. |  |  |
| 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                                | Equal rights  | Value |  |  |
| Access to justice                        | Equal rights  | ◆     |  |  |
| Freedom of movement                      | Equal rights  | ◆     |  |  |

| Family and care                           |                   |        |      |       |
|-------------------------------------------|-------------------|--------|------|-------|
| Indicator                                 | Unit              | Value  |      |       |
| Unmet family planning                     | % women 15-49     | 22.10  |      |       |
| Early marriage                            | %                 | 28.10  |      |       |
| Mean age of women at birth of first child | years             | n. a.  |      |       |
| Indicator                                 | Equal rights      | Value  |      |       |
| Right to divorce                          | Restricted rights | ◆      |      |       |
| Indicator                                 | Shared days       | Female | Male | Value |
| Length of paid parental leave             |                   | 98     | 0    | 0     |

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | 19.10  | 0.78  | 22.98 |
| Agri., Forestry, Fisheries & Veterinary |   | n. a.  | n. a. | n. a. |
| Arts & Humanities                       |   | n. a.  | n. a. | n. a. |
| Business, Admin. & Law                  |   | n. a.  | n. a. | n. a. |
| Education                               |   | n. a.  | n. a. | n. a. |
| Engineering, Manuf. & Construction      |   | n. a.  | n. a. | n. a. |
| Health & Welfare                        |   | n. a.  | n. a. | n. a. |
| Information & Comm. Technologies        |   | n. a.  | n. a. | n. a. |
| Natural Sci., Mathematics & Statistics  |   | n. a.  | n. a. | n. a. |
| Social Sci., Journalism & Information   |   | n. a.  | n. a. | n. a. |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | n. a.  | n. a. | n. a.  |
| PhD graduates                     |              | 0.45   | 0.61  | 0.55   |
| Graduates from tertiary education |              | n. a.  | n. a. | n. a.  |

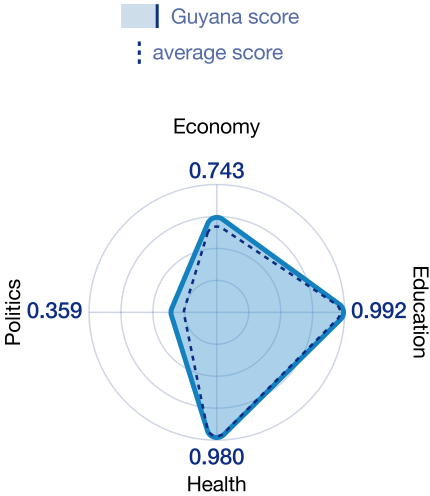
| Health                                    |                                |        |  |  |
|-------------------------------------------|--------------------------------|--------|--|--|
| Indicator                                 | Unit                           | Value  |  |  |
| Prevalence of gender violence in lifetime | % women                        | 37.00  |  |  |
| Births attended by skilled personnel      | % live births                  | 55.30  |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 494.00 |  |  |
| Total fertility rate                      | births per woman               | 4.22   |  |  |
| Indicator                                 | 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.

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Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.768 | 31st | 0.765  | 35th |
| Economic Participation and Opportunity | 0.743 | 40th | 0.728  | 47th |
| Educational Attainment                 | 0.992 | 77th | 0.994  | 63rd |
| Health and Survival                    | 0.980 | 1st  | 0.980  | 1st  |
| Political Empowerment                  | 0.359 | 36th | 0.359  | 36th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 40th  | 0.743  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 118th | 0.642  |                                | -22.42            | 40.15              | 62.57 | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -                 | -                  | -     | -          |
| Estimated earned income int'l \$ 1,000         | 88th  | 0.601  |                                | -24.73            | 37.28              | 62.01 | 0-150      |
| 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      |
| Educational Attainment                         | 77th  | 0.992  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 2.69              | 84.21              | 86.90 | 0-100      |
| Enrolment in primary education %               | 106th | 0.987  |                                | -1.08             | 81.47              | 82.55 | 0-100      |
| Enrolment in secondary education %             | 98th  | 0.995  |                                | -0.45             | 84.25              | 84.71 | 0-200      |
| Enrolment in tertiary education %              | -     | -      |                                | -                 | -                  | -     | -          |
| Health and Survival                            | 1st   | 0.980  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 36th  | 0.359  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 25th  | 0.651  |                                | -21.13            | 39.44              | 60.56 | 0-100      |
| Women in ministerial positions %               | 33rd  | 0.545  |                                | -29.41            | 35.29              | 64.71 | 0-100      |
| Years with female/male head of state (last 50) | 56th  | 0.051  |                                | -45.13            | 2.43               | 47.57 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 17.16 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 49.32 |
| Population sex ratio   | female/male, %              | 51.30 |
| Population growth rate | %                           | 0.57  |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 0.42     | 0.40   | 0.83  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | n. a. |
| Firms with female top managers        | % firms | n. a. |

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

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 0.09     | 0.13   | 0.22  |

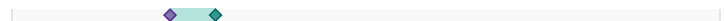
| Indicator                           | Unit      | ◆ Female | ◆ Male | Value |
|-------------------------------------|-----------|----------|--------|-------|
| Share of workers in informal sector | % workers | 43.45    | 56.42  | 51.17 |



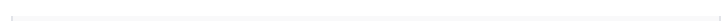
| Indicator         | Unit                      | ◆ Female | ◆ Male | Value |
|-------------------|---------------------------|----------|--------|-------|
| Unemployed adults | % of labour force (15-64) | 14.98    | 12.49  | 13.52 |



| Indicator                  | Unit                 | ◆ Female | ◆ Male | Value |
|----------------------------|----------------------|----------|--------|-------|
| Workers employed part-time | % of employed people | 28.70    | 22.25  | 24.86 |



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



## Access to finance

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

## Civil and political freedom

| Indicator                                | Unit          | Value |
|------------------------------------------|---------------|-------|
| Year women received right to vote        | year          | 1966  |
| Number of female heads of state to date  | number        | 1     |
| Seats held in upper house                | % total seats | n. a. |
| Indicator                                | Yes/No        | Value |
| Election list quotas for women, national | Yes           |       |
| Party membership quotas, voluntary       | Yes           |       |

| Indicator           | Equal rights        | Value |
|---------------------|---------------------|-------|
| Access to justice   | Near-equal rights ◆ |       |
| Freedom of movement | Restricted rights ◆ |       |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 30.50 |
| Early marriage                            | %             | 13.30 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Equal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 91       | 0      | 0     |

## Education and skills

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
| STEM      |   | n. a.    | n. a.  | n. a. |

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

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

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

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

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

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

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

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

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

| Graduates                         | Attainment % | ◆ Female | ◆ Male | Parity |
|-----------------------------------|--------------|----------|--------|--------|
| Vocational training               |              | 0.31     | 0.31   | 0.31   |
| PhD graduates                     |              | 0.06     | 0.10   | 0.08   |
| Graduates from tertiary education |              | 0.31     | 0.31   | 0.31   |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 31.00 |
| Births attended by skilled personnel      | % live births                  | 97.60 |
| Maternal mortality                        | deaths per 100,000 live births | 75.00 |
| Total fertility rate                      | births per woman               | 2.41  |

| Indicator             | Equal rights   | Value |
|-----------------------|----------------|-------|
| Reproductive autonomy | Equal rights ◆ |       |

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

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

## Honduras

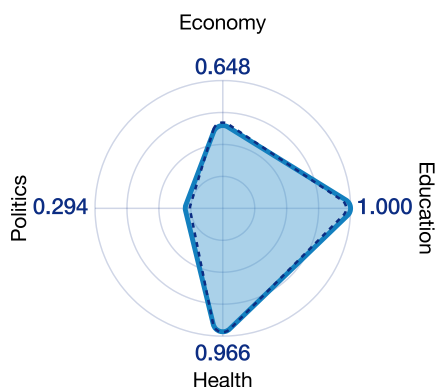
0.727

67th

2025

## Global Gender Gap Index 2025 Edition

■ Honduras score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.727 | 67th  | 0.726  | 59th  |
| Economic Participation and Opportunity | 0.648 | 103rd | 0.654  | 94th  |
| Educational Attainment                 | 1.000 | 1st   | 1.000  | 1st   |
| Health and Survival                    | 0.966 | 90th  | 0.964  | 110th |
| Political Empowerment                  | 0.294 | 54th  | 0.288  | 52nd  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportunity</b>  | 103rd | 0.648  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 130th | 0.535  |                                | -35.08            | 40.31              | 75.39 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 101st | 0.586  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 101st | 0.575  |                                | -3.49             | 4.71               | 8.20  | 0-150      |
| Legislators, senior officials and managers %   | 24th  | 0.806  |                                | -10.71            | 44.64              | 55.36 | 0-100      |
| Professional and technical workers %           | 78th  | 0.930  |                                | -3.64             | 48.18              | 51.82 | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 1.00              | 88.00              | 89.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 2.05              | 75.01              | 77.06 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 9.65              | 49.79              | 59.44 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 9.06              | 18.04              | 27.11 | 0-200      |
| <b>Health and Survival</b>                     | 90th  | 0.966  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 104th | 1.016  |                                | -                 |                    |       | 0-100      |
| <b>Political Empowerment</b>                   | 54th  | 0.294  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 74th  | 0.376  |                                | -45.31            | 27.34              | 72.66 | 0-100      |
| Women in ministerial positions %               | 27th  | 0.600  |                                | -25.00            | 37.50              | 62.50 | 0-100      |
| Years with female/male head of state (last 50) | 48th  | 0.066  |                                | -43.81            | 3.09               | 46.91 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 34.4  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 6.47  |
| Population sex ratio   | female/male, %              | 49.65 |
| Population growth rate | %                           | 1.71  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 5.29   | 5.36 | 10.64 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 26.50 |
| Firms with female top managers        | % firms | 28.00 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.54  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.21   | 1.84 | 3.05  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 80.99  | 83.61 | 82.61 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 9.08 | 4.59 | 6.34 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 36.45 | 23.27 | 28.20 |
|----------------------------|----------------------|-------|-------|-------|

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

### Access to finance

| Indicator                                   | Equal rights      | Value |
|---------------------------------------------|-------------------|-------|
| Access to financial services                | Near-equal rights | ◆     |
| Inheritance rights for widows and daughters | Near-equal rights | ◆     |
| Access to land assets                       | Uneven rights     | ◆     |
| Access to non-land assets                   | Equal rights      | ◆     |

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1955  |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | n. a. |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 12.87 |
| Early marriage                            | %             | 16.10 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 84     | 0    | 0     |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 9.41   | 26.13 | 15.73 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.25 | 6.18 | 3.11 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 2.16 | 2.41 | 2.25 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 28.52 | 28.86 | 28.65 |
|------------------------|-------|-------|-------|

|           |       |       |       |
|-----------|-------|-------|-------|
| Education | 35.59 | 18.96 | 29.30 |
|-----------|-------|-------|-------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 6.47 | 17.77 | 10.74 |
|------------------------------------|------|-------|-------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 13.80 | 9.56 | 12.20 |
|------------------|-------|------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 1.46 | 6.68 | 3.43 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 1.48 | 1.68 | 1.56 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 8.64 | 4.49 | 7.07 |
|---------------------------------------|------|------|------|

| Graduates           | Attainment % | Female | Male | Parity |
|---------------------|--------------|--------|------|--------|
| Vocational training |              | 7.85   | 6.47 | 7.14   |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.36 | 0.32 | 0.34 |
|---------------|------|------|------|

|                                   |      |      |      |
|-----------------------------------|------|------|------|
| Graduates from tertiary education | 7.85 | 6.47 | 7.14 |
|-----------------------------------|------|------|------|

### Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 17.00 |
| Births attended by skilled personnel      | % live births                  | 94.10 |
| Maternal mortality                        | deaths per 100,000 live births | 47.00 |
| Total fertility rate                      | births per woman               | 2.50  |

| Indicator             | Equal rights   | Value |
|-----------------------|----------------|-------|
| Reproductive autonomy | Unequal rights | ◆     |

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

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



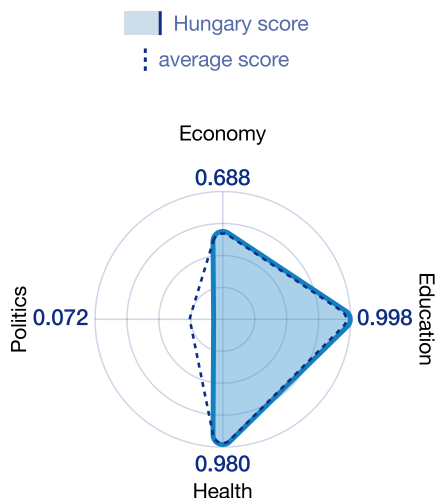
## Hungary

0.684

105th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |       | ▼ 2024 |       |
|-----------------------------------------------|-------|-------|--------|-------|
|                                               | Score | Rank  | Score  | Rank  |
| <b>Global Gender Gap Index</b>                | 0.684 | 105th | 0.686  | 101st |
| <b>Economic Participation and Opportunity</b> | 0.688 | 79th  | 0.697  | 72nd  |
| <b>Educational Attainment</b>                 | 0.998 | 49th  | 0.999  | 34th  |
| <b>Health and Survival</b>                    | 0.980 | 18th  | 0.980  | 1st   |
| <b>Political Empowerment</b>                  | 0.072 | 133rd | 0.069  | 131st |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 79th  | 0.688  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 70th  | 0.795  |                                | -14.03            | 54.54◆             | 68.57  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 112th | 0.553  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 53rd  | 0.671  |                                | -15.91            | 32.52◆             | 48.43  | 0-150      |
| Legislators, senior officials and managers %   | 57th  | 0.593  |                                | -25.51            | 37.24◆             | 62.76  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 13.57             | 43.22◆             | 56.78  | 0-100      |
| <b>Educational Attainment</b>                  | 49th  | 0.998  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0                 | 99.00◆             | 99.00  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.10              | 97.78◆             | 97.88  | 0-100      |
| Enrolment in secondary education %             | 104th | 0.991  |                                | -0.98             | 104.92◆            | 105.90 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 12.82             | 50.33◆             | 63.15  | 0-200      |
| <b>Health and Survival</b>                     | 18th  | 0.980  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 31st  | 1.060  |                                | -                 |                    |        | 0-100      |
| <b>Political Empowerment</b>                   | 133rd | 0.072  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 117th | 0.180  |                                | -69.54            | 15.23◆             | 84.77  | 0-100      |
| Women in ministerial positions %               | 144th | 0.000  |                                | -100.00           | 0◆                 | 100.00 | 0-100      |
| Years with female/male head of state (last 50) | 59th  | 0.037  |                                | -46.40            | 1.80◆              | 48.20  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 212.39 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 40.20  |
| Population sex ratio   | female/male, %              | 52.01  |
| Population growth rate | %                           | -0.54  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 4.99   | 4.60 | 9.59  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 14.24 |
| Share of women's membership in boards | %       | 10.40 |
| Firms with female majority ownership  | % firms | 13.90 |
| Firms with female top managers        | % firms | 18.10 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.31  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 2.18   | 2.44 | 4.62  |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 1.74   | 0.94 | 1.31  |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 4.40 | 4.60 | 4.50 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 32.24 | 21.57 | 26.54 |
|----------------------------|----------------------|-------|-------|-------|

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

### Access to finance

| Indicator                                   | 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, 1945, 1953 |
| Number of female heads of state to date | number        | 1                |
| Seats held in upper house               | % total seats | n. a.            |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.80  |
| Mean age of women at birth of first child | years         | 28.80 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 168    | 14   | 225.00 |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 11.81  | 41.42 | 24.13 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 2.83 | 4.27 | 3.43 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 9.74 | 6.20 | 8.27 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 27.38 | 23.11 | 25.60 |
|------------------------|-------|-------|-------|

|           |       |      |       |
|-----------|-------|------|-------|
| Education | 19.04 | 4.69 | 13.07 |
|-----------|-------|------|-------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 6.80 | 23.28 | 13.65 |
|------------------------------------|------|-------|-------|

|                  |       |      |      |
|------------------|-------|------|------|
| Health & Welfare | 10.63 | 6.25 | 8.81 |
|------------------|-------|------|------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 2.01 | 13.53 | 6.80 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 3.01 | 4.61 | 3.68 |
|----------------------------------------|------|------|------|

|                                       |       |      |       |
|---------------------------------------|-------|------|-------|
| Social Sci., Journalism & Information | 13.86 | 8.20 | 11.51 |
|---------------------------------------|-------|------|-------|

| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 20.73  | 25.26 | 23.05  |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.37 | 0.71 | 0.53 |
|---------------|------|------|------|

|                                   |       |       |       |
|-----------------------------------|-------|-------|-------|
| Graduates from tertiary education | 20.73 | 25.26 | 23.05 |
|-----------------------------------|-------|-------|-------|

### Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 19.00 |
| 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               | 1.51  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

Iceland

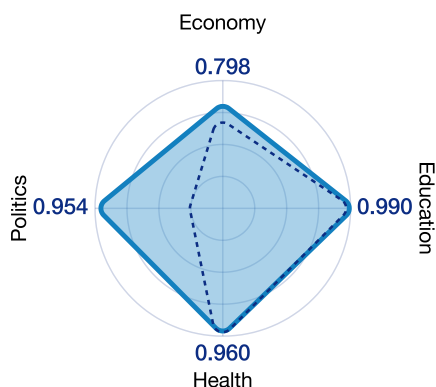
0.926

1st

2025

## Global Gender Gap Index 2025 Edition

■ Iceland score  
⋮ average score



## Overview

| Index and Subindex                       | 2025  |       | ▼ 2024 |       |
|------------------------------------------|-------|-------|--------|-------|
|                                          | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                  | 0.926 | 1st   | 0.935  | 1st   |
| 📊 Economic Participation and Opportunity | 0.798 | 10th  | 0.815  | 7th   |
| 📖 Educational Attainment                 | 0.990 | 81st  | 0.992  | 79th  |
| ⚕️ Health and Survival                   | 0.960 | 125th | 0.962  | 124th |
| 🏛️ Political Empowerment                 | 0.954 | 1st   | 0.972  | 1st   |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| 📊 Economic Participation and Opportun...       | 10th  | 0.798  |                                | -                 | -                  | -      | -          |
| Labour-force participation rate %              | 20th  | 0.888  |                                | -8.85             | 70.46◆             | 79.31  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 2nd   | 0.851  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 47th  | 0.676  |                                | -25.70            | 53.71◆             | 79.41  | 0-150      |
| Legislators, senior officials and managers %   | 60th  | 0.582  |                                | -26.40            | 36.80◆             | 63.20  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 11.72             | 44.14◆             | 55.86  | 0-100      |
| 📖 Educational Attainment                       | 81st  | 0.990  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 84th  | 0.999  |                                | -0.13             | 98.42◆             | 98.55  | 0-100      |
| Enrolment in secondary education %             | 122nd | 0.959  |                                | -4.71             | 110.18◆            | 114.89 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 58.02             | 56.61◆             | 114.63 | 0-200      |
| ⚕️ Health and Survival                         | 125th | 0.960  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 115th | 0.943  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 133rd | 0.998  |                                | -                 | -                  | -      | 0-100      |
| 🏛️ Political Empowerment                       | 1st   | 0.954  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 7th   | 0.853  |                                | -7.94             | 46.03◆             | 53.97  | 0-100      |
| Women in ministerial positions %               | 1st   | 1.000  |                                | 20.00             | 40.00◆             | 60.00  | 0-100      |
| Years with female/male head of state (last 50) | 1st   | 1.000  |                                | 5.65              | 22.18◆             | 27.83  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 31.33 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 66.94 |
| Population sex ratio   | female/male, %              | 48.80 |
| Population growth rate | %                           | 2.93  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 0.19   | 0.20 | 0.39  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 10.19 |
| Share of women's membership in boards | %       | 44.80 |
| Firms with female majority ownership  | % firms | 10.50 |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 6.06  |

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

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 1.25   | 1.53 | 1.40  |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 3.30   | 4.00 | 3.70  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 59.83  | 41.87 | 50.04 |

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

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

## Civil and political freedom

| Indicator                               | Unit          | Value                  |
|-----------------------------------------|---------------|------------------------|
| Year women received right to vote       | year          | 1882, 1908, 1915, 1920 |
| Number of female heads of state to date | number        | 4                      |
| Seats held in upper house               | % total seats | n. a.                  |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.10  |
| Mean age of women at birth of first child | years         | 28.80 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 180    | 180  | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 10.07  | 31.22 | 16.87 |

| Indicator                               | Value          |
|-----------------------------------------|----------------|
| Agri., Forestry, Fisheries & Veterinary | 0.95 0.34 0.75 |

| Indicator         | Value          |
|-------------------|----------------|
| Arts & Humanities | 8.07 7.88 8.01 |

| Indicator              | Value             |
|------------------------|-------------------|
| Business, Admin. & Law | 17.95 23.80 19.83 |

| Indicator | Value             |
|-----------|-------------------|
| Education | 22.79 11.42 19.13 |

| Indicator                          | Value           |
|------------------------------------|-----------------|
| Engineering, Manuf. & Construction | 4.49 15.70 8.10 |

| Indicator        | Value            |
|------------------|------------------|
| Health & Welfare | 19.82 7.25 15.77 |

| Indicator                        | Value          |
|----------------------------------|----------------|
| Information & Comm. Technologies | 1.54 9.25 4.02 |

| Indicator                              | Value          |
|----------------------------------------|----------------|
| Natural Sci., Mathematics & Statistics | 4.03 6.28 4.76 |

| Indicator                             | Value             |
|---------------------------------------|-------------------|
| Social Sci., Journalism & Information | 17.92 13.70 16.56 |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 5.40   | 12.83 | 9.20   |
| PhD graduates                     |              | 0.92   | 1.61  | 1.28   |
| Graduates from tertiary education |              | 5.40   | 12.83 | 9.20   |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 21.00 |
| Births attended by skilled personnel      | % live births                  | 97.40 |
| Maternal mortality                        | deaths per 100,000 live births | 3.00  |
| Total fertility rate                      | births per woman               | 1.59  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

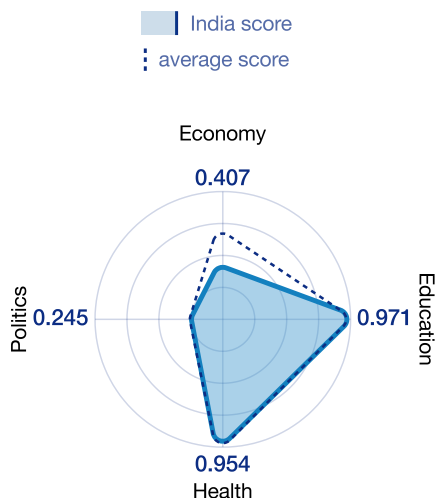
India

0.644

131st

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.644 | 131st | 0.641  | 129th |
| Economic Participation and Opportunity | 0.407 | 144th | 0.398  | 142nd |
| Educational Attainment                 | 0.971 | 110th | 0.964  | 112th |
| Health and Survival                    | 0.954 | 143rd | 0.951  | 142nd |
| Political Empowerment                  | 0.245 | 69th  | 0.251  | 65th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 144th | 0.407  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 136th | 0.459  |                                | -41.32            | 35.08              | 76.41 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 117th | 0.541  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 140th | 0.299  |                                | -9.71             | 4.15               | 13.87 | 0-150      |
| Legislators, senior officials and managers %   | 131st | 0.144  |                                | -74.84            | 12.58              | 87.42 | 0-100      |
| Professional and technical workers %           | 119th | 0.494  |                                | -33.86            | 33.07              | 66.93 | 0-100      |
| <b>Educational Attainment</b>                  | 110th | 0.971  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 114th | 0.852  |                                | -13.00            | 75.00              | 88.00 | 0-100      |
| Enrolment in primary education %               | 91st  | 0.997  |                                | -0.28             | 98.39              | 98.66 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.17              | 77.55              | 78.72 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 1.90              | 33.51              | 35.41 | 0-200      |
| <b>Health and Survival</b>                     | 143rd | 0.954  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 139th | 0.930  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 121st | 1.006  |                                | -                 |                    |       | 0-100      |
| <b>Political Empowerment</b>                   | 69th  | 0.245  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 124th | 0.160  |                                | -72.43            | 13.79              | 86.21 | 0-100      |
| Women in ministerial positions %               | 138th | 0.059  |                                | -88.89            | 5.56               | 94.44 | 0-100      |
| Years with female/male head of state (last 50) | 11th  | 0.407  |                                | -21.05            | 14.47              | 35.53 | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |          |        |         |
|------------------------|-----------------------------|----------|--------|---------|
| Indicator              | Unit                        | Value    |        |         |
| GDP                    | US\$ billions               | 3,567.55 |        |         |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 9.16     |        |         |
| Population sex ratio   | female/male, %              | 48.41    |        |         |
| Population growth rate | %                           | 0.88     |        |         |
| Indicator              | Million people              | Female   | Male   | Value   |
| Total population       |                             | 696.19   | 741.88 | 1438.07 |

| Work participation and leadership     |         |       |  |  |
|---------------------------------------|---------|-------|--|--|
| Indicator                             | Unit    | Value |  |  |
| Gender wage gap                       | %       | 33.33 |  |  |
| Share of women's membership in boards | %       | 18.20 |  |  |
| Firms with female majority ownership  | % firms | 1.80  |  |  |
| Firms with female top managers        | % firms | 6.80  |  |  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 3.60  |

| Indicator    | Million people | Female | Male   | Value  |
|--------------|----------------|--------|--------|--------|
| Labour-force |                | 139.05 | 296.44 | 435.49 |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 91.93  | 86.76 | 88.36 |
| Unemployed adults                                         | % of labour force (15-64) | 4.18   | 4.38  | 4.32  |
| Workers employed part-time                                | % of employed people      | 46.73  | 14.32 | 24.38 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

| Access to finance                           |                   |       |  |  |
|---------------------------------------------|-------------------|-------|--|--|
| Indicator                                   | Equal rights      | Value |  |  |
| Access to financial services                | Near-equal rights |       |  |  |
| Inheritance rights for widows and daughters | Uneven rights     |       |  |  |
| Access to land assets                       | Near-equal rights |       |  |  |
| Access to non-land assets                   | Near-equal rights |       |  |  |

| Civil and political freedom              |               |            |  |  |
|------------------------------------------|---------------|------------|--|--|
| Indicator                                | Unit          | Value      |  |  |
| Year women received right to vote        | year          | 1937, 1950 |  |  |
| Number of female heads of state to date  | number        | 4          |  |  |
| Seats held in upper house                | % total seats | 16.67      |  |  |
| Indicator                                | Yes/No        | Value      |  |  |
| Election list quotas for women, national | Yes           |            |  |  |
| Party membership quotas, voluntary       | Yes           |            |  |  |
| Indicator                                | Equal rights  | Value      |  |  |
| Access to justice                        | Equal rights  |            |  |  |
| Freedom of movement                      | Equal rights  |            |  |  |

| Family and care                           |               |       |  |  |
|-------------------------------------------|---------------|-------|--|--|
| Indicator                                 | Unit          | Value |  |  |
| Unmet family planning                     | % women 15-49 | 9.40  |  |  |
| Early marriage                            | %             | 16.20 |  |  |
| Mean age of women at birth of first child | years         | n. a. |  |  |

| Indicator                     | Equal rights      | Value  |      |       |
|-------------------------------|-------------------|--------|------|-------|
| Right to divorce              | Restricted rights |        |      |       |
| Indicator                     | Shared days       | Female | Male | Value |
| Length of paid parental leave |                   | 182    | 0    | 0     |

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | 23.05  | 31.43 | 27.09 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.64   | 1.32  | 0.97  |
| Arts & Humanities                       |   | 31.15  | 26.97 | 29.14 |
| Business, Admin. & Law                  |   | 17.98  | 20.60 | 19.24 |
| Education                               |   | 11.50  | 7.47  | 9.56  |
| Engineering, Manuf. & Construction      |   | 5.10   | 14.17 | 9.47  |
| Health & Welfare                        |   | 6.94   | 4.76  | 5.89  |
| Information & Comm. Technologies        |   | 3.28   | 4.56  | 3.90  |
| Natural Sci., Mathematics & Statistics  |   | 14.67  | 12.71 | 13.72 |
| Social Sci., Journalism & Information   |   | 8.68   | 7.29  | 8.01  |

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 1.90   | 2.87 | 2.41   |
| PhD graduates                     |              | 0.05   | 0.10 | 0.08   |
| Graduates from tertiary education |              | 1.90   | 2.87 | 2.41   |

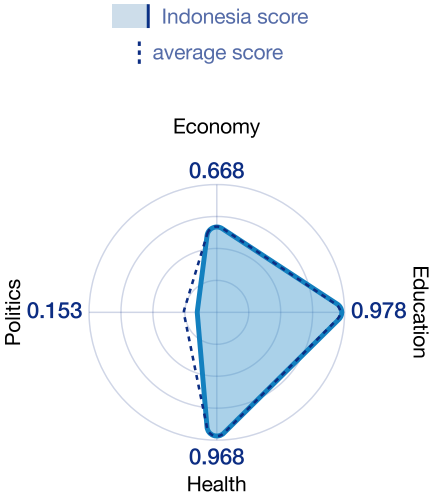
| Health                                    |                                |       |  |  |
|-------------------------------------------|--------------------------------|-------|--|--|
| Indicator                                 | Unit                           | Value |  |  |
| Prevalence of gender violence in lifetime | % women                        | 35.00 |  |  |
| Births attended by skilled personnel      | % live births                  | 89.40 |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 80.00 |  |  |
| Total fertility rate                      | births per woman               | 1.98  |  |  |
| Indicator                                 | 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.

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Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.692 | 97th  | 0.686  | 100th |
| Economic Participation and Opportunity | 0.668 | 90th  | 0.667  | 89th  |
| Educational Attainment                 | 0.978 | 103rd | 0.971  | 105th |
| Health and Survival                    | 0.968 | 80th  | 0.970  | 72nd  |
| Political Empowerment                  | 0.153 | 103rd | 0.138  | 107th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| Economic Participation and Opportun...         | 90th  | 0.668  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 116th | 0.649  |                                | -28.84            | 53.39          | 82.23  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 21st  | 0.751  |                                | -                 | -              | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 119th | 0.503  |                                | -9.17             | 9.28           | 18.45  | 0-150      |
| Legislators, senior officials and managers %   | 82nd  | 0.494  |                                | -33.82            | 33.09          | 66.91  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 1.85              | 49.08          | 50.92  | 0-100      |
| Educational Attainment                         | 103rd | 0.978  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 80th  | 0.979  |                                | -2.00             | 95.00          | 97.00  | 0-100      |
| Enrolment in primary education %               | 118th | 0.961  |                                | -3.71             | 90.40          | 94.11  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.74              | 94.67          | 97.41  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 9.77              | 40.12          | 49.89  | 0-200      |
| Health and Survival                            | 80th  | 0.968  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 115th | 0.943  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 87th  | 1.026  |                                | -                 | -              | -      | 0-100      |
| Political Empowerment                          | 103rd | 0.153  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 96th  | 0.280  |                                | -56.21            | 21.90          | 78.10  | 0-100      |
| Women in ministerial positions %               | 112th | 0.143  |                                | -75.00            | 12.50          | 87.50  | 0-100      |
| Years with female/male head of state (last 50) | 46th  | 0.069  |                                | -43.51            | 3.25           | 46.75  | 0-50       |



## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value    |
|------------------------|-----------------------------|----------|
| GDP                    | US\$ billions               | 1,371.17 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 13.89    |
| Population sex ratio   | female/male, %              | 49.77    |
| Population growth rate | %                           | 0.84     |

| Indicator        | Million people | Female | Male   | Value  |
|------------------|----------------|--------|--------|--------|
| Total population |                | 139.93 | 141.26 | 281.19 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | 12.30 |
| Firms with female majority ownership  | % firms | 52.90 |
| Firms with female top managers        | % firms | 31.80 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.08  |

| Indicator    | Million people | Female | Male  | Value  |
|--------------|----------------|--------|-------|--------|
| Labour-force |                | 48.02  | 75.42 | 123.44 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 82.84  | 80.12 | 81.19 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 3.29 | 3.68 | 3.52 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 47.45 | 32.27 | 38.22 |
|----------------------------|----------------------|-------|-------|-------|

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

### Access to finance

| Indicator                                   | 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          | 1945, 2003 |
| Number of female heads of state to date | number        | 1          |
| Seats held in upper house               | % total seats | n. a.      |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 10.60 |
| Early marriage                            | %             | 9.30  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Unequal rights | ◇     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 90     | 2    | 0     |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 12.39  | 29.39 | 19.42 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 3.37 | 5.13 | 4.10 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 5.26 | 5.21 | 5.24 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 18.09 | 18.64 | 18.31 |
|------------------------|-------|-------|-------|

|           |       |       |       |
|-----------|-------|-------|-------|
| Education | 28.38 | 17.60 | 23.92 |
|-----------|-------|-------|-------|

|                                    |      |       |      |
|------------------------------------|------|-------|------|
| Engineering, Manuf. & Construction | 3.34 | 14.29 | 7.87 |
|------------------------------------|------|-------|------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 21.38 | 8.56 | 16.08 |
|------------------|-------|------|-------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 4.88 | 13.05 | 8.26 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 4.17 | 2.05 | 3.29 |
|----------------------------------------|------|------|------|

|                                       |       |       |       |
|---------------------------------------|-------|-------|-------|
| Social Sci., Journalism & Information | 11.14 | 15.45 | 12.92 |
|---------------------------------------|-------|-------|-------|

| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 11.70  | 13.92 | 12.84  |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.03 | 0.07 | 0.05 |
|---------------|------|------|------|

|                                   |       |       |       |
|-----------------------------------|-------|-------|-------|
| Graduates from tertiary education | 11.70 | 13.92 | 12.84 |
|-----------------------------------|-------|-------|-------|

### Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 22.00  |
| Births attended by skilled personnel      | % live births                  | 94.70  |
| Maternal mortality                        | deaths per 100,000 live births | 140.00 |
| Total fertility rate                      | births per woman               | 2.13   |

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights | ◇     |

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

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

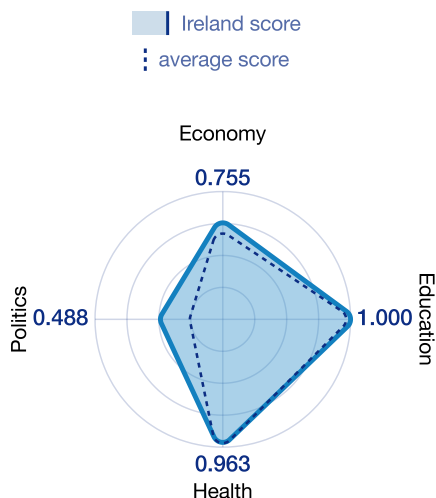
Ireland

0.801

10th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.801 | 10th  | 0.802  | 9th   |
| Economic Participation and Opportunity | 0.755 | 30th  | 0.737  | 41st  |
| Educational Attainment                 | 1.000 | 1st   | 1.000  | 1st   |
| Health and Survival                    | 0.963 | 111th | 0.964  | 111th |
| Political Empowerment                  | 0.488 | 14th  | 0.507  | 10th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 30th  | 0.755  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 58th  | 0.834  |                                | -12.08            | 60.61              | 72.68  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 19th  | 0.759  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 65th  | 0.641  |                                | -50.58            | 90.36              | 140.94 | 0-150      |
| Legislators, senior officials and managers %   | 54th  | 0.611  |                                | -24.14            | 37.93              | 62.07  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 5.05              | 47.48              | 52.53  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | -     | -      |                                | -                 | -                  | -      | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 12.29             | 127.16             | 139.45 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 15.47             | 68.97              | 84.44  | 0-200      |
| <b>Health and Survival</b>                     | 111th | 0.963  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 123rd | 1.006  |                                | -                 | -                  | -      | 0-100      |
| <b>Political Empowerment</b>                   | 14th  | 0.488  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 84th  | 0.338  |                                | -49.43            | 25.29              | 74.71  | 0-100      |
| Women in ministerial positions %               | 78th  | 0.273  |                                | -57.14            | 21.43              | 78.57  | 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

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 551.39 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 115.51 |
| Population sex ratio   | female/male, %              | 50.50  |
| Population growth rate | %                           | 2.71   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 2.68   | 2.63 | 5.31  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 11.81 |
| Share of women's membership in boards | %       | 33.70 |
| Firms with female majority ownership  | % firms | 8.50  |
| Firms with female top managers        | % firms | 15.10 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.50  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.18   | 1.33 | 2.51  |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 1.39   | 2.53 | 2.00  |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 4.40   | 4.50 | 4.40  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 55.81  | 34.11 | 44.20 |

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

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

## Civil and political freedom

| Indicator                               | Unit          | Value      |
|-----------------------------------------|---------------|------------|
| Year women received right to vote       | year          | 1918, 1922 |
| Number of female heads of state to date | number        | 2          |
| Seats held in upper house               | % total seats | 45.00      |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.30  |
| Mean age of women at birth of first child | years         | 31.60 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 182    | 14   | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 16.38  | 38.14 | 25.84 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.01 | 1.57 | 1.25 |
|-----------------------------------------|------|------|------|

|                   |       |      |      |
|-------------------|-------|------|------|
| Arts & Humanities | 10.88 | 8.45 | 9.82 |
|-------------------|-------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 23.59 | 27.41 | 25.25 |
|------------------------|-------|-------|-------|

|           |       |      |      |
|-----------|-------|------|------|
| Education | 11.21 | 4.42 | 8.26 |
|-----------|-------|------|------|

|                                    |      |       |      |
|------------------------------------|------|-------|------|
| Engineering, Manuf. & Construction | 4.34 | 16.98 | 9.84 |
|------------------------------------|------|-------|------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 24.16 | 8.69 | 17.43 |
|------------------|-------|------|-------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 4.71 | 12.72 | 8.19 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 7.33 | 8.44 | 7.81 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 7.69 | 4.77 | 6.42 |
|---------------------------------------|------|------|------|

|                     |              |        |       |        |
|---------------------|--------------|--------|-------|--------|
| Graduates           | Attainment % | Female | Male  | Parity |
| Vocational training |              | 5.30   | 10.09 | 7.74   |

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 1.47 | 1.60 | 1.54 |
|---------------|--|------|------|------|

|                                   |  |      |       |      |
|-----------------------------------|--|------|-------|------|
| Graduates from tertiary education |  | 5.30 | 10.09 | 7.74 |
|-----------------------------------|--|------|-------|------|

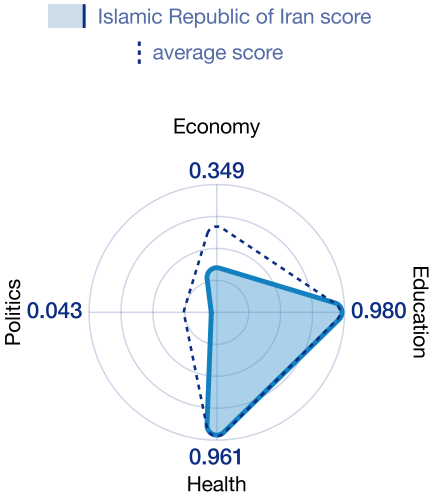
| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 16.00 |
| Births attended by skilled personnel      | % live births                  | 99.70 |
| Maternal mortality                        | deaths per 100,000 live births | 4.00  |
| Total fertility rate                      | births per woman               | 1.50  |

| Indicator             | 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 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.583 | 145th | 0.579  | 143rd |
| Economic Participation and Opportunity | 0.349 | 146th | 0.343  | 144th |
| Educational Attainment                 | 0.980 | 100th | 0.977  | 102nd |
| Health and Survival                    | 0.961 | 120th | 0.964  | 116th |
| Political Empowerment                  | 0.043 | 142nd | 0.031  | 143rd |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 146th | 0.349  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 148th | 0.210  |                                | -53.52            | 14.21              | 67.73 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 113th | 0.550  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 147th | 0.153  |                                | -23.13            | 4.16               | 27.29 | 0-150      |
| Legislators, senior officials and managers %   | 121st | 0.238  |                                | -61.61            | 19.20              | 80.80 | 0-100      |
| Professional and technical workers %           | 114th | 0.561  |                                | -28.10            | 35.95              | 64.05 | 0-100      |
| Educational Attainment                         | 100th | 0.980  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 104th | 0.900  |                                | -9.00             | 81.00              | 90.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.63              | 97.86              | 98.50 | 0-100      |
| Enrolment in secondary education %             | 96th  | 0.995  |                                | -0.45             | 84.96              | 85.41 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 0.88              | 58.24              | 59.12 | 0-200      |
| Health and Survival                            | 120th | 0.961  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 130th | 1.000  |                                | -                 |                    |       | 0-100      |
| Political Empowerment                          | 142nd | 0.043  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 136th | 0.052  |                                | -90.18            | 4.91               | 95.09 | 0-100      |
| Women in ministerial positions %               | 124th | 0.111  |                                | -80.00            | 10.00              | 90.00 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |        |       |       |
|------------------------|-----------------------------|--------|-------|-------|
| Indicator              | Unit                        | Value  |       |       |
| GDP                    | US\$ billions               | 404.63 |       |       |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 15.91  |       |       |
| Population sex ratio   | female/male, %              | 49.16  |       |       |
| Population growth rate | %                           | 1.20   |       |       |
| Indicator              | Million people              | Female | Male  | Value |
| Total population       |                             | 44.55  | 46.06 | 90.61 |

| Work participation and leadership                         |                           |        |       |       |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Indicator                                                 | Unit                      | Value  |       |       |
| Gender wage gap                                           | %                         | n. a.  |       |       |
| Share of women's membership in boards                     | %                         | n. a.  |       |       |
| Firms with female majority ownership                      | % firms                   | n. a.  |       |       |
| Firms with female top managers                            | % firms                   | n. a.  |       |       |
| Indicator                                                 | 1-7 (best)                | Value  |       |       |
| Advancement of women to leadership roles                  |                           | 3.75   |       |       |
| Indicator                                                 | Million people            | Female | Male  | Value |
| Labour-force                                              |                           | 4.10   | 19.77 | 23.88 |
| Indicator                                                 | Unit                      | Female | Male  | Value |
| Share of workers in informal sector                       | % workers                 | n. a.  | n. a. | n. a. |
| Unemployed adults                                         | % of labour force (15-64) | 15.17  | 6.80  | 8.27  |
| Workers employed part-time                                | % of employed people      | 41.67  | 16.07 | 20.19 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

| Access to finance                           |                   |       |  |  |
|---------------------------------------------|-------------------|-------|--|--|
| Indicator                                   | Equal rights      | Value |  |  |
| Access to financial services                | Near-equal rights |       |  |  |
| Inheritance rights for widows and daughters | Unequal rights    |       |  |  |
| Access to land assets                       | Uneven rights     |       |  |  |
| Access to non-land assets                   | Uneven rights     |       |  |  |

| Civil and political freedom              |                   |       |  |  |
|------------------------------------------|-------------------|-------|--|--|
| Indicator                                | Unit              | Value |  |  |
| Year women received right to vote        | year              | 1963  |  |  |
| Number of female heads of state to date  | number            | n. a. |  |  |
| 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                                | Equal rights      | Value |  |  |
| Access to justice                        | Restricted rights |       |  |  |
| Freedom of movement                      | Unequal rights    |       |  |  |

| Family and care                           |                |        |      |       |
|-------------------------------------------|----------------|--------|------|-------|
| Indicator                                 | Unit           | Value  |      |       |
| Unmet family planning                     | % women 15-49  | n. a.  |      |       |
| Early marriage                            | %              | 21.50  |      |       |
| Mean age of women at birth of first child | years          | n. a.  |      |       |
| Indicator                                 | Equal rights   | Value  |      |       |
| Right to divorce                          | Unequal rights |        |      |       |
| Indicator                                 | Shared days    | Female | Male | Value |
| Length of paid parental leave             |                | 270    | 14   | 0     |

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | 24.96  | 43.84 | 35.02 |
| Agri., Forestry, Fisheries & Veterinary |   | 1.83   | 1.74  | 1.78  |
| Arts & Humanities                       |   | 10.58  | 4.37  | 7.27  |
| Business, Admin. & Law                  |   | 25.19  | 32.00 | 28.82 |
| Education                               |   | 12.05  | 4.86  | 8.22  |
| Engineering, Manuf. & Construction      |   | 13.15  | 35.50 | 25.06 |
| Health & Welfare                        |   | 11.32  | 5.60  | 8.27  |
| Information & Comm. Technologies        |   | 4.02   | 5.32  | 4.71  |
| Natural Sci., Mathematics & Statistics  |   | 7.78   | 3.02  | 5.25  |
| Social Sci., Journalism & Information   |   | 11.38  | 3.99  | 7.44  |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 6.30   | 10.04 | 8.21   |
| PhD graduates                     |              | 0.30   | 0.59  | 0.44   |
| Graduates from tertiary education |              | 6.30   | 10.04 | 8.21   |

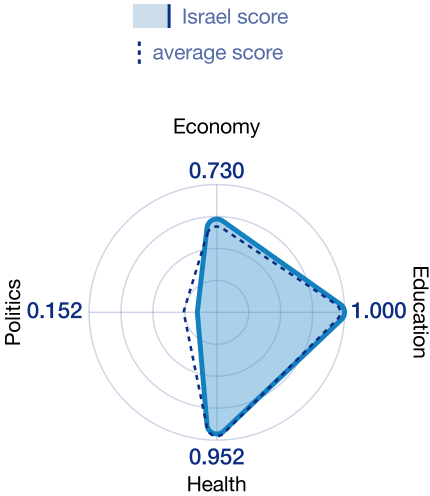
| Health                                    |                                |       |  |  |
|-------------------------------------------|--------------------------------|-------|--|--|
| Indicator                                 | Unit                           | Value |  |  |
| Prevalence of gender violence in lifetime | % women                        | 31.00 |  |  |
| Births attended by skilled personnel      | % live births                  | n. a. |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 16.00 |  |  |
| Total fertility rate                      | births per woman               | 1.70  |  |  |
| Indicator                                 | 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 Report 2025220

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.709 | 76th  | 0.699  | 91st  |
| Economic Participation and Opportunity | 0.730 | 50th  | 0.690  | 75th  |
| Educational Attainment                 | 1.000 | 1st   | 1.000  | 1st   |
| Health and Survival                    | 0.952 | 145th | 0.965  | 109th |
| Political Empowerment                  | 0.152 | 104th | 0.139  | 106th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 50th  | 0.730  |                                | -                 | -                  | -     | -          |
| Labour-force participation rate %              | 18th  | 0.890  |                                | -7.56             | 61.38◆             | 68.94 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 23rd  | 0.741  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 81st  | 0.617  |                                | -22.93            | 36.93◆             | 59.87 | 0-150      |
| Legislators, senior officials and managers %   | 85th  | 0.443  |                                | -38.58            | 30.71◆             | 69.29 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 12.26             | 43.87◆             | 56.13 | 0-100      |
| Educational Attainment                         | 1st   | 1.000  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -     | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.36              | 96.17◆             | 96.53 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.61              | 96.29◆             | 96.90 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 20.62             | 47.55◆             | 68.17 | 0-200      |
| Health and Survival                            | 145th | 0.952  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 148th | 0.971  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 104th | 0.152  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 87th  | 0.319  |                                | -51.67            | 24.17◆             | 75.83 | 0-100      |
| Women in ministerial positions %               | 94th  | 0.200  |                                | -66.67            | 16.67◆             | 83.33 | 0-100      |
| Years with female/male head of state (last 50) | 70th  | 0.009  |                                | -49.06            | 0.47◆              | 49.53 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 513.61 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 48.34  |
| Population sex ratio   | female/male, %              | 50.23  |
| Population growth rate | %                           | 2.06   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 4.90   | 4.86 | 9.76  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 20.85 |
| Share of women's membership in boards | %       | 26.90 |
| Firms with female majority ownership  | % firms | 8.10  |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 6.26  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.83   | 1.96 | 3.79  |

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

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 3.27 | 3.63 | 3.45 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 44.11 | 25.95 | 34.77 |
|----------------------------|----------------------|-------|-------|-------|

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

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1948  |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | n. a. |

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

| Indicator           | Equal rights  | Value |
|---------------------|---------------|-------|
| Access to justice   | Uneven rights | ◆     |
| Freedom of movement | Equal rights  | ◆     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 2.20  |
| Mean age of women at birth of first child | years         | 27.80 |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Restricted rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 105    | 0    | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 15.23  | 46.63 | 27.46 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 0.26 | 0.56 | 0.38 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 6.54 | 6.17 | 6.40 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 18.32 | 18.71 | 18.47 |
|------------------------|-------|-------|-------|

|           |       |       |       |
|-----------|-------|-------|-------|
| Education | 31.99 | 10.74 | 23.71 |
|-----------|-------|-------|-------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 7.24 | 30.55 | 16.32 |
|------------------------------------|------|-------|-------|

|                  |       |      |      |
|------------------|-------|------|------|
| Health & Welfare | 12.56 | 5.06 | 9.64 |
|------------------|-------|------|------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 4.33 | 11.04 | 6.94 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 3.66 | 5.04 | 4.20 |
|----------------------------------------|------|------|------|

|                                       |       |       |       |
|---------------------------------------|-------|-------|-------|
| Social Sci., Journalism & Information | 15.11 | 12.09 | 13.93 |
|---------------------------------------|-------|-------|-------|

| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 16.48  | 14.00 | 15.21  |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 1.30 | 1.87 | 1.58 |
|---------------|------|------|------|

|                                   |       |       |       |
|-----------------------------------|-------|-------|-------|
| Graduates from tertiary education | 16.48 | 14.00 | 15.21 |
|-----------------------------------|-------|-------|-------|

## 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 | 2.00  |
| Total fertility rate                      | births per woman               | 2.85  |

| Indicator             | Equal rights  | Value |
|-----------------------|---------------|-------|
| Reproductive autonomy | Uneven rights | ◆     |

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

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



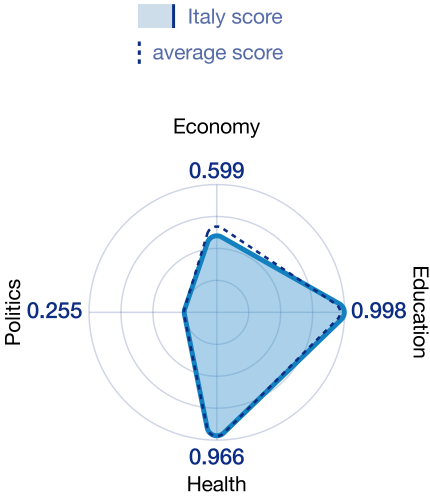
Italy

0.704

85th

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.704 | 85th  | 0.703  | 87th  |
| Economic Participation and Opportunity | 0.599 | 117th | 0.608  | 111th |
| Educational Attainment                 | 0.998 | 51st  | 0.996  | 56th  |
| Health and Survival                    | 0.966 | 89th  | 0.967  | 94th  |
| Political Empowerment                  | 0.255 | 65th  | 0.243  | 67th  |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   |                    |        |            |
| Economic Participation and Opportun...         | 117th | 0.599  |                                | -                 | Min                | Max    | -          |
| Labour-force participation rate %              | 99th  | 0.706  |                                | -17.27            | 41.50◆             | 58.77  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 114th | 0.550  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 104th | 0.567  |                                | -29.22            | 38.30◆             | 67.52  | 0-150      |
| Legislators, senior officials and managers %   | 94th  | 0.388  |                                | -44.07            | 27.96◆             | 72.04  | 0-100      |
| Professional and technical workers %           | 88th  | 0.863  |                                | -7.37             | 46.31◆             | 53.69  | 0-100      |
| Educational Attainment                         | 51st  | 0.998  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 88th  | 0.998  |                                | -0.21             | 97.84◆             | 98.05  | 0-100      |
| Enrolment in secondary education %             | 97th  | 0.995  |                                | -0.54             | 100.40◆            | 100.94 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 26.06             | 63.49◆             | 89.55  | 0-200      |
| Health and Survival                            | 89th  | 0.966  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 103rd | 1.016  |                                | -                 | -                  | -      | 0-100      |
| Political Empowerment                          | 65th  | 0.255  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 52nd  | 0.487  |                                | -34.50            | 32.75◆             | 67.25  | 0-100      |
| Women in ministerial positions %               | 65th  | 0.333  |                                | -50.00            | 25.00◆             | 75.00  | 0-100      |
| Years with female/male head of state (last 50) | 57th  | 0.050  |                                | -45.28            | 2.36◆              | 47.64  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value    |
|------------------------|-----------------------------|----------|
| GDP                    | US\$ billions               | 2,300.94 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 52.64    |
| Population sex ratio   | female/male, %              | 51.16    |
| Population growth rate | %                           | -0.03    |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 30.18  | 28.82 | 58.99 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 4.14  |
| Share of women's membership in boards | %       | 42.60 |
| Firms with female majority ownership  | % firms | 16.10 |
| Firms with female top managers        | % firms | 15.30 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.08  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 10.43  | 13.73 | 24.16 |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 4.21   | 2.97 | 3.49  |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 7.50   | 6.00 | 6.60  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 49.82  | 23.48 | 34.64 |

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

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1945  |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | 36.27 |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.20  |
| Mean age of women at birth of first child | years         | 31.80 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 150    | 14   | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 15.76  | 33.81 | 23.38 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.84 | 2.57 | 2.15 |
|-----------------------------------------|------|------|------|

|                   |       |       |       |
|-------------------|-------|-------|-------|
| Arts & Humanities | 19.58 | 11.12 | 16.01 |
|-------------------|-------|-------|-------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 16.52 | 21.51 | 18.63 |
|------------------------|-------|-------|-------|

|           |       |      |      |
|-----------|-------|------|------|
| Education | 12.26 | 2.72 | 8.24 |
|-----------|-------|------|------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 7.48 | 23.28 | 14.15 |
|------------------------------------|------|-------|-------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 14.34 | 9.66 | 12.36 |
|------------------|-------|------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 0.53 | 2.90 | 1.53 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 7.75 | 7.63 | 7.70 |
|----------------------------------------|------|------|------|

|                                       |       |       |       |
|---------------------------------------|-------|-------|-------|
| Social Sci., Journalism & Information | 16.72 | 12.75 | 15.05 |
|---------------------------------------|-------|-------|-------|

|                     |              |        |       |        |
|---------------------|--------------|--------|-------|--------|
| Graduates           | Attainment % | Female | Male  | Parity |
| Vocational training |              | 15.18  | 25.14 | 20.36  |

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 0.44 | 0.47 | 0.45 |
|---------------|--|------|------|------|

|                                   |  |       |       |       |
|-----------------------------------|--|-------|-------|-------|
| Graduates from tertiary education |  | 15.18 | 25.14 | 20.36 |
|-----------------------------------|--|-------|-------|-------|

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 16.00 |
| Births attended by skilled personnel      | % live births                  | 99.80 |
| Maternal mortality                        | deaths per 100,000 live births | 6.00  |
| Total fertility rate                      | births per woman               | 1.20  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

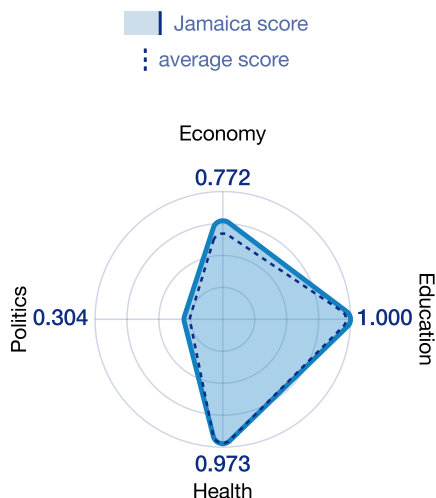
Jamaica

0.762

38th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                |       |      |        |      |
|                                        | 0.762 | 38th | 0.758  | 37th |
| Economic Participation and Opportunity | 0.772 | 19th | 0.810  | 8th  |
| Educational Attainment                 | 1.000 | 1st  | 0.991  | 81st |
| Health and Survival                    | 0.973 | 49th | 0.967  | 93rd |
| Political Empowerment                  | 0.304 | 50th | 0.263  | 60th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |      |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 19th | 0.772  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 54th | 0.837  |                                | -11.80            | 60.58◆             | 72.38 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 75th | 0.640  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 78th | 0.621  |                                | -4.83             | 7.91◆              | 12.73 | 0-150      |
| Legislators, senior officials and managers %   | 1st  | 1.000  |                                | 24.20             | 37.90◆             | 62.10 | 0-100      |
| Professional and technical workers %           | 1st  | 1.000  |                                | 21.10             | 39.45◆             | 60.55 | 0-100      |
| Educational Attainment                         | 1st  | 1.000  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | -    | -      |                                | -                 | -                  | -     | -          |
| Enrolment in primary education %               | 1st  | 1.000  |                                | 0.82              | 87.19◆             | 88.01 | 0-100      |
| Enrolment in secondary education %             | 1st  | 1.000  |                                | 0.33              | 85.27◆             | 85.60 | 0-200      |
| Enrolment in tertiary education %              | 1st  | 1.000  |                                | 14.12             | 19.30◆             | 33.42 | 0-200      |
| Health and Survival                            | 49th | 0.973  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st  | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 57th | 1.040  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 50th | 0.304  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 69th | 0.400  |                                | -42.86            | 28.57◆             | 71.43 | 0-100      |
| Women in ministerial positions %               | 38th | 0.500  |                                | -33.33            | 33.33◆             | 66.67 | 0-100      |
| Years with female/male head of state (last 50) | 34th | 0.126  |                                | -38.77            | 5.61◆              | 44.39 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |  |       |
|------------------------|-----------------------------|--|-------|
| Indicator              | Unit                        |  | Value |
| GDP                    | US\$ billions               |  | 19.42 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 |  | 10.29 |
| Population sex ratio   | female/male, %              |  | 50.53 |
| Population growth rate | %                           |  | 0.02  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.44   | 1.40 | 2.84  |

| Work participation and leadership     |         |  |       |
|---------------------------------------|---------|--|-------|
| Indicator                             | Unit    |  | Value |
| Gender wage gap                       | %       |  | n. a. |
| Share of women's membership in boards | %       |  | n. a. |
| Firms with female majority ownership  | % firms |  | 29.20 |
| Firms with female top managers        | % firms |  | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.23  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.54   | 0.62 | 1.16  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 44.24  | 63.51 | 54.64 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 4.07 | 2.34 | 3.16 |
|-------------------|---------------------------|------|------|------|

|                            |                      |      |      |      |
|----------------------------|----------------------|------|------|------|
| Workers employed part-time | % of employed people | 8.06 | 6.44 | 7.19 |
|----------------------------|----------------------|------|------|------|

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

| Access to finance                           |              |              |       |
|---------------------------------------------|--------------|--------------|-------|
| Indicator                                   | Equal rights |              | Value |
| Access to financial services                |              | Equal rights | ◆     |
| Inheritance rights for widows and daughters |              | Equal rights | ◆     |
| Access to land assets                       |              | Equal rights | ◆     |
| Access to non-land assets                   |              | Equal rights | ◆     |

| Civil and political freedom             |               |  |       |
|-----------------------------------------|---------------|--|-------|
| Indicator                               | Unit          |  | Value |
| Year women received right to vote       | year          |  | 1962  |
| Number of female heads of state to date | number        |  | 2     |
| Seats held in upper house               | % total seats |  | 40.00 |

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

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

| Family and care                           |               |  |       |
|-------------------------------------------|---------------|--|-------|
| Indicator                                 | Unit          |  | Value |
| Unmet family planning                     | % women 15-49 |  | 7.00  |
| Early marriage                            | %             |  | 3.40  |
| Mean age of women at birth of first child | years         |  | n. a. |

| Indicator        | Equal rights | Value          |
|------------------|--------------|----------------|
| Right to divorce |              | Equal rights ◆ |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 56     | 0    | 0     |

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | n. a.  | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary |   | n. a.  | n. a. | n. a. |

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

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

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

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

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

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

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

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

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | n. a.  | n. a. | n. a.  |
| PhD graduates                     |              | 3.86   | 2.60  | 3.25   |
| Graduates from tertiary education |              | n. a.  | n. a. | n. a.  |

| Health                                    |                                |  |        |
|-------------------------------------------|--------------------------------|--|--------|
| Indicator                                 | Unit                           |  | Value  |
| Prevalence of gender violence in lifetime | % women                        |  | 24.00  |
| Births attended by skilled personnel      | % live births                  |  | 99.70  |
| Maternal mortality                        | deaths per 100,000 live births |  | 130.00 |
| Total fertility rate                      | births per woman               |  | 1.36   |

| Indicator             | Equal rights | Value            |
|-----------------------|--------------|------------------|
| Reproductive autonomy |              | Unequal rights ◆ |

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

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

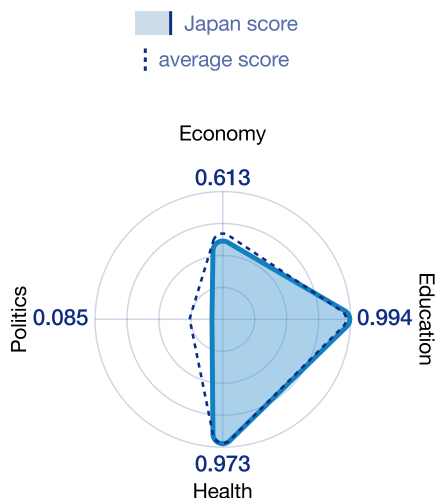
## Japan

0.666

118th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.666 | 118th | 0.663  | 118th |
| Economic Participation and Opportunity | 0.613 | 112th | 0.568  | 120th |
| Educational Attainment                 | 0.994 | 66th  | 0.993  | 72nd  |
| Health and Survival                    | 0.973 | 50th  | 0.973  | 58th  |
| Political Empowerment                  | 0.085 | 125th | 0.118  | 113th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 112th | 0.613  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 81st  | 0.778  |                                | -15.90            | 55.60          | 71.50  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 93rd  | 0.603  |                                | -                 | -              | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 91st  | 0.592  |                                | -23.73            | 34.38          | 58.11  | 0-150      |
| Legislators, senior officials and managers %   | 127th | 0.192  |                                | -67.74            | 16.13          | 83.87  | 0-100      |
| Professional and technical workers %           | 80th  | 0.924  |                                | -3.93             | 48.04          | 51.96  | 0-100      |
| <b>Educational Attainment</b>                  | 66th  | 0.994  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -              | -      | 0-100      |
| Enrolment in primary education %               | -     | -      |                                | -                 | -              | -      | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.27              | 102.21         | 102.48 | 0-200      |
| Enrolment in tertiary education %              | 112th | 0.974  |                                | -1.71             | 63.75          | 65.46  | 0-200      |
| <b>Health and Survival</b>                     | 50th  | 0.973  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 58th  | 1.040  |                                | -                 | -              | -      | 0-100      |
| <b>Political Empowerment</b>                   | 125th | 0.085  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 115th | 0.186  |                                | -68.60            | 15.70          | 84.30  | 0-100      |
| Women in ministerial positions %               | 124th | 0.111  |                                | -80.00            | 10.00          | 90.00  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0              | 50.00  | 0-50       |

Complementary Targets and Contextual Indicators2025

| General indicators     |                             |  |          |
|------------------------|-----------------------------|--|----------|
| Indicator              | Unit                        |  | Value    |
| GDP                    | US\$ billions               |  | 4,204.49 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 |  | 45.92    |
| Population sex ratio   | female/male, %              |  | 51.19    |
| Population growth rate | %                           |  | -0.49    |

| Indicator        | Million people | Female | Male  | Value  |
|------------------|----------------|--------|-------|--------|
| Total population |                | 63.75  | 60.77 | 124.52 |

| Work participation and leadership     |         |  |       |
|---------------------------------------|---------|--|-------|
| Indicator                             | Unit    |  | Value |
| Gender wage gap                       | %       |  | 22.04 |
| Share of women's membership in boards | %       |  | 15.50 |
| Firms with female majority ownership  | % firms |  | n. a. |
| Firms with female top managers        | % firms |  | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.00  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 28.61  | 35.01 | 63.62 |

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

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 2.60 | 2.70 | 2.70 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | n. a. | n. a. | n. a. |
|----------------------------|----------------------|-------|-------|-------|

|                                                           |   |       |      |       |
|-----------------------------------------------------------|---|-------|------|-------|
| Proportion of time spent on unpaid domestic and care work | % | 14.71 | 3.75 | n. a. |
|-----------------------------------------------------------|---|-------|------|-------|

| Access to finance                           |              |              |       |
|---------------------------------------------|--------------|--------------|-------|
| Indicator                                   | Equal rights |              | Value |
| Access to financial services                |              | Equal rights | ◆     |
| Inheritance rights for widows and daughters |              | Equal rights | ◆     |
| Access to land assets                       |              | Equal rights | ◆     |
| Access to non-land assets                   |              | Equal rights | ◆     |

| Civil and political freedom              |               |              |            |
|------------------------------------------|---------------|--------------|------------|
| Indicator                                | Unit          |              | Value      |
| Year women received right to vote        | year          |              | 1945, 1947 |
| Number of female heads of state to date  | number        |              | n. a.      |
| Seats held in upper house                | % total seats |              | 25.52      |
| Indicator                                | Yes/No        |              | Value      |
| Election list quotas for women, national |               |              | n. a.      |
| Party membership quotas, voluntary       |               |              | Yes        |
| Indicator                                | Equal rights  |              | Value      |
| Access to justice                        |               | Equal rights | ◆          |
| Freedom of movement                      |               | Equal rights | ◆          |

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

| Indicator        | Equal rights |                   | Value |
|------------------|--------------|-------------------|-------|
| Right to divorce |              | Restricted rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 28   | 0     |

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

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

| Health                                    |                                |  |       |
|-------------------------------------------|--------------------------------|--|-------|
| Indicator                                 | Unit                           |  | Value |
| Prevalence of gender violence in lifetime | % women                        |  | 20.00 |
| 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               |  | 1.20  |

| Indicator             | 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.

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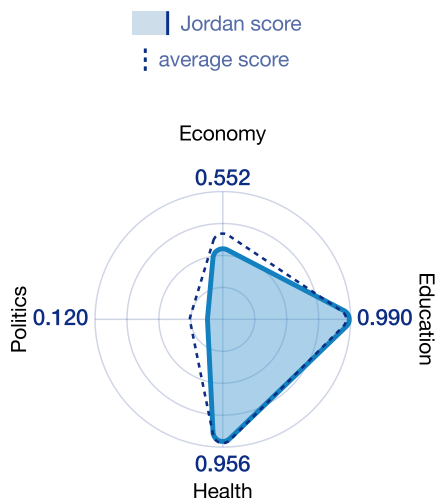
Jordan

0.655

122nd

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |       | ▼ 2024 |       |
|-----------------------------------------------|-------|-------|--------|-------|
|                                               | Score | Rank  | Score  | Rank  |
| <b>Global Gender Gap Index</b>                | 0.655 | 122nd | 0.652  | 123rd |
| <b>Economic Participation and Opportunity</b> | 0.552 | 125th | 0.536  | 129th |
| <b>Educational Attainment</b>                 | 0.990 | 80th  | 0.998  | 45th  |
| <b>Health and Survival</b>                    | 0.956 | 139th | 0.957  | 140th |
| <b>Political Empowerment</b>                  | 0.120 | 114th | 0.117  | 115th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 125th | 0.552  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 146th | 0.255  |                                | -46.12            | 15.77              | 61.90 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 25th  | 0.739  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 143rd | 0.222  |                                | -11.69            | 3.34               | 15.03 | 0-150      |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 4.63              | 47.69              | 52.32 | 0-100      |
| Professional and technical workers %           | 108th | 0.611  |                                | -24.12            | 37.94              | 62.06 | 0-100      |
| <b>Educational Attainment</b>                  | 80th  | 0.990  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 98th  | 0.948  |                                | -5.00             | 92.00              | 97.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.80              | 96.88              | 97.68 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.41              | 90.78              | 93.19 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 13.59             | 26.82              | 40.41 | 0-200      |
| <b>Health and Survival</b>                     | 139th | 0.956  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 144th | 0.983  |                                | -                 |                    |       | 0-100      |
| <b>Political Empowerment</b>                   | 114th | 0.120  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 107th | 0.243  |                                | -60.87            | 19.57              | 80.44 | 0-100      |
| Women in ministerial positions %               | 101st | 0.182  |                                | -69.23            | 15.39              | 84.62 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |



## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 50.97 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 9.36  |
| Population sex ratio   | female/male, %              | 48.39 |
| Population growth rate | %                           | 1.61  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 5.54   | 5.90 | 11.44 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 3.40  |
| Firms with female top managers        | % firms | 3.10  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.57  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.48   | 2.28 | 2.76  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 42.66  | 57.70 | 55.12 |
| Unemployed adults                                         | % of labour force (15-64) | 23.19  | 15.26 | 16.74 |
| Workers employed part-time                                | % of employed people      | 8.10   | 7.56  | 7.65  |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

## Access to finance

| Indicator                                   | 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              | 1974  |
| Number of female heads of state to date  | number            | n. a. |
| Seats held in upper house                | % total seats     | 14.49 |
| Indicator                                | Yes/No            | Value |
| Election list quotas for women, national | Yes               |       |
| Party membership quotas, voluntary       | Yes               |       |
| Indicator                                | Equal rights      | Value |
| Access to justice                        | Restricted rights | ◇     |
| Freedom of movement                      | Restricted rights | ◇     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 10.80 |
| Early marriage                            | %             | 7.60  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Unequal rights | ◇     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 70     | 3    | 0     |

## Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 17.13  | 32.40 | 23.18 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.63   | 1.36  | 0.92  |
| Arts & Humanities                       |   | 18.64  | 15.72 | 17.49 |
| Business, Admin. & Law                  |   | 16.66  | 22.89 | 19.13 |
| Education                               |   | 16.93  | 4.92  | 12.17 |
| Engineering, Manuf. & Construction      |   | 6.67   | 16.75 | 10.66 |
| Health & Welfare                        |   | 24.94  | 19.41 | 22.75 |
| Information & Comm. Technologies        |   | 5.67   | 12.22 | 8.26  |
| Natural Sci., Mathematics & Statistics  |   | 4.79   | 3.43  | 4.25  |
| Social Sci., Journalism & Information   |   | 4.21   | 2.41  | 3.50  |

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 1.44   | 1.43 | 1.43   |
| PhD graduates                     |              | 0.48   | 1.44 | 0.94   |
| Graduates from tertiary education |              | 1.44   | 1.43 | 1.43   |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 24.00 |
| Births attended by skilled personnel      | % live births                  | 99.70 |
| Maternal mortality                        | deaths per 100,000 live births | 31.00 |
| Total fertility rate                      | births per woman               | 2.64  |

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights | ◇     |

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

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

## Kazakhstan

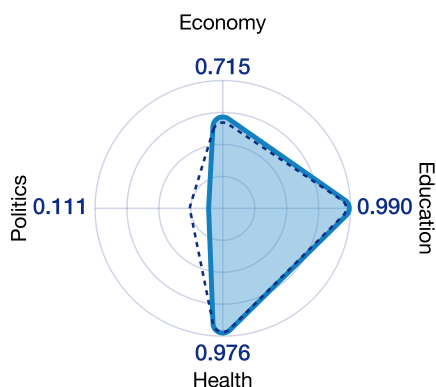
0.698

92nd

2025

## Global Gender Gap Index 2025 Edition

■ Kazakhstan score  
⋯ average score



## Overview

| Index and Subindex                       | 2025  |       | ▼ 2024 |       |
|------------------------------------------|-------|-------|--------|-------|
|                                          | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                  | 0.698 | 92nd  | 0.710  | 76th  |
| 📊 Economic Participation and Opportunity | 0.715 | 61st  | 0.751  | 28th  |
| 📖 Educational Attainment                 | 0.990 | 82nd  | 0.999  | 36th  |
| ⚕️ Health and Survival                   | 0.976 | 33rd  | 0.976  | 46th  |
| 🏛️ Political Empowerment                 | 0.111 | 117th | 0.116  | 116th |

## Global Gender Gap Index Indicators

2025

|                                                                                                                                                | Indicator | Rank | Score* | Compare with<br>: Global average                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Difference<br>F-M <div></div> | ◆ Female vs ◆ Male |  | Min<br>Max |
|------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------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| <div></div> <div>Economic Participation and Opportun...</div> |           | 61st | 0.715  | <div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><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|                               |                    |  |            |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |        |  |  |
|------------------------|-----------------------------|--------|--|--|
| Indicator              | Unit                        | Value  |  |  |
| GDP                    | US\$ billions               | 262.64 |  |  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 34.70  |  |  |
| Population sex ratio   | female/male, %              | 51.32  |  |  |
| Population growth rate | %                           | 1.46   |  |  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 10.43  | 9.90 | 20.33 |

| Work participation and leadership     |         |       |  |  |
|---------------------------------------|---------|-------|--|--|
| Indicator                             | Unit    | Value |  |  |
| Gender wage gap                       | %       | n. a. |  |  |
| Share of women's membership in boards | %       | n. a. |  |  |
| Firms with female majority ownership  | % firms | 24.10 |  |  |
| Firms with female top managers        | % firms | 26.00 |  |  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.81  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 4.10   | 4.37 | 8.46  |

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

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 5.55 | 4.30 | 4.90 |
|-------------------|---------------------------|------|------|------|

|                            |                      |      |      |      |
|----------------------------|----------------------|------|------|------|
| Workers employed part-time | % of employed people | 7.36 | 5.93 | 6.61 |
|----------------------------|----------------------|------|------|------|

|                                                           |   |       |      |       |
|-----------------------------------------------------------|---|-------|------|-------|
| Proportion of time spent on unpaid domestic and care work | % | 18.96 | 6.25 | n. a. |
|-----------------------------------------------------------|---|-------|------|-------|

| Access to finance                           |              |              |  |  |
|---------------------------------------------|--------------|--------------|--|--|
| Indicator                                   | Equal rights | Value        |  |  |
| Access to financial services                |              | Equal rights |  |  |
| Inheritance rights for widows and daughters |              | Equal rights |  |  |
| Access to land assets                       |              | Equal rights |  |  |
| Access to non-land assets                   |              | Equal rights |  |  |

| Civil and political freedom             |               |            |  |  |
|-----------------------------------------|---------------|------------|--|--|
| Indicator                               | Unit          | Value      |  |  |
| Year women received right to vote       | year          | 1924, 1991 |  |  |
| Number of female heads of state to date | number        | n. a.      |  |  |
| Seats held in upper house               | % total seats | 20.00      |  |  |

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

| Indicator           | Equal rights | Value        |
|---------------------|--------------|--------------|
| Access to justice   |              | Equal rights |
| Freedom of movement |              | Equal rights |

| Family and care                           |               |       |  |  |
|-------------------------------------------|---------------|-------|--|--|
| Indicator                                 | Unit          | Value |  |  |
| Unmet family planning                     | % women 15-49 | 15.47 |  |  |
| Early marriage                            | %             | 6.00  |  |  |
| Mean age of women at birth of first child | years         | 29.50 |  |  |

| Indicator        | Equal rights | Value        |
|------------------|--------------|--------------|
| Right to divorce |              | Equal rights |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 126    | 0    | 492.00 |

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | 14.04  | 36.11 | 24.06 |
| Agri., Forestry, Fisheries & Veterinary |   | 2.59   | 5.61  | 3.97  |
| Arts & Humanities                       |   | 4.37   | 2.36  | 3.46  |
| Business, Admin. & Law                  |   | 18.12  | 21.18 | 19.51 |
| Education                               |   | 37.25  | 14.30 | 26.83 |
| Engineering, Manuf. & Construction      |   | 8.78   | 30.08 | 18.45 |
| Health & Welfare                        |   | 16.26  | 6.32  | 11.75 |
| Information & Comm. Technologies        |   | 2.34   | 4.70  | 3.41  |
| Natural Sci., Mathematics & Statistics  |   | 2.93   | 1.33  | 2.20  |
| Social Sci., Journalism & Information   |   | 2.37   | 0.83  | 1.67  |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 16.47  | 18.43 | 17.48  |
| PhD graduates                     |              | n. a.  | n. a. | n. a.  |
| Graduates from tertiary education |              | 16.47  | 18.43 | 17.48  |

| Health                                    |                                |       |  |  |
|-------------------------------------------|--------------------------------|-------|--|--|
| Indicator                                 | Unit                           | Value |  |  |
| Prevalence of gender violence in lifetime | % women                        | 16.00 |  |  |
| Births attended by skilled personnel      | % live births                  | 99.90 |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 10.00 |  |  |
| Total fertility rate                      | births per woman               | 3.01  |  |  |

| Indicator             | 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 Report 2025 232

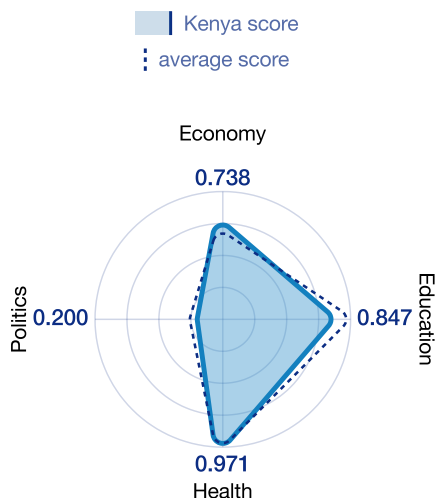
## Kenya

0.689

98th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.689 | 98th  | 0.712  | 75th  |
| Economic Participation and Opportunity | 0.738 | 43rd  | 0.789  | 13th  |
| Educational Attainment                 | 0.847 | 138th | 0.877  | 135th |
| Health and Survival                    | 0.971 | 64th  | 0.975  | 52nd  |
| Political Empowerment                  | 0.200 | 86th  | 0.210  | 80th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 43rd  | 0.738  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 52nd  | 0.842  |                                | -9.97             | 53.25◆             | 63.21 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 77th  | 0.637  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 52nd  | 0.673  |                                | -2.22             | 4.58◆              | 6.80  | 0-150      |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 17.29             | 41.35◆             | 58.65 | 0-100      |
| Professional and technical workers %           | 105th | 0.619  |                                | -23.52            | 38.24◆             | 61.76 | 0-100      |
| Educational Attainment                         | 138th | 0.847  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 102nd | 0.930  |                                | -6.00             | 80.00◆             | 86.00 | 0-100      |
| Enrolment in primary education %               | -     | -      |                                | -                 | -                  | -     | -          |
| Enrolment in secondary education %             | -     | -      |                                | -                 | -                  | -     | -          |
| Enrolment in tertiary education %              | 127th | 0.716  |                                | -3.91             | 9.88◆              | 13.79 | 0-200      |
| Health and Survival                            | 64th  | 0.971  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 73rd  | 1.033  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 86th  | 0.200  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 91st  | 0.303  |                                | -53.45            | 23.28◆             | 76.72 | 0-100      |
| Women in ministerial positions %               | 52nd  | 0.429  |                                | -40.00            | 30.00◆             | 70.00 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0◆                 | 50.00 | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |        |       |       |
|------------------------|-----------------------------|--------|-------|-------|
| Indicator              | Unit                        | Value  |       |       |
| GDP                    | US\$ billions               | 108.04 |       |       |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 5.68   |       |       |
| Population sex ratio   | female/male, %              | 50.28  |       |       |
| Population growth rate | %                           | 1.98   |       |       |
| Indicator              | Million people              | Female | Male  | Value |
| Total population       |                             | 27.82  | 27.52 | 55.34 |

| Work participation and leadership                         |                           |        |       |       |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Indicator                                                 | Unit                      | Value  |       |       |
| Gender wage gap                                           | %                         | n. a.  |       |       |
| Share of women's membership in boards                     | %                         | n. a.  |       |       |
| Firms with female majority ownership                      | % firms                   | 13.20  |       |       |
| Firms with female top managers                            | % firms                   | 18.10  |       |       |
| Indicator                                                 | 1-7 (best)                | Value  |       |       |
| Advancement of women to leadership roles                  |                           | 4.49   |       |       |
| Indicator                                                 | Million people            | Female | Male  | Value |
| Labour-force                                              |                           | 7.08   | 8.09  | 15.17 |
| Indicator                                                 | Unit                      | Female | Male  | Value |
| Share of workers in informal sector                       | % workers                 | 90.19  | 83.13 | 86.49 |
| Unemployed adults                                         | % of labour force (15-64) | 7.43   | 4.41  | 5.81  |
| Workers employed part-time                                | % of employed people      | 47.39  | 31.20 | 38.69 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

| Access to finance                           |                   |       |  |  |
|---------------------------------------------|-------------------|-------|--|--|
| Indicator                                   | Equal rights      | Value |  |  |
| Access to financial services                | Equal rights      | ◆     |  |  |
| Inheritance rights for widows and daughters | Restricted rights | ◆     |  |  |
| Access to land assets                       | Uneven rights     | ◆     |  |  |
| Access to non-land assets                   | Uneven rights     | ◆     |  |  |

| Civil and political freedom              |                   |       |  |  |
|------------------------------------------|-------------------|-------|--|--|
| Indicator                                | Unit              | Value |  |  |
| Year women received right to vote        | year              | n. a. |  |  |
| Number of female heads of state to date  | number            | n. a. |  |  |
| Seats held in upper house                | % total seats     | 31.34 |  |  |
| Indicator                                | Yes/No            | Value |  |  |
| Election list quotas for women, national |                   | n. a. |  |  |
| Party membership quotas, voluntary       |                   | Yes   |  |  |
| Indicator                                | Equal rights      | Value |  |  |
| Access to justice                        | Equal rights      | ◆     |  |  |
| Freedom of movement                      | Restricted rights | ◆     |  |  |

| Family and care                           |               |        |      |       |
|-------------------------------------------|---------------|--------|------|-------|
| Indicator                                 | Unit          | Value  |      |       |
| Unmet family planning                     | % women 15-49 | 13.90  |      |       |
| Early marriage                            | %             | 12.00  |      |       |
| Mean age of women at birth of first child | years         | n. a.  |      |       |
| Indicator                                 | Equal rights  | Value  |      |       |
| Right to divorce                          | Uneven rights | ◆      |      |       |
| Indicator                                 | Shared days   | Female | Male | Value |
| Length of paid parental leave             |               | 90     | 14   | 0     |

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

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | n. a.  | n. a. | n. a.  |
| PhD graduates                     |              | 0.07   | 0.13  | 0.10   |
| Graduates from tertiary education |              | n. a.  | n. a. | n. a.  |

| Health                                    |                                |        |  |  |
|-------------------------------------------|--------------------------------|--------|--|--|
| Indicator                                 | Unit                           | Value  |  |  |
| Prevalence of gender violence in lifetime | % women                        | 38.00  |  |  |
| Births attended by skilled personnel      | % live births                  | 70.20  |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 149.00 |  |  |
| Total fertility rate                      | births per woman               | 3.21   |  |  |
| Indicator                                 | 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, de finitions, sources and periods.

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

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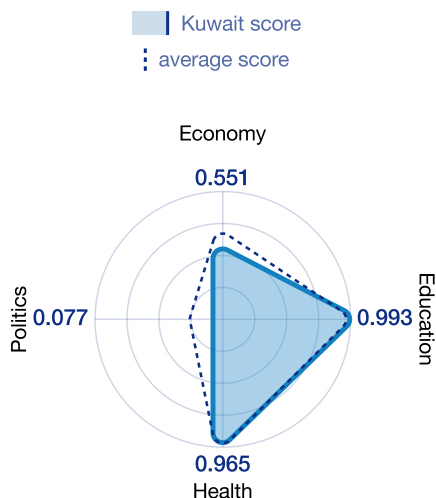
Kuwait

0.646

128th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |       | ▼ 2024 |       |
|-----------------------------------------------|-------|-------|--------|-------|
|                                               | Score | Rank  | Score  | Rank  |
| <b>Global Gender Gap Index</b>                | 0.646 | 128th | 0.636  | 131st |
| <b>Economic Participation and Opportunity</b> | 0.551 | 127th | 0.550  | 126th |
| <b>Educational Attainment</b>                 | 0.993 | 71st  | 0.997  | 50th  |
| <b>Health and Survival</b>                    | 0.965 | 97th  | 0.968  | 87th  |
| <b>Political Empowerment</b>                  | 0.077 | 131st | 0.029  | 145th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 127th | 0.551  |                                | -                 | Min - Max      | -          |
| Labour-force participation rate %              | 126th | 0.568  |                                | -37.96            | 49.89 87.85    | 0-100      |
| Wage equality for similar work 1-7 (best)      | 44th  | 0.704  |                                | -                 | -              | 0-100      |
| Estimated earned income int'l \$ 1,000         | 136th | 0.376  |                                | -38.32            | 23.05 61.38    | 0-150      |
| Legislators, senior officials and managers %   | 128th | 0.158  |                                | -72.77            | 13.61 86.39    | 0-100      |
| Professional and technical workers %           | 77th  | 0.932  |                                | -3.50             | 48.25 51.75    | 0-100      |
| <b>Educational Attainment</b>                  | 71st  | 0.993  |                                | -                 | -              | -          |
| Literacy rate %                                | 80th  | 0.979  |                                | -2.00             | 95.00 97.00    | 0-100      |
| Enrolment in primary education %               | -     | -      | -                              | -                 | -              | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 8.36              | 91.42 99.78    | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 26.02             | 39.92 65.94    | 0-200      |
| <b>Health and Survival</b>                     | 97th  | 0.965  |                                | -                 | -              | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | 0-100      |
| Healthy life expectancy** years                | 110th | 1.013  |                                | -                 | -              | 0-100      |
| <b>Political Empowerment</b>                   | 131st | 0.077  |                                | -                 | -              | -          |
| Women in parliament %                          | -     | -      | -                              | -                 | -              | -          |
| Women in ministerial positions %               | 89th  | 0.214  |                                | -64.71            | 17.65 82.35    | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0 50.00        | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |  |       |
|------------------------|-----------------------------|--|-------|
| Indicator              | Unit                        |  | Value |
| GDP                    | US\$ billions               |  | 163.7 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 |  | 46.46 |
| Population sex ratio   | female/male, %              |  | 38.84 |
| Population growth rate | %                           |  | 5.59  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.89   | 2.97 | 4.85  |

| Work participation and leadership     |         |  |       |
|---------------------------------------|---------|--|-------|
| Indicator                             | Unit    |  | Value |
| Gender wage gap                       | %       |  | n. a. |
| Share of women's membership in boards | %       |  | n. a. |
| Firms with female majority ownership  | % firms |  | n. a. |
| Firms with female top managers        | % firms |  | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.67  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.64   | 1.91 | 2.55  |

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

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 5.84 | 0.96 | 2.19 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | n. a. | n. a. | n. a. |
|----------------------------|----------------------|-------|-------|-------|

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

| Access to finance                           |                |
|---------------------------------------------|----------------|
| Indicator                                   | Equal rights   |
| 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          |
| Year women received right to vote       | year          |
| Number of female heads of state to date | number        |
| Seats held in upper house               | % total seats |

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

| Indicator           | Equal rights      |
|---------------------|-------------------|
| Access to justice   | Restricted rights |
| Freedom of movement | Equal rights      |

| Family and care                           |               |
|-------------------------------------------|---------------|
| Indicator                                 | Unit          |
| Unmet family planning                     | % women 15-49 |
| Early marriage                            | %             |
| Mean age of women at birth of first child | years         |

| Indicator                     | Equal rights | Value                                                                                              |                                                                                          |       |
|-------------------------------|--------------|----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-------|
| Right to divorce              |              | Unequal rights  |                                                                                          |       |
| Indicator                     | Shared days  |  Female         |  Male | Value |
| Length of paid parental leave |              | 70                                                                                                 | 0                                                                                        | 0     |

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

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

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

| Indicator             | 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, de finitions, sources and periods.

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

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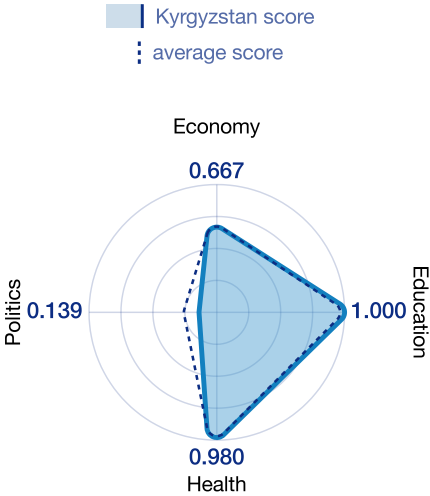
Kyrgyzstan

0.696

95th

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.696 | 95th  | 0.700  | 90th  |
| Economic Participation and Opportunity | 0.667 | 92nd  | 0.695  | 73rd  |
| Educational Attainment                 | 1.000 | 1st   | 0.991  | 82nd  |
| Health and Survival                    | 0.980 | 1st   | 0.980  | 1st   |
| Political Empowerment                  | 0.139 | 109th | 0.133  | 109th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 92nd  | 0.667  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 120th | 0.611  |                                | -28.70            | 45.17◆             | 73.87  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 83rd  | 0.625  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 107th | 0.554  |                                | -3.69             | 4.58◆              | 8.27   | 0-150      |
| Legislators, senior officials and managers %   | 34th  | 0.726  |                                | -15.85            | 42.08◆             | 57.93  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 18.83             | 40.58◆             | 59.42  | 0-100      |
| Educational Attainment                         | 1st   | 1.000  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0                 | 100.00◆            | 100.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.07              | 96.98◆             | 97.06  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.30              | 90.23◆             | 92.52  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 12.44             | 46.99◆             | 59.43  | 0-200      |
| Health and Survival                            | 1st   | 0.980  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 |                    |        | 0-100      |
| Political Empowerment                          | 109th | 0.139  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 93rd  | 0.286  |                                | -55.56            | 22.22◆             | 77.78  | 0-100      |
| Women in ministerial positions %               | 112th | 0.143  |                                | -75.00            | 12.50◆             | 87.50  | 0-100      |
| Years with female/male head of state (last 50) | 62nd  | 0.034  |                                | -46.70            | 1.65◆              | 48.35  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 13.99 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 6.40  |
| Population sex ratio   | female/male, %              | 50.56 |
| Population growth rate | %                           | 1.77  |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 3.59     | 3.51   | 7.10  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 18.50 |
| Firms with female top managers        | % firms | 21.70 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.05  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 0.92     | 1.39   | 2.31  |

| Indicator                           | Unit      | ◆ Female | ◆ Male | Value |
|-------------------------------------|-----------|----------|--------|-------|
| Share of workers in informal sector | % workers | 53.36    | 62.27  | 58.84 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 6.17 | 4.03 | 4.87 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 30.01 | 15.23 | 20.92 |
|----------------------------|----------------------|-------|-------|-------|

|                                                           |   |       |      |       |
|-----------------------------------------------------------|---|-------|------|-------|
| Proportion of time spent on unpaid domestic and care work | % | 16.81 | 9.51 | n. a. |
|-----------------------------------------------------------|---|-------|------|-------|

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1991  |
| Number of female heads of state to date | number        | 2     |
| Seats held in upper house               | % total seats | n. a. |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 19.73 |
| Early marriage                            | %             | 9.10  |
| Mean age of women at birth of first child | years         | 22.60 |

| Indicator        | Equal rights        | Value |
|------------------|---------------------|-------|
| Right to divorce | Near-equal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 126      | 0      | 0     |

## Education and skills

| Graduates                               | % | ◆ Female | ◆ Male | Value |
|-----------------------------------------|---|----------|--------|-------|
| STEM                                    |   | 10.73    | 26.53  | 17.64 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.52     | 2.71   | 1.48  |
| Arts & Humanities                       |   | 13.62    | 24.53  | 18.39 |
| Business, Admin. & Law                  |   | 14.63    | 15.21  | 14.88 |
| Education                               |   | 34.24    | 4.28   | 21.13 |
| Engineering, Manuf. & Construction      |   | 5.45     | 18.74  | 11.26 |
| Health & Welfare                        |   | 23.25    | 24.11  | 23.62 |
| Information & Comm. Technologies        |   | 2.54     | 6.36   | 4.21  |
| Natural Sci., Mathematics & Statistics  |   | 2.75     | 1.43   | 2.17  |
| Social Sci., Journalism & Information   |   | 1.63     | 0.70   | 1.22  |

| Graduates                         | Attainment % | ◆ Female | ◆ Male | Parity |
|-----------------------------------|--------------|----------|--------|--------|
| Vocational training               |              | 5.31     | 7.79   | 6.56   |
| PhD graduates                     |              | n. a.    | n. a.  | n. a.  |
| Graduates from tertiary education |              | 5.31     | 7.79   | 6.56   |

## Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 23.00  |
| Births attended by skilled personnel      | % live births                  | 100.00 |
| Maternal mortality                        | deaths per 100,000 live births | 42.00  |
| Total fertility rate                      | births per woman               | 2.70   |

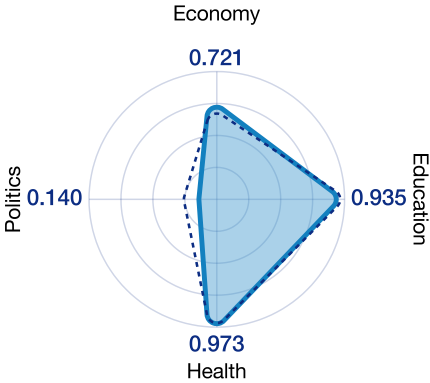
| Indicator             | Equal rights   | Value |
|-----------------------|----------------|-------|
| Reproductive autonomy | Equal rights ◆ |       |

\*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 2025 Edition

■ Lao PDR score  
⋮ average score



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.692 | 96th  | 0.700  | 89th  |
| Economic Participation and Opportunity | 0.721 | 56th  | 0.714  | 61st  |
| Educational Attainment                 | 0.935 | 125th | 0.972  | 104th |
| Health and Survival                    | 0.973 | 54th  | 0.975  | 50th  |
| Political Empowerment                  | 0.140 | 108th | 0.140  | 105th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 56th  | 0.721  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 36th  | 0.869  |                                | -9.29             | 61.47              | 70.76 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 15th  | 0.768  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 42nd  | 0.683  |                                | -3.15             | 6.79               | 9.94  | 0-150      |
| Legislators, senior officials and managers %   | 103rd | 0.346  |                                | -48.64            | 25.68              | 74.32 | 0-100      |
| Professional and technical workers %           | 85th  | 0.891  |                                | -5.78             | 47.11              | 52.89 | 0-100      |
| Educational Attainment                         | 125th | 0.935  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 109th | 0.878  |                                | -11.00            | 79.00              | 90.00 | 0-100      |
| Enrolment in primary education %               | 94th  | 0.996  |                                | -0.38             | 89.47              | 89.85 | 0-100      |
| Enrolment in secondary education %             | 123rd | 0.958  |                                | -2.32             | 53.26              | 55.57 | 0-200      |
| Enrolment in tertiary education %              | 124th | 0.745  |                                | -4.34             | 12.69              | 17.03 | 0-200      |
| Health and Survival                            | 54th  | 0.973  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 61st  | 1.038  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 108th | 0.140  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 95th  | 0.281  |                                | -56.10            | 21.95              | 78.05 | 0-100      |
| Women in ministerial positions %               | 89th  | 0.214  |                                | -64.71            | 17.65              | 82.35 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 15.84 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 8.37  |
| Population sex ratio   | female/male, %              | 49.75 |
| Population growth rate | %                           | 1.39  |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 3.81     | 3.85   | 7.66  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 49.50 |
| Firms with female top managers        | % firms | 43.10 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.40  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 1.34     | 1.49   | 2.83  |

| Indicator                           | Unit      | ◆ Female | ◆ Male | Value |
|-------------------------------------|-----------|----------|--------|-------|
| Share of workers in informal sector | % workers | 91.60    | 89.47  | 90.49 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 0.92 | 1.57 | 1.26 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 19.56 | 18.61 | 19.06 |
|----------------------------|----------------------|-------|-------|-------|

|                                                           |   |       |       |       |
|-----------------------------------------------------------|---|-------|-------|-------|
| Proportion of time spent on unpaid domestic and care work | % | 13.60 | 10.06 | n. a. |
|-----------------------------------------------------------|---|-------|-------|-------|

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1958  |
| Number of female heads of state to date | number        | n. a. |
| 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           | Equal rights        | Value |
|---------------------|---------------------|-------|
| Access to justice   | Near-equal rights ◆ |       |
| Freedom of movement | Equal rights ◆      |       |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 13.30 |
| Early marriage                            | %             | 23.50 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights        | Value |
|------------------|---------------------|-------|
| Right to divorce | Near-equal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 105      | 3      | 0     |

## Education and skills

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
| STEM      |   | 12.96    | 34.11  | 23.14 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 7.24 | 7.77 | 7.50 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 9.88 | 9.16 | 9.53 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 47.29 | 31.95 | 39.90 |
|------------------------|-------|-------|-------|

|           |       |       |       |
|-----------|-------|-------|-------|
| Education | 12.47 | 10.13 | 11.35 |
|-----------|-------|-------|-------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 4.81 | 21.20 | 12.71 |
|------------------------------------|------|-------|-------|

|                  |      |      |      |
|------------------|------|------|------|
| Health & Welfare | 4.70 | 2.79 | 3.78 |
|------------------|------|------|------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 6.21 | 10.94 | 8.49 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 1.94 | 1.96 | 1.95 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 1.29 | 1.47 | 1.37 |
|---------------------------------------|------|------|------|

|                     |              |          |        |        |
|---------------------|--------------|----------|--------|--------|
| Graduates           | Attainment % | ◆ Female | ◆ Male | Parity |
| Vocational training |              | 4.65     | 6.17   | 5.42   |

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

|                                   |  |      |      |      |
|-----------------------------------|--|------|------|------|
| Graduates from tertiary education |  | 4.65 | 6.17 | 5.42 |
|-----------------------------------|--|------|------|------|

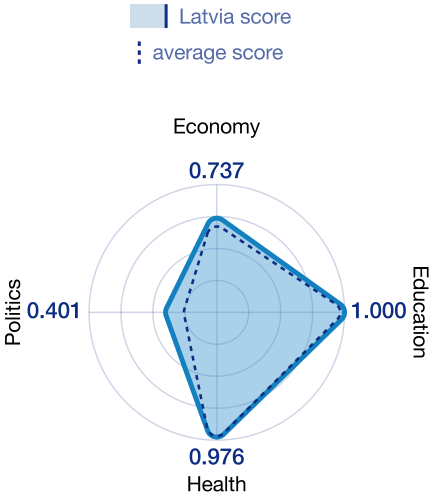
| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 19.00  |
| Births attended by skilled personnel      | % live births                  | 64.40  |
| Maternal mortality                        | deaths per 100,000 live births | 112.00 |
| Total fertility rate                      | births per woman               | 2.42   |

| Indicator             | 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 2025 Edition



Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.778 | 21st | 0.773  | 30th |
| Economic Participation and Opportunity | 0.737 | 45th | 0.755  | 26th |
| Educational Attainment                 | 1.000 | 1st  | 1.000  | 1st  |
| Health and Survival                    | 0.976 | 33rd | 0.976  | 48th |
| Political Empowerment                  | 0.401 | 29th | 0.364  | 35th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 45th  | 0.737  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 63rd  | 0.822  |                                | -12.06            | 55.73              | 67.79  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 81st  | 0.626  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 56th  | 0.659  |                                | -15.97            | 30.92              | 46.89  | 0-150      |
| Legislators, senior officials and managers %   | 31st  | 0.754  |                                | -14.02            | 42.99              | 57.01  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 25.94             | 37.03              | 62.97  | 0-100      |
| Educational Attainment                         | 1st   | 1.000  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 |                    |        | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.63              | 97.74              | 98.37  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.70              | 101.78             | 102.49 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 30.72             | 70.78              | 101.50 | 0-200      |
| Health and Survival                            | 33rd  | 0.976  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 126th | 0.939  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 |                    |        | 0-100      |
| Political Empowerment                          | 29th  | 0.401  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 58th  | 0.449  |                                | -38.00            | 31.00              | 69.00  | 0-100      |
| Women in ministerial positions %               | 31st  | 0.556  |                                | -28.57            | 35.71              | 64.29  | 0-100      |
| Years with female/male head of state (last 50) | 15th  | 0.281  |                                | -28.09            | 10.96              | 39.04  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 42.25 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 38.37 |
| Population sex ratio   | female/male, %              | 53.68 |
| Population growth rate | %                           | -0.10 |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.01   | 0.87 | 1.88  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 18.41 |
| Share of women's membership in boards | %       | 19.00 |
| Firms with female majority ownership  | % firms | 18.40 |
| Firms with female top managers        | % firms | 32.60 |

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

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.44   | 0.44 | 0.88  |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 2.65   | 2.11 | 2.40  |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 6.20   | 8.40 | 7.30  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 24.08  | 15.33 | 19.75 |

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

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

## Civil and political freedom

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

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.60  |
| Mean age of women at birth of first child | years         | 28.00 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 112    | 10   | 309.00 |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 9.89   | 38.49 | 19.67 |

| Indicator                               | Value          |
|-----------------------------------------|----------------|
| Agri., Forestry, Fisheries & Veterinary | 1.12 1.79 1.35 |

| Indicator         | Value          |
|-------------------|----------------|
| Arts & Humanities | 8.47 5.08 7.31 |

| Indicator              | Value             |
|------------------------|-------------------|
| Business, Admin. & Law | 26.68 25.62 26.32 |

| Indicator | Value           |
|-----------|-----------------|
| Education | 13.67 1.74 9.59 |

| Indicator                          | Value            |
|------------------------------------|------------------|
| Engineering, Manuf. & Construction | 5.27 23.46 11.49 |

| Indicator        | Value            |
|------------------|------------------|
| Health & Welfare | 23.83 9.26 18.84 |

| Indicator                        | Value           |
|----------------------------------|-----------------|
| Information & Comm. Technologies | 1.86 12.31 5.43 |

| Indicator                              | Value          |
|----------------------------------------|----------------|
| Natural Sci., Mathematics & Statistics | 2.76 2.72 2.75 |

| Indicator                             | Value           |
|---------------------------------------|-----------------|
| Social Sci., Journalism & Information | 10.51 5.77 8.89 |

| Indicator | Value             |
|-----------|-------------------|
| Graduates | 15.73 18.18 16.99 |

| Indicator           | Value             |
|---------------------|-------------------|
| Vocational training | 15.73 18.18 16.99 |

| Indicator     | Value          |
|---------------|----------------|
| PhD graduates | 0.37 0.60 0.47 |

| Indicator                         | Value             |
|-----------------------------------|-------------------|
| Graduates from tertiary education | 15.73 18.18 16.99 |

| Indicator | Value             |
|-----------|-------------------|
| Health    | 15.73 18.18 16.99 |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 25.00 |
| Births attended by skilled personnel      | % live births                  | 99.90 |
| Maternal mortality                        | deaths per 100,000 live births | 19.00 |
| Total fertility rate                      | births per woman               | 1.36  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

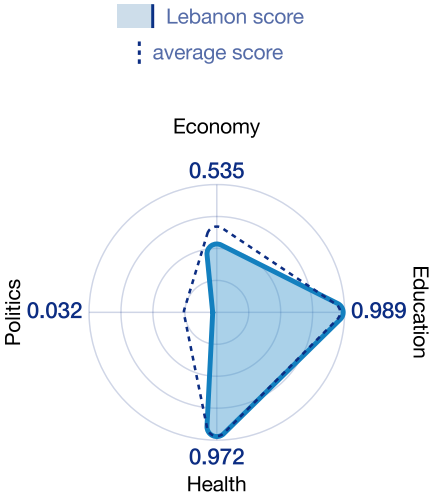
Lebanon

0.632

136th

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.632 | 136th | 0.632  | 133rd |
| Economic Participation and Opportunity | 0.535 | 130th | 0.558  | 122nd |
| Educational Attainment                 | 0.989 | 85th  | 0.966  | 111th |
| Health and Survival                    | 0.972 | 60th  | 0.971  | 67th  |
| Political Empowerment                  | 0.032 | 145th | 0.033  | 142nd |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| Economic Participation and Opportun...         | 130th | 0.535  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 138th | 0.416  |                                | -41.21            | 29.35          | 70.56  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 89th  | 0.614  |                                | -                 | -              | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 128th | 0.456  |                                | -8.67             | 7.26           | 15.93  | 0-150      |
| Legislators, senior officials and managers %   | 116th | 0.269  |                                | -57.59            | 21.21          | 78.79  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 8.00              | 46.00          | 54.00  | 0-100      |
| Educational Attainment                         | 85th  | 0.989  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 100th | 0.947  |                                | -5.00             | 90.00          | 95.00  | 0-100      |
| Enrolment in primary education %               | 92nd  | 0.997  |                                | -0.24             | 74.21          | 74.45  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 7.57              | 59.17          | 66.74  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 13.69             | 43.45          | 57.14  | 0-200      |
| Health and Survival                            | 60th  | 0.972  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 67th  | 1.036  |                                | -                 | -              | -      | 0-100      |
| Political Empowerment                          | 145th | 0.032  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 135th | 0.067  |                                | -87.50            | 6.25           | 93.75  | 0-100      |
| Women in ministerial positions %               | 141st | 0.048  |                                | -90.91            | 4.55           | 95.46  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0              | 50.00  | 0-50       |



Complementary Targets and Contextual Indicators2025

| General indicators     |                             |       |  |  |
|------------------------|-----------------------------|-------|--|--|
| Indicator              | Unit                        | Value |  |  |
| GDP                    | US\$ billions               | 20.99 |  |  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 11.47 |  |  |
| Population sex ratio   | female/male, %              | 51.39 |  |  |
| Population growth rate | %                           | 0.50  |  |  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 2.97   | 2.81 | 5.77  |

| Work participation and leadership     |         |       |  |  |
|---------------------------------------|---------|-------|--|--|
| Indicator                             | Unit    | Value |  |  |
| Gender wage gap                       | %       | n. a. |  |  |
| Share of women's membership in boards | %       | n. a. |  |  |
| Firms with female majority ownership  | % firms | 4.70  |  |  |
| Firms with female top managers        | % firms | 5.90  |  |  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.17  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.44   | 1.02 | 1.47  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 55.59  | 55.39 | 55.45 |

|                   |                           |       |       |       |
|-------------------|---------------------------|-------|-------|-------|
| Unemployed adults | % of labour force (15-64) | 14.60 | 10.30 | 11.69 |
|-------------------|---------------------------|-------|-------|-------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 25.03 | 17.94 | 20.10 |
|----------------------------|----------------------|-------|-------|-------|

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

| Access to finance                           |                   |       |  |  |
|---------------------------------------------|-------------------|-------|--|--|
| Indicator                                   | Equal rights      | Value |  |  |
| Access to financial services                | Equal rights      |       |  |  |
| Inheritance rights for widows and daughters | Unequal rights    |       |  |  |
| Access to land assets                       | Near-equal rights |       |  |  |
| Access to non-land assets                   | Near-equal rights |       |  |  |

| Civil and political freedom              |               |            |  |  |
|------------------------------------------|---------------|------------|--|--|
| Indicator                                | Unit          | Value      |  |  |
| Year women received right to vote        | year          | 1926, 1952 |  |  |
| Number of female heads of state to date  | number        | n. a.      |  |  |
| 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           | Equal rights      | Value |
|---------------------|-------------------|-------|
| Access to justice   | Near-equal rights |       |
| Freedom of movement | Equal rights      |       |

| Family and care                           |               |       |  |  |
|-------------------------------------------|---------------|-------|--|--|
| Indicator                                 | Unit          | Value |  |  |
| Unmet family planning                     | % women 15-49 | n. a. |  |  |
| Early marriage                            | %             | 2.60  |  |  |
| Mean age of women at birth of first child | years         | n. a. |  |  |

| Indicator                     | Equal rights | Value                                                                                              |                                                                                          |       |
|-------------------------------|--------------|----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-------|
| Right to divorce              |              | Unequal rights  |                                                                                          |       |
| Indicator                     | Shared days  |  Female         |  Male | Value |
| Length of paid parental leave |              | 70                                                                                                 | 0                                                                                        | 0     |

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

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | n. a.  | n. a. | n. a.  |
| PhD graduates                     |              | 1.91   | 2.97  | 2.41   |
| Graduates from tertiary education |              | n. a.  | n. a. | n. a.  |

| Health                                    |                                |       |  |  |
|-------------------------------------------|--------------------------------|-------|--|--|
| Indicator                                 | Unit                           | Value |  |  |
| Prevalence of gender violence in lifetime | % women                        | 18.40 |  |  |
| Births attended by skilled personnel      | % live births                  | n. a. |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 15.00 |  |  |
| Total fertility rate                      | births per woman               | 2.24  |  |  |

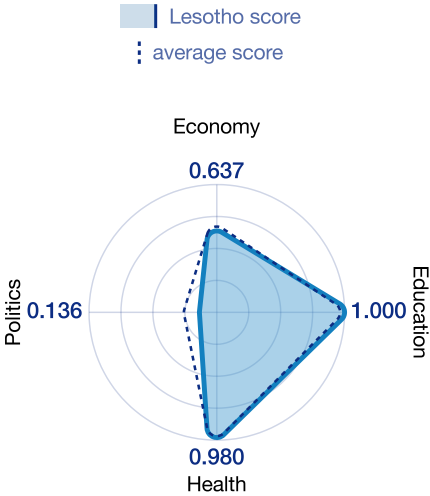
| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights |       |

\*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.

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Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.688 | 99th  | 0.691  | 98th  |
| Economic Participation and Opportunity | 0.637 | 106th | 0.648  | 98th  |
| Educational Attainment                 | 1.000 | 1st   | 1.000  | 1st   |
| Health and Survival                    | 0.980 | 1st   | 0.980  | 1st   |
| Political Empowerment                  | 0.136 | 110th | 0.136  | 108th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 106th | 0.637  |                                | -                 | -                  | -     | -          |
| Labour-force participation rate %              | 94th  | 0.729  |                                | -18.20            | 48.93              | 67.13 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 124th | 0.504  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 74th  | 0.626  |                                | -1.20             | 2.01               | 3.21  | 0-150      |
| Legislators, senior officials and managers %   | 76th  | 0.510  |                                | -32.43            | 33.78              | 66.22 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 21.49             | 39.26              | 60.75 | 0-100      |
| Educational Attainment                         | 1st   | 1.000  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 11.56             | 80.23              | 91.79 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.87              | 68.87              | 69.74 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 17.55             | 50.58              | 68.14 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 5.34              | 8.30               | 13.64 | 0-200      |
| Health and Survival                            | 1st   | 0.980  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 110th | 0.136  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 85th  | 0.333  |                                | -50.00            | 25.00              | 75.00 | 0-100      |
| Women in ministerial positions %               | 116th | 0.133  |                                | -76.47            | 11.77              | 88.24 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 2.12  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 2.60  |
| Population sex ratio   | female/male, %              | 51.30 |
| Population growth rate | %                           | 1.10  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.19   | 1.13 | 2.31  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 24.90 |
| Firms with female top managers        | % firms | 30.00 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 3.79  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.29   | 0.35 | 0.64  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 81.06  | 80.70 | 80.85 |

|                   |                           |       |       |       |
|-------------------|---------------------------|-------|-------|-------|
| Unemployed adults | % of labour force (15-64) | 19.75 | 15.70 | 17.49 |
|-------------------|---------------------------|-------|-------|-------|

|                            |                      |       |      |       |
|----------------------------|----------------------|-------|------|-------|
| Workers employed part-time | % of employed people | 14.55 | 8.85 | 11.30 |
|----------------------------|----------------------|-------|------|-------|

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

### Access to finance

| Indicator                                   | Equal rights   | Value |
|---------------------------------------------|----------------|-------|
| Access to financial services                | Equal rights   | ◆     |
| Inheritance rights for widows and daughters | Unequal rights | ◇     |
| Access to land assets                       | Uneven rights  | ◇     |
| Access to non-land assets                   | Uneven rights  | ◇     |

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1966  |
| Number of female heads of state to date | number        | n. a. |
| Seats held in upper house               | % total seats | 21.21 |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 12.60 |
| Early marriage                            | %             | 13.90 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights  | Value |
|------------------|---------------|-------|
| Right to divorce | Uneven rights | ◇     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 84     | 0    | 0     |

### Education and skills

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

|      |  |      |       |       |
|------|--|------|-------|-------|
| STEM |  | 6.44 | 28.31 | 15.36 |
|------|--|------|-------|-------|

|                                         |  |      |      |      |
|-----------------------------------------|--|------|------|------|
| Agri., Forestry, Fisheries & Veterinary |  | 3.66 | 5.58 | 4.44 |
|-----------------------------------------|--|------|------|------|

|                   |  |      |      |      |
|-------------------|--|------|------|------|
| Arts & Humanities |  | 4.50 | 4.99 | 4.70 |
|-------------------|--|------|------|------|

|                        |  |       |       |       |
|------------------------|--|-------|-------|-------|
| Business, Admin. & Law |  | 29.24 | 26.18 | 27.99 |
|------------------------|--|-------|-------|-------|

|           |  |       |       |       |
|-----------|--|-------|-------|-------|
| Education |  | 33.99 | 22.52 | 29.31 |
|-----------|--|-------|-------|-------|

|                                    |  |      |       |      |
|------------------------------------|--|------|-------|------|
| Engineering, Manuf. & Construction |  | 2.85 | 18.32 | 9.16 |
|------------------------------------|--|------|-------|------|

|                  |  |       |      |       |
|------------------|--|-------|------|-------|
| Health & Welfare |  | 12.62 | 6.85 | 10.27 |
|------------------|--|-------|------|-------|

|                                  |  |      |      |      |
|----------------------------------|--|------|------|------|
| Information & Comm. Technologies |  | 2.56 | 8.18 | 4.85 |
|----------------------------------|--|------|------|------|

|                                        |  |      |      |      |
|----------------------------------------|--|------|------|------|
| Natural Sci., Mathematics & Statistics |  | 1.02 | 1.81 | 1.34 |
|----------------------------------------|--|------|------|------|

|                                       |  |      |      |      |
|---------------------------------------|--|------|------|------|
| Social Sci., Journalism & Information |  | 4.54 | 1.91 | 3.47 |
|---------------------------------------|--|------|------|------|

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

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

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 0.07 | 0.10 | 0.08 |
|---------------|--|------|------|------|

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

### Health

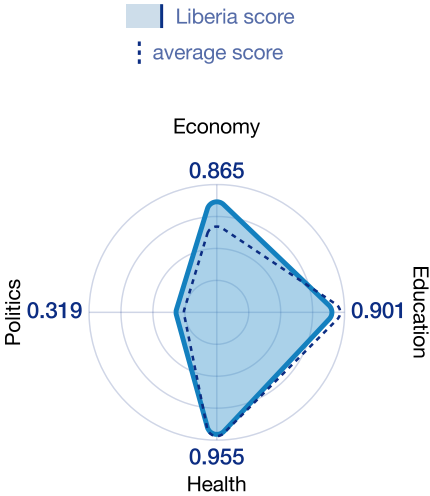
| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 40.00  |
| Births attended by skilled personnel      | % live births                  | 86.60  |
| Maternal mortality                        | deaths per 100,000 live births | 478.00 |
| Total fertility rate                      | births per woman               | 2.69   |

| Indicator             | 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 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.760 | 40th  | 0.754  | 42nd  |
| Economic Participation and Opportunity | 0.865 | 2nd   | 0.874  | 1st   |
| Educational Attainment                 | 0.901 | 131st | 0.892  | 134th |
| Health and Survival                    | 0.955 | 140th | 0.962  | 125th |
| Political Empowerment                  | 0.319 | 47th  | 0.287  | 53rd  |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 2nd   | 0.865  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 35th  | 0.869  |                                | -6.55             | 43.63              | 50.18 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 10th  | 0.797  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 1st   | 1.000  |                                | 0.07              | 1.58               | 1.65  | 0-150      |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 5.29              | 47.36              | 52.64 | 0-100      |
| Professional and technical workers %           | 106th | 0.617  |                                | -23.67            | 38.17              | 61.83 | 0-100      |
| Educational Attainment                         | 131st | 0.901  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 140th | 0.540  |                                | -29.00            | 34.00              | 63.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.91              | 60.80              | 62.71 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.74              | 43.29              | 44.03 | 0-200      |
| Enrolment in tertiary education %              | -     | -      |                                | -                 |                    |       | -          |
| Health and Survival                            | 140th | 0.955  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 145th | 0.980  |                                | -                 |                    |       | 0-100      |
| Political Empowerment                          | 47th  | 0.319  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 129th | 0.123  |                                | -78.08            | 10.96              | 89.04 | 0-100      |
| Women in ministerial positions %               | 33rd  | 0.545  |                                | -29.41            | 35.29              | 64.71 | 0-100      |
| Years with female/male head of state (last 50) | 13th  | 0.329  |                                | -25.25            | 12.37              | 37.63 | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |        |      |       |
|------------------------|-----------------------------|--------|------|-------|
| Indicator              | Unit                        | Value  |      |       |
| GDP                    | US\$ billions               | 4.24   |      |       |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 1.62   |      |       |
| Population sex ratio   | female/male, %              | 50.09  |      |       |
| Population growth rate | %                           | 2.20   |      |       |
| Indicator              | Million people              | Female | Male | Value |
| Total population       |                             | 2.75   | 2.74 | 5.49  |

| Work participation and leadership     |         |       |  |  |
|---------------------------------------|---------|-------|--|--|
| Indicator                             | Unit    | Value |  |  |
| Gender wage gap                       | %       | n. a. |  |  |
| Share of women's membership in boards | %       | n. a. |  |  |
| Firms with female majority ownership  | % firms | 15.60 |  |  |
| Firms with female top managers        | % firms | 20.40 |  |  |

| Indicator                                                 | 1-7 (best)                | Value  |       |       |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Advancement of women to leadership roles                  |                           | 5.34   |       |       |
| Indicator                                                 | Million people            | Female | Male  | Value |
| Labour-force                                              |                           | 0.45   | 0.48  | 0.92  |
| Indicator                                                 | Unit                      | Female | Male  | Value |
| Share of workers in informal sector                       | % workers                 | 93.69  | 85.71 | 89.66 |
| Unemployed adults                                         | % of labour force (15-64) | 5.87   | 6.37  | 6.12  |
| Workers employed part-time                                | % of employed people      | 16.33  | 12.92 | 14.61 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

| Access to finance                           |                   |       |  |  |
|---------------------------------------------|-------------------|-------|--|--|
| Indicator                                   | Equal rights      | Value |  |  |
| Access to financial services                | Near-equal rights |       |  |  |
| Inheritance rights for widows and daughters | Uneven rights     |       |  |  |
| Access to land assets                       | Near-equal rights |       |  |  |
| Access to non-land assets                   | Equal rights      |       |  |  |

| Civil and political freedom              |               |       |  |  |
|------------------------------------------|---------------|-------|--|--|
| Indicator                                | Unit          | Value |  |  |
| Year women received right to vote        | year          | 1946  |  |  |
| Number of female heads of state to date  | number        | 2     |  |  |
| Seats held in upper house                | % total seats | 10.00 |  |  |
| Indicator                                | Yes/No        | Value |  |  |
| Election list quotas for women, national | Yes           |       |  |  |
| Party membership quotas, voluntary       | Yes           |       |  |  |
| Indicator                                | Equal rights  | Value |  |  |
| Access to justice                        | Equal rights  |       |  |  |
| Freedom of movement                      | Equal rights  |       |  |  |

| Family and care                           |                   |        |      |       |
|-------------------------------------------|-------------------|--------|------|-------|
| Indicator                                 | Unit              | Value  |      |       |
| Unmet family planning                     | % women 15-49     | 33.40  |      |       |
| Early marriage                            | %                 | 12.30  |      |       |
| Mean age of women at birth of first child | years             | n. a.  |      |       |
| Indicator                                 | Equal rights      | Value  |      |       |
| Right to divorce                          | Restricted rights |        |      |       |
| Indicator                                 | Shared days       | Female | Male | Value |
| Length of paid parental leave             |                   | 98     | 0    | 0     |

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

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | n. a.  | n. a. | n. a.  |
| PhD graduates                     |              | 0.85   | 3.27  | 2.00   |
| Graduates from tertiary education |              | n. a.  | n. a. | n. a.  |

| Health                                    |                                |        |  |  |
|-------------------------------------------|--------------------------------|--------|--|--|
| Indicator                                 | Unit                           | Value  |  |  |
| Prevalence of gender violence in lifetime | % women                        | 43.00  |  |  |
| Births attended by skilled personnel      | % live births                  | 84.40  |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 628.00 |  |  |
| Total fertility rate                      | births per woman               | 3.95   |  |  |
| Indicator                                 | 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, de finitions, sources and periods.

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

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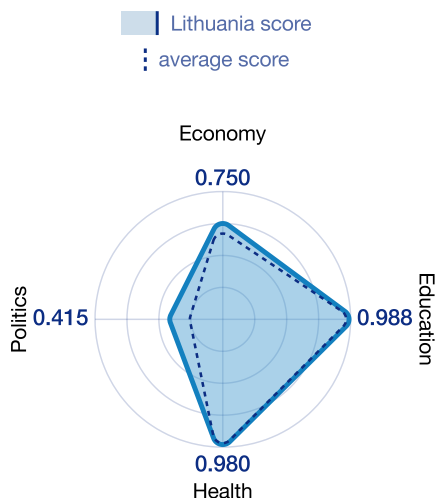
## Lithuania

0.783

19th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |      | ▼ 2024 |      |
|-----------------------------------------------|-------|------|--------|------|
|                                               | Score | Rank | Score  | Rank |
| <b>Global Gender Gap Index</b>                | 0.783 | 19th | 0.794  | 11th |
| <b>Economic Participation and Opportunity</b> | 0.750 | 36th | 0.760  | 24th |
| <b>Educational Attainment</b>                 | 0.988 | 88th | 0.995  | 60th |
| <b>Health and Survival</b>                    | 0.980 | 1st  | 0.980  | 1st  |
| <b>Political Empowerment</b>                  | 0.415 | 24th | 0.440  | 24th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 36th  | 0.750  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 43rd  | 0.854  |                                | -9.99             | 58.49◆             | 68.48  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 47th  | 0.697  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 34th  | 0.708  |                                | -15.94            | 38.59◆             | 54.53  | 0-150      |
| Legislators, senior officials and managers %   | 59th  | 0.583  |                                | -26.31            | 36.84◆             | 63.16  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 25.63             | 37.19◆             | 62.82  | 0-100      |
| <b>Educational Attainment</b>                  | 88th  | 0.988  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 |                    |        | 0-100      |
| Enrolment in primary education %               | 102nd | 0.990  |                                | -1.05             | 98.92◆             | 99.97  | 0-100      |
| Enrolment in secondary education %             | 118th | 0.969  |                                | -3.42             | 105.17◆            | 108.59 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 30.25             | 62.21◆             | 92.46  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 |                    |        | 0-100      |
| <b>Political Empowerment</b>                   | 24th  | 0.415  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 70th  | 0.396  |                                | -43.26            | 28.37◆             | 71.63  | 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) | 9th   | 0.436  |                                | -19.65            | 15.18◆             | 34.83  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 79.79 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 46.16 |
| Population sex ratio   | female/male, %              | 52.85 |
| Population growth rate | %                           | 1.40  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.52   | 1.35 | 2.87  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 4.40  |
| Share of women's membership in boards | %       | 24.50 |
| Firms with female majority ownership  | % firms | 18.40 |
| Firms with female top managers        | % firms | 30.70 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.83  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.72   | 0.75 | 1.47  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 2.98   | 3.30  | 3.14  |
| Unemployed adults                                         | % of labour force (15-64) | 6.80   | 8.00  | 7.40  |
| Workers employed part-time                                | % of employed people      | 27.16  | 17.94 | 22.55 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

### Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

### Civil and political freedom

| Indicator                                | Unit          | Value |
|------------------------------------------|---------------|-------|
| Year women received right to vote        | year          | 1919  |
| Number of female heads of state to date  | number        | 5     |
| Seats held in upper house                | % total seats | n. a. |
| Indicator                                | Yes/No        | Value |
| Election list quotas for women, national | Yes           |       |
| Party membership quotas, voluntary       | Yes           |       |
| Indicator                                | Equal rights  | Value |
| Access to justice                        | Equal rights  | ◆     |
| Freedom of movement                      | Equal rights  | ◆     |

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.60  |
| Mean age of women at birth of first child | years         | 28.40 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 126    | 30   | 309.00 |

### Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 11.87  | 44.13 | 23.80 |
| Agri., Forestry, Fisheries & Veterinary |   | 2.36   | 2.31  | 2.34  |
| Arts & Humanities                       |   | 10.98  | 6.95  | 9.48  |
| Business, Admin. & Law                  |   | 26.90  | 24.52 | 26.02 |
| Education                               |   | 8.09   | 2.66  | 6.08  |
| Engineering, Manuf. & Construction      |   | 5.90   | 28.54 | 14.27 |
| Health & Welfare                        |   | 27.72  | 9.91  | 21.13 |
| Information & Comm. Technologies        |   | 1.51   | 10.93 | 4.99  |
| Natural Sci., Mathematics & Statistics  |   | 4.46   | 4.67  | 4.54  |
| Social Sci., Journalism & Information   |   | 10.85  | 6.64  | 9.29  |

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 6.44   | 9.54 | 8.03   |
| PhD graduates                     |              | 0.64   | 0.60 | 0.62   |
| Graduates from tertiary education |              | 6.44   | 9.54 | 8.03   |

### Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 22.00  |
| 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               | 1.18   |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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



## Luxembourg

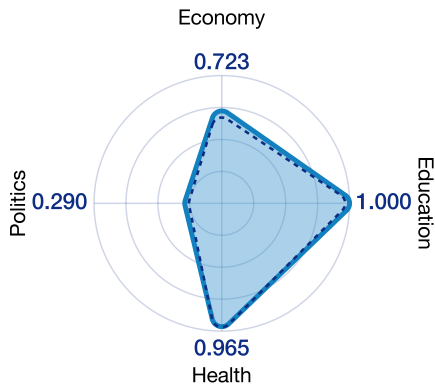
0.745

50th

2025

## Global Gender Gap Index 2025 Edition

■ Luxembourg score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |       |
|----------------------------------------|-------|------|--------|-------|
|                                        | Score | Rank | Score  | Rank  |
| Global Gender Gap Index                | 0.745 | 50th | 0.744  | 46th  |
| Economic Participation and Opportunity | 0.723 | 54th | 0.735  | 44th  |
| Educational Attainment                 | 1.000 | 1st  | 0.999  | 38th  |
| Health and Survival                    | 0.965 | 99th | 0.965  | 108th |
| Political Empowerment                  | 0.290 | 56th | 0.278  | 55th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 54th  | 0.723  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 28th  | 0.879  |                                | -7.98             | 58.23              | 66.21  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 11th  | 0.786  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 46th  | 0.678  |                                | -49.97            | 105.22             | 155.18 | 0-150      |
| Legislators, senior officials and managers %   | 120th | 0.243  |                                | -60.92            | 19.54              | 80.46  | 0-100      |
| Professional and technical workers %           | 71st  | 0.977  |                                | -1.16             | 49.42              | 50.58  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.34              | 99.49              | 99.83  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.28              | 106.74             | 109.02 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 4.15              | 19.02              | 23.17  | 0-200      |
| <b>Health and Survival</b>                     | 99th  | 0.965  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 111th | 1.013  |                                | -                 | -                  | -      | 0-100      |
| <b>Political Empowerment</b>                   | 56th  | 0.290  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 44th  | 0.538  |                                | -30.00            | 35.00              | 65.00  | 0-100      |
| Women in ministerial positions %               | 38th  | 0.500  |                                | -33.33            | 33.33              | 66.67  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 85.76  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 130.49 |
| Population sex ratio   | female/male, %              | 49.68  |
| Population growth rate | %                           | 2.02   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 0.33   | 0.34 | 0.67  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | 22.00 |
| Firms with female majority ownership  | % firms | 8.30  |
| Firms with female top managers        | % firms | 7.40  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.68  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.15   | 0.17 | 0.32  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 4.23   | 2.78  | 3.46  |
| Unemployed adults                                         | % of labour force (15-64) | 6.30   | 6.60  | 6.40  |
| Workers employed part-time                                | % of employed people      | 46.22  | 29.27 | 37.13 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

### Access to finance

| Indicator                                   | 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        | n. a. |
| 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                                | Equal rights  | Value |
| Access to justice                        | Equal rights  | ◆     |
| Freedom of movement                      | Equal rights  | ◆     |

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.40  |
| Mean age of women at birth of first child | years         | 31.40 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 140    | 14   | 0     |

### Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 13.56  | 33.07 | 22.88 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.26   | 0.31  | 0.28  |
| Arts & Humanities                       |   | 9.31   | 7.08  | 8.24  |
| Business, Admin. & Law                  |   | 39.10  | 40.74 | 39.88 |
| Education                               |   | 16.58  | 6.89  | 11.95 |
| Engineering, Manuf. & Construction      |   | 3.46   | 12.22 | 7.64  |
| Health & Welfare                        |   | 9.13   | 3.10  | 6.25  |
| Information & Comm. Technologies        |   | 3.72   | 13.97 | 8.62  |
| Natural Sci., Mathematics & Statistics  |   | 6.38   | 6.89  | 6.62  |
| Social Sci., Journalism & Information   |   | 11.52  | 8.24  | 9.96  |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 21.10  | 22.51 | 21.83  |
| PhD graduates                     |              | 2.11   | 3.57  | 2.84   |
| Graduates from tertiary education |              | 21.10  | 22.51 | 21.83  |

### Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 20.00 |
| Births attended by skilled personnel      | % live births                  | n. a. |
| Maternal mortality                        | deaths per 100,000 live births | 11.00 |
| Total fertility rate                      | births per woman               | 1.25  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

## Madagascar

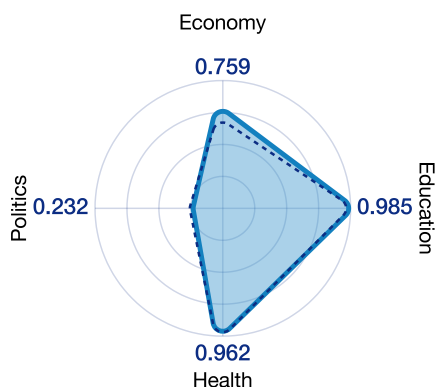
0.734

58th

2025

## Global Gender Gap Index 2025 Edition

■ Madagascar score  
⋮ average score



## Overview

| Index and Subindex                       | 2025  |       | ▼ 2024 |       |
|------------------------------------------|-------|-------|--------|-------|
|                                          | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                  | 0.734 | 58th  | 0.720  | 66th  |
| 📊 Economic Participation and Opportunity | 0.759 | 26th  | 0.759  | 25th  |
| 📖 Educational Attainment                 | 0.985 | 93rd  | 0.993  | 71st  |
| ⚕️ Health and Survival                   | 0.962 | 116th | 0.966  | 102nd |
| 🏛️ Political Empowerment                 | 0.232 | 73rd  | 0.161  | 98th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| 📊 Economic Participation and Opportun...       | 26th  | 0.759  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 50th  | 0.845  |                                | -12.68            | 68.88              | 81.56 | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -                 | -                  | -     | -          |
| Estimated earned income int'l \$ 1,000         | 8th   | 0.837  |                                | -0.29             | 1.50               | 1.79  | 0-150      |
| Legislators, senior officials and managers %   | 93rd  | 0.391  |                                | -43.80            | 28.10              | 71.90 | 0-100      |
| Professional and technical workers %           | 79th  | 0.925  |                                | -3.89             | 48.05              | 51.95 | 0-100      |
| 📖 Educational Attainment                       | 93rd  | 0.985  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 103rd | 0.921  |                                | -6.15             | 71.75              | 77.90 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 4.85              | 90.93              | 95.78 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.23              | 33.03              | 35.26 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 0.15              | 6.07               | 6.22  | 0-200      |
| ⚕️ Health and Survival                         | 116th | 0.962  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 127th | 1.002  |                                | -                 |                    |       | 0-100      |
| 🏛️ Political Empowerment                       | 73rd  | 0.232  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 123rd | 0.164  |                                | -71.78            | 14.11              | 85.89 | 0-100      |
| Women in ministerial positions %               | 19th  | 0.733  |                                | -15.38            | 42.31              | 57.69 | 0-100      |
| Years with female/male head of state (last 50) | 79th  | 0.000  |                                | -49.99            | 0.01               | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 15.79 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 1.64  |
| Population sex ratio   | female/male, %              | 49.84 |
| Population growth rate | %                           | 2.46  |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 15.55  | 15.65 | 31.20 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 21.60 |
| Firms with female top managers        | % firms | 37.30 |

| Indicator | 1-7 (best) | Value |
|-----------|------------|-------|
|-----------|------------|-------|

|                                          |  |       |
|------------------------------------------|--|-------|
| Advancement of women to leadership roles |  | n. a. |
|------------------------------------------|--|-------|

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 4.15   | 4.58 | 8.73  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 96.55  | 95.67 | 96.08 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 3.55 | 2.98 | 3.25 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 38.99 | 34.35 | 36.55 |
|----------------------------|----------------------|-------|-------|-------|

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

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1959  |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | 11.11 |

| Indicator | Yes/No | Value |
|-----------|--------|-------|
|-----------|--------|-------|

|                                          |  |       |
|------------------------------------------|--|-------|
| Election list quotas for women, national |  | n. a. |
| Party membership quotas, voluntary       |  | n. a. |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                     |                   |   |
|---------------------|-------------------|---|
| Access to justice   | Near-equal rights | ◆ |
| Freedom of movement | Restricted rights | ◆ |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 14.60 |
| Early marriage                            | %             | 27.50 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                  |                   |   |
|------------------|-------------------|---|
| Right to divorce | Near-equal rights | ◆ |
|------------------|-------------------|---|

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 0    | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 16.57  | 32.18 | 24.16 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 2.47 | 3.74 | 3.09 |
|-----------------------------------------|------|------|------|

|                   |       |      |       |
|-------------------|-------|------|-------|
| Arts & Humanities | 10.71 | 9.56 | 10.15 |
|-------------------|-------|------|-------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 31.19 | 26.78 | 29.04 |
|------------------------|-------|-------|-------|

|           |      |      |      |
|-----------|------|------|------|
| Education | 9.57 | 9.00 | 9.29 |
|-----------|------|------|------|

|                                    |      |       |      |
|------------------------------------|------|-------|------|
| Engineering, Manuf. & Construction | 3.81 | 11.77 | 7.68 |
|------------------------------------|------|-------|------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 19.48 | 10.00 | 14.86 |
|------------------|-------|-------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 3.83 | 9.58 | 6.63 |
|----------------------------------|------|------|------|

|                                        |      |       |      |
|----------------------------------------|------|-------|------|
| Natural Sci., Mathematics & Statistics | 8.93 | 10.82 | 9.85 |
|----------------------------------------|------|-------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 7.78 | 7.45 | 7.62 |
|---------------------------------------|------|------|------|

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

|                     |      |      |      |
|---------------------|------|------|------|
| Vocational training | 0.35 | 0.74 | 0.55 |
|---------------------|------|------|------|

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.23 | 0.42 | 0.33 |
|---------------|------|------|------|

|                                   |      |      |      |
|-----------------------------------|------|------|------|
| Graduates from tertiary education | 0.35 | 0.74 | 0.55 |
|-----------------------------------|------|------|------|

|        |  |  |  |
|--------|--|--|--|
| Health |  |  |  |
|--------|--|--|--|

| Indicator | Unit | Value |
|-----------|------|-------|
|-----------|------|-------|

|                                           |         |       |
|-------------------------------------------|---------|-------|
| Prevalence of gender violence in lifetime | % women | 28.00 |
|-------------------------------------------|---------|-------|

|                                      |               |       |
|--------------------------------------|---------------|-------|
| Births attended by skilled personnel | % live births | 45.80 |
|--------------------------------------|---------------|-------|

|                    |                                |        |
|--------------------|--------------------------------|--------|
| Maternal mortality | deaths per 100,000 live births | 445.00 |
|--------------------|--------------------------------|--------|

|                      |                  |      |
|----------------------|------------------|------|
| Total fertility rate | births per woman | 3.97 |
|----------------------|------------------|------|

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                       |                |   |
|-----------------------|----------------|---|
| Reproductive autonomy | Unequal rights | ◆ |
|-----------------------|----------------|---|

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

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

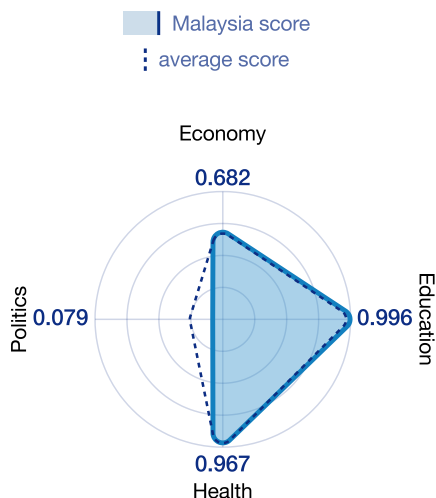
## Malaysia

0.681

108th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |       | ▼ 2024 |       |
|-----------------------------------------------|-------|-------|--------|-------|
|                                               | Score | Rank  | Score  | Rank  |
| <b>Global Gender Gap Index</b>                |       |       |        |       |
|                                               | 0.681 | 108th | 0.668  | 114th |
| <b>Economic Participation and Opportunity</b> |       |       |        |       |
|                                               | 0.682 | 81st  | 0.634  | 102nd |
| <b>Educational Attainment</b>                 |       |       |        |       |
|                                               | 0.996 | 59th  | 1.000  | 1st   |
| <b>Health and Survival</b>                    |       |       |        |       |
|                                               | 0.967 | 84th  | 0.969  | 80th  |
| <b>Political Empowerment</b>                  |       |       |        |       |
|                                               | 0.079 | 128th | 0.068  | 134th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
| <b>Economic Participation and Opportunity</b>  | 81st  | 0.682  |                                | -                 | Min                | Max   | -          |
| Labour-force participation rate %              | 106th | 0.681  |                                | -26.09            | 55.79              | 81.88 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 39th  | 0.715  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 69th  | 0.637  |                                | -14.41            | 25.27              | 39.69 | 0-150      |
| Legislators, senior officials and managers %   | -     | -      | -                              | -                 | -                  | -     | -          |
| Professional and technical workers %           | -     | -      | -                              | -                 | -                  | -     | -          |
| <b>Educational Attainment</b>                  | 59th  | 0.996  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 80th  | 0.979  |                                | -2.00             | 95.00              | 97.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 2.64              | 89.59              | 92.22 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 5.96              | 76.68              | 82.64 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 13.32             | 30.98              | 44.30 | 0-200      |
| <b>Health and Survival</b>                     | 84th  | 0.967  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 129th | 0.938  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 75th  | 1.033  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 128th | 0.079  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 126th | 0.156  |                                | -72.97            | 13.51              | 86.49 | 0-100      |
| Women in ministerial positions %               | 117th | 0.125  |                                | -77.78            | 11.11              | 88.89 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 399.71 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 32.81  |
| Population sex ratio   | female/male, %              | 47.59  |
| Population growth rate | %                           | 1.23   |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 16.72  | 18.41 | 35.13 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 13.50 |
| Firms with female top managers        | % firms | 33.20 |

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

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 5.17   | 8.11 | 13.28 |

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

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 4.11 | 3.82 | 3.93 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |      |      |
|----------------------------|----------------------|-------|------|------|
| Workers employed part-time | % of employed people | 12.13 | 8.12 | 9.68 |
|----------------------------|----------------------|-------|------|------|

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

### Access to finance

| Indicator                                   | Equal rights   | Value |
|---------------------------------------------|----------------|-------|
| Access to financial services                | Equal rights   | ◆     |
| Inheritance rights for widows and daughters | Unequal rights | ◇     |
| Access to land assets                       | Uneven rights  | ◇     |
| Access to non-land assets                   | Uneven rights  | ◇     |

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1957  |
| Number of female heads of state to date | number        | n. a. |
| Seats held in upper house               | % total seats | 16.07 |

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

| Indicator           | Equal rights      | Value |
|---------------------|-------------------|-------|
| Access to justice   | Equal rights      | ◆     |
| Freedom of movement | Restricted rights | ◇     |

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 26.70 |
| Early marriage                            | %             | 6.00  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Unequal rights | ◇     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 7    | 0     |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 27.32  | 57.35 | 41.10 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.49 | 1.91 | 1.68 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 7.94 | 5.91 | 7.01 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 32.49 | 19.91 | 26.72 |
|------------------------|-------|-------|-------|

|           |      |      |      |
|-----------|------|------|------|
| Education | 9.61 | 3.69 | 6.89 |
|-----------|------|------|------|

|                                    |       |       |       |
|------------------------------------|-------|-------|-------|
| Engineering, Manuf. & Construction | 15.77 | 44.61 | 29.01 |
|------------------------------------|-------|-------|-------|

|                  |      |      |      |
|------------------|------|------|------|
| Health & Welfare | 6.33 | 2.70 | 4.66 |
|------------------|------|------|------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 5.58 | 9.83 | 7.53 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 5.97 | 2.91 | 4.56 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 6.96 | 3.25 | 5.25 |
|---------------------------------------|------|------|------|

|                     |              |        |      |        |
|---------------------|--------------|--------|------|--------|
| Graduates           | Attainment % | Female | Male | Parity |
| Vocational training |              | 3.44   | 5.59 | 4.57   |

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 0.16 | 0.04 | 0.10 |
|---------------|--|------|------|------|

|                                   |  |      |      |      |
|-----------------------------------|--|------|------|------|
| Graduates from tertiary education |  | 3.44 | 5.59 | 4.57 |
|-----------------------------------|--|------|------|------|

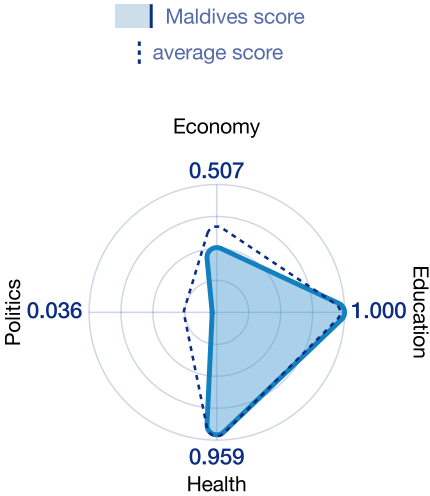
| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 19.00 |
| Births attended by skilled personnel      | % live births                  | 99.60 |
| Maternal mortality                        | deaths per 100,000 live births | 26.00 |
| Total fertility rate                      | births per woman               | 1.55  |

| Indicator             | 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 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.626 | 138th | 0.633  | 132nd |
| Economic Participation and Opportunity | 0.507 | 136th | 0.514  | 132nd |
| Educational Attainment                 | 1.000 | 1st   | 1.000  | 1st   |
| Health and Survival                    | 0.959 | 127th | 0.963  | 121st |
| Political Empowerment                  | 0.036 | 144th | 0.055  | 138th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 136th | 0.507  |                                | -                 | -                  | -     | -          |
| Labour-force participation rate %              | 117th | 0.644  |                                | -27.99            | 50.61              | 78.60 | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -                 | -                  | -     | -          |
| Estimated earned income int'l \$ 1,000         | 135th | 0.379  |                                | -18.18            | 11.07              | 29.25 | 0-150      |
| Legislators, senior officials and managers %   | 123rd | 0.229  |                                | -62.69            | 18.66              | 81.34 | 0-100      |
| Professional and technical workers %           | 89th  | 0.855  |                                | -7.80             | 46.10              | 53.90 | 0-100      |
| Educational Attainment                         | 1st   | 1.000  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0.09              | 98.16              | 98.26 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 9.28              | 88.91              | 98.19 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 10.49             | 74.50              | 84.99 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 51.41             | 28.54              | 79.94 | 0-200      |
| Health and Survival                            | 127th | 0.959  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 137th | 0.994  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 144th | 0.036  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 139th | 0.033  |                                | -93.55            | 3.23               | 96.77 | 0-100      |
| Women in ministerial positions %               | 127th | 0.105  |                                | -80.95            | 9.52               | 90.48 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |



## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 6.59  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 22.29 |
| Population sex ratio   | female/male, %              | 37.90 |
| Population growth rate | %                           | 0.36  |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 0.20     | 0.33   | 0.53  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | n. a. |
| Firms with female top managers        | % firms | n. a. |

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

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 0.07     | 0.10   | 0.17  |

| Indicator                           | Unit      | ◆ Female | ◆ Male | Value |
|-------------------------------------|-----------|----------|--------|-------|
| Share of workers in informal sector | % workers | 52.04    | 45.23  | 48.15 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 4.03 | 5.10 | 4.64 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 31.52 | 13.35 | 21.13 |
|----------------------------|----------------------|-------|-------|-------|

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

## Access to finance

| Indicator                                   | Equal rights        | Value |
|---------------------------------------------|---------------------|-------|
| Access to financial services                | Near-equal rights ◆ |       |
| Inheritance rights for widows and daughters | Unequal rights ◆    |       |
| Access to land assets                       | Near-equal rights ◆ |       |
| Access to non-land assets                   | Near-equal rights ◆ |       |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1965  |
| Number of female heads of state to date | number        | n. a. |
| 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           | Equal rights        | Value |
|---------------------|---------------------|-------|
| Access to justice   | Restricted rights ◆ |       |
| Freedom of movement | Uneven rights ◆     |       |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 31.40 |
| Early marriage                            | %             | 3.80  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights     | Value |
|------------------|------------------|-------|
| Right to divorce | Unequal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 60       | 3      | 0     |

## Education and skills

| Graduates                               | % | ◆ Female | ◆ Male | Value |
|-----------------------------------------|---|----------|--------|-------|
| STEM                                    |   | 1.99     | 6.89   | 3.59  |
| Agri., Forestry, Fisheries & Veterinary |   | n. a.    | n. a.  | n. a. |

|                   |  |       |       |       |
|-------------------|--|-------|-------|-------|
| Arts & Humanities |  | 14.38 | 12.07 | 13.62 |
|-------------------|--|-------|-------|-------|

|                        |  |       |       |       |
|------------------------|--|-------|-------|-------|
| Business, Admin. & Law |  | 38.51 | 64.00 | 46.87 |
|------------------------|--|-------|-------|-------|

|           |  |       |       |       |
|-----------|--|-------|-------|-------|
| Education |  | 38.33 | 14.96 | 30.67 |
|-----------|--|-------|-------|-------|

|                                    |  |      |      |      |
|------------------------------------|--|------|------|------|
| Engineering, Manuf. & Construction |  | 0.11 | 0.96 | 0.39 |
|------------------------------------|--|------|------|------|

|                  |  |      |      |      |
|------------------|--|------|------|------|
| Health & Welfare |  | 6.72 | 2.07 | 5.20 |
|------------------|--|------|------|------|

|                                  |  |      |      |      |
|----------------------------------|--|------|------|------|
| Information & Comm. Technologies |  | 1.84 | 5.93 | 3.18 |
|----------------------------------|--|------|------|------|

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

|                                       |  |      |      |      |
|---------------------------------------|--|------|------|------|
| Social Sci., Journalism & Information |  | 1.20 | 1.16 | 1.19 |
|---------------------------------------|--|------|------|------|

| Graduates                         | Attainment % | ◆ Female | ◆ Male | Parity |
|-----------------------------------|--------------|----------|--------|--------|
| Vocational training               |              | n. a.    | n. a.  | n. a.  |
| PhD graduates                     |              | 0.07     | 0.09   | 0.08   |
| Graduates from tertiary education |              | n. a.    | n. a.  | n. a.  |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 19.00 |
| Births attended by skilled personnel      | % live births                  | 99.50 |
| Maternal mortality                        | deaths per 100,000 live births | 32.00 |
| Total fertility rate                      | births per woman               | 1.58  |

| Indicator             | Equal rights    | Value |
|-----------------------|-----------------|-------|
| Reproductive autonomy | Uneven rights ◆ |       |

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

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

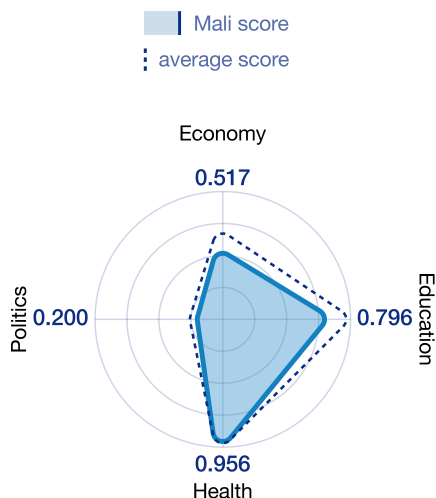
Mali

0.617

140th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.617 | 140th | 0.604  | 141st |
| Economic Participation and Opportunity | 0.517 | 134th | 0.495  | 135th |
| Educational Attainment                 | 0.796 | 145th | 0.776  | 142nd |
| Health and Survival                    | 0.956 | 138th | 0.959  | 135th |
| Political Empowerment                  | 0.200 | 85th  | 0.187  | 86th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 134th | 0.517  |                                | -                 | Min - Max      | -          |
| Labour-force participation rate %              | 128th | 0.539  |                                | -35.80            | 41.85 77.65    | 0-100      |
| Wage equality for similar work 1-7 (best)      | 56th  | 0.673  |                                | -                 | -              | 0-100      |
| Estimated earned income int'l \$ 1,000         | 125th | 0.470  |                                | -1.72             | 1.53 3.25      | 0-150      |
| Legislators, senior officials and managers %   | 117th | 0.260  |                                | -58.75            | 20.63 79.38    | 0-100      |
| Professional and technical workers %           | 122nd | 0.482  |                                | -34.98            | 32.51 67.49    | 0-100      |
| <b>Educational Attainment</b>                  | 145th | 0.796  |                                | -                 | -              | -          |
| Literacy rate %                                | 138th | 0.565  |                                | -20.00            | 26.00 46.00    | 0-100      |
| Enrolment in primary education %               | 126th | 0.909  |                                | -6.31             | 62.80 69.11    | 0-100      |
| Enrolment in secondary education %             | 131st | 0.912  |                                | -3.57             | 37.13 40.70    | 0-200      |
| Enrolment in tertiary education %              | 133rd | 0.509  |                                | -2.98             | 3.08 6.06      | 0-200      |
| <b>Health and Survival</b>                     | 138th | 0.956  |                                | -                 | -              | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | 0-100      |
| Healthy life expectancy** years                | 143rd | 0.983  |                                | -                 | -              | 0-100      |
| <b>Political Empowerment</b>                   | 85th  | 0.200  |                                | -                 | -              | -          |
| Women in parliament %                          | 60th  | 0.436  |                                | -39.26            | 30.37 69.63    | 0-100      |
| Women in ministerial positions %               | 87th  | 0.227  |                                | -62.96            | 18.52 81.48    | 0-100      |
| Years with female/male head of state (last 50) | 65th  | 0.020  |                                | -48.06            | 0.97 49.03     | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |  |       |
|------------------------|-----------------------------|--|-------|
| Indicator              | Unit                        |  | Value |
| GDP                    | US\$ billions               |  | 20.66 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 |  | 2.39  |
| Population sex ratio   | female/male, %              |  | 49.54 |
| Population growth rate | %                           |  | 2.97  |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 11.77  | 11.99 | 23.77 |

| Work participation and leadership     |         |  |       |
|---------------------------------------|---------|--|-------|
| Indicator                             | Unit    |  | Value |
| Gender wage gap                       | %       |  | n. a. |
| Share of women's membership in boards | %       |  | n. a. |
| Firms with female majority ownership  | % firms |  | 9.70  |
| Firms with female top managers        | % firms |  | 11.60 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.15  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.92   | 3.23 | 5.15  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 97.42  | 94.24 | 95.42 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 3.28 | 1.91 | 2.44 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |      |       |
|----------------------------|----------------------|-------|------|-------|
| Workers employed part-time | % of employed people | 29.17 | 7.31 | 16.44 |
|----------------------------|----------------------|-------|------|-------|

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

| Access to finance                           |              |                   |       |
|---------------------------------------------|--------------|-------------------|-------|
| Indicator                                   | Equal rights |                   | Value |
| Access to financial services                |              | Equal rights      |       |
| Inheritance rights for widows and daughters |              | Uneven rights     |       |
| Access to land assets                       |              | Near-equal rights |       |
| Access to non-land assets                   |              | Near-equal rights |       |

| Civil and political freedom             |               |  |       |
|-----------------------------------------|---------------|--|-------|
| Indicator                               | Unit          |  | Value |
| Year women received right to vote       | year          |  | 1960  |
| Number of female heads of state to date | number        |  | 1     |
| Seats held in upper house               | % total seats |  | n. a. |

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

| Indicator           | Equal rights | Value             |
|---------------------|--------------|-------------------|
| Access to justice   |              | Near-equal rights |
| Freedom of movement |              | Equal rights      |

| Family and care                           |               |  |       |
|-------------------------------------------|---------------|--|-------|
| Indicator                                 | Unit          |  | Value |
| Unmet family planning                     | % women 15-49 |  | 23.90 |
| Early marriage                            | %             |  | 42.10 |
| Mean age of women at birth of first child | years         |  | n. a. |

| Indicator        | Equal rights | Value             |
|------------------|--------------|-------------------|
| Right to divorce |              | Restricted rights |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 3    | 0     |

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

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 2.73   | 3.86 | 3.31   |
| PhD graduates                     |              | 0.13   | 0.34 | 0.23   |
| Graduates from tertiary education |              | 2.73   | 3.86 | 3.31   |

| Health                                    |                                |  |        |
|-------------------------------------------|--------------------------------|--|--------|
| Indicator                                 | Unit                           |  | Value  |
| Prevalence of gender violence in lifetime | % women                        |  | 29.00  |
| Births attended by skilled personnel      | % live births                  |  | 67.30  |
| Maternal mortality                        | deaths per 100,000 live births |  | 367.00 |
| Total fertility rate                      | births per woman               |  | 5.61   |

| Indicator             | 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.

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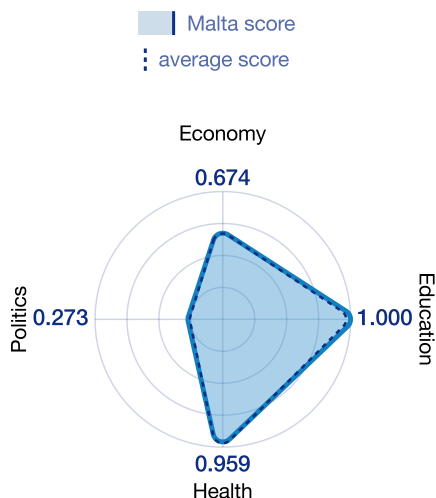
Malta

0.727

68th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |       | ▼ 2024 |       |
|-----------------------------------------------|-------|-------|--------|-------|
|                                               | Score | Rank  | Score  | Rank  |
| <b>Global Gender Gap Index</b>                | 0.727 | 68th  | 0.723  | 62nd  |
| <b>Economic Participation and Opportunity</b> | 0.674 | 84th  | 0.680  | 78th  |
| <b>Educational Attainment</b>                 | 1.000 | 39th  | 1.000  | 1st   |
| <b>Health and Survival</b>                    | 0.959 | 128th | 0.960  | 133rd |
| <b>Political Empowerment</b>                  | 0.273 | 60th  | 0.251  | 64th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 84th  | 0.674  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 68th  | 0.805  |                                | -15.41            | 63.44          | 78.85  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 78th  | 0.634  |                                | -                 | -              | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 68th  | 0.637  |                                | -26.16            | 45.96          | 72.12  | 0-150      |
| Legislators, senior officials and managers %   | 70th  | 0.528  |                                | -30.88            | 34.56          | 65.44  | 0-100      |
| Professional and technical workers %           | 94th  | 0.809  |                                | -10.58            | 44.71          | 55.29  | 0-100      |
| <b>Educational Attainment</b>                  | 39th  | 1.000  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -              | -      | 0-100      |
| Enrolment in primary education %               | 82nd  | 0.999  |                                | -0.07             | 97.33          | 97.40  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.59              | 102.26         | 103.85 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 38.84             | 62.58          | 101.42 | 0-200      |
| <b>Health and Survival</b>                     | 128th | 0.959  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 130th | 0.937  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 118th | 1.009  |                                | -                 | -              | -      | 0-100      |
| <b>Political Empowerment</b>                   | 60th  | 0.273  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 66th  | 0.411  |                                | -41.77            | 29.11          | 70.89  | 0-100      |
| Women in ministerial positions %               | 112th | 0.143  |                                | -75.00            | 12.50          | 87.50  | 0-100      |
| Years with female/male head of state (last 50) | 18th  | 0.250  |                                | -29.99            | 10.01          | 39.99  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 22.33 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 59.60 |
| Population sex ratio   | female/male, %              | 48.11 |
| Population growth rate | %                           | 3.92  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 0.27   | 0.29 | 0.55  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 0.74  |
| Share of women's membership in boards | %       | 15.50 |
| Firms with female majority ownership  | % firms | 9.40  |
| Firms with female top managers        | % firms | 11.30 |

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

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.12   | 0.18 | 0.30  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 0.43   | 0.94  | 0.74  |
| Unemployed adults                                         | % of labour force (15-64) | 3.00   | 3.30  | 3.20  |
| Workers employed part-time                                | % of employed people      | 45.49  | 33.39 | 38.33 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

## Civil and political freedom

| Indicator                                | Unit          | Value |
|------------------------------------------|---------------|-------|
| Year women received right to vote        | year          | 1947  |
| Number of female heads of state to date  | number        | 2     |
| Seats held in upper house                | % total seats | n. a. |
| Indicator                                | Yes/No        | Value |
| Election list quotas for women, national | Yes           |       |
| Party membership quotas, voluntary       | Yes           |       |
| Indicator                                | Equal rights  | Value |
| Access to justice                        | Equal rights  | ◆     |
| Freedom of movement                      | Equal rights  | ◆     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.50  |
| Mean age of women at birth of first child | years         | 29.80 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 126    | 14   | 0     |

## Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 8.11   | 24.56 | 15.42 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.20   | 0.33  | 0.26  |
| Arts & Humanities                       |   | 6.46   | 6.91  | 6.66  |
| Business, Admin. & Law                  |   | 33.70  | 35.77 | 34.62 |
| Education                               |   | 14.44  | 4.51  | 10.03 |
| Engineering, Manuf. & Construction      |   | 3.39   | 9.91  | 6.29  |
| Health & Welfare                        |   | 22.92  | 15.34 | 19.55 |
| Information & Comm. Technologies        |   | 1.64   | 10.90 | 5.76  |
| Natural Sci., Mathematics & Statistics  |   | 3.08   | 3.76  | 3.38  |
| Social Sci., Journalism & Information   |   | 10.91  | 7.52  | 9.41  |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 9.41   | 10.44 | 9.97   |
| PhD graduates                     |              | 0.26   | 0.35  | 0.31   |
| Graduates from tertiary education |              | 9.41   | 10.44 | 9.97   |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 17.00 |
| Births attended by skilled personnel      | % live births                  | 99.80 |
| Maternal mortality                        | deaths per 100,000 live births | 8.00  |
| Total fertility rate                      | births per woman               | 1.06  |

| Indicator             | Equal rights   | Value |
|-----------------------|----------------|-------|
| Reproductive autonomy | Unequal rights | ◆     |

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

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

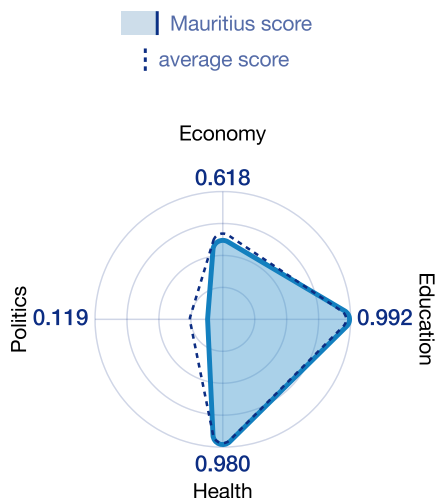
## Mauritius

0.677

111th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                |       |       |        |       |
|                                        | 0.677 | 111th | 0.684  | 107th |
| Economic Participation and Opportunity | 0.618 | 109th | 0.603  | 113th |
| Educational Attainment                 | 0.992 | 75th  | 0.993  | 70th  |
| Health and Survival                    | 0.980 | 1st   | 0.980  | 1st   |
| Political Empowerment                  | 0.119 | 115th | 0.159  | 100th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 109th | 0.618  |                                | -                 | -                  | -     | -          |
| Labour-force participation rate %              | 113th | 0.672  |                                | -22.84            | 46.86              | 69.70 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 67th  | 0.656  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 132nd | 0.386  |                                | -23.61            | 14.82              | 38.43 | 0-150      |
| Legislators, senior officials and managers %   | 73rd  | 0.513  |                                | -32.18            | 33.91              | 66.09 | 0-100      |
| Professional and technical workers %           | 70th  | 0.981  |                                | -0.96             | 49.52              | 50.48 | 0-100      |
| Educational Attainment                         | 75th  | 0.992  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 94th  | 0.958  |                                | -4.00             | 91.00              | 95.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.79              | 97.87              | 98.66 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 3.63              | 87.72              | 91.34 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 13.50             | 37.57              | 51.07 | 0-200      |
| Health and Survival                            | 1st   | 0.980  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 115th | 0.119  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 112th | 0.218  |                                | -64.18            | 17.91              | 82.09 | 0-100      |
| Women in ministerial positions %               | 132nd | 0.091  |                                | -83.33            | 8.33               | 91.67 | 0-100      |
| Years with female/male head of state (last 50) | 47th  | 0.066  |                                | -43.79            | 3.11               | 46.89 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 14.64 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 26.59 |
| Population sex ratio   | female/male, %              | 50.02 |
| Population growth rate | %                           | -0.12 |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 0.63   | 0.63 | 1.26  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 10.30 |
| Firms with female top managers        | % firms | 18.10 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.59  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.21   | 0.30 | 0.52  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 28.01  | 37.98 | 33.91 |
| Unemployed adults                                         | % of labour force (15-64) | 7.46   | 4.32  | 5.63  |
| Workers employed part-time                                | % of employed people      | 31.16  | 23.26 | 26.49 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

### Access to finance

| Indicator                                   | Equal rights  | Value |
|---------------------------------------------|---------------|-------|
| Access to financial services                | Equal rights  | ◆     |
| Inheritance rights for widows and daughters | Uneven rights | ◆     |
| Access to land assets                       | Equal rights  | ◆     |
| Access to non-land assets                   | Equal rights  | ◆     |

### Civil and political freedom

| Indicator                                | Unit          | Value |
|------------------------------------------|---------------|-------|
| Year women received right to vote        | year          | 1968  |
| Number of female heads of state to date  | number        | 2     |
| Seats held in upper house                | % total seats | n. a. |
| Election list quotas for women, national |               | n. a. |
| Party membership quotas, voluntary       |               | Yes   |
| Access to justice                        | Equal rights  | ◆     |
| Freedom of movement                      | Equal rights  | ◆     |

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 7.30  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Unequal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 7    | 0     |

### Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 11.80  | 29.92 | 19.24 |
| Agri., Forestry, Fisheries & Veterinary |   | 1.03   | 0.92  | 0.99  |
| Arts & Humanities                       |   | 7.69   | 4.17  | 6.25  |
| Business, Admin. & Law                  |   | 47.54  | 40.96 | 44.84 |
| Education                               |   | 8.89   | 5.61  | 7.54  |
| Engineering, Manuf. & Construction      |   | 1.99   | 9.76  | 5.18  |
| Health & Welfare                        |   | 11.38  | 9.67  | 10.68 |
| Information & Comm. Technologies        |   | 6.85   | 15.96 | 10.59 |
| Natural Sci., Mathematics & Statistics  |   | 2.96   | 4.20  | 3.47  |
| Social Sci., Journalism & Information   |   | 6.34   | 3.37  | 5.12  |

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 2.40   | 4.58 | 3.50   |
| PhD graduates                     |              | 0.07   | 0.13 | 0.10   |
| Graduates from tertiary education |              | 2.40   | 4.58 | 3.50   |

### Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | n. a. |
| Births attended by skilled personnel      | % live births                  | 99.70 |
| Maternal mortality                        | deaths per 100,000 live births | 66.00 |
| Total fertility rate                      | births per woman               | 1.39  |

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights | ◆     |

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

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



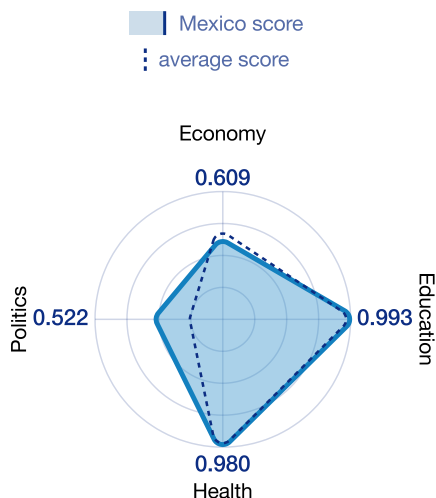
Mexico

0.776

23rd

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                |       |       |        |       |
|                                        | 0.776 | 23rd  | 0.768  | 33rd  |
| Economic Participation and Opportunity | 0.609 | 113th | 0.612  | 109th |
| Educational Attainment                 | 0.993 | 72nd  | 0.994  | 62nd  |
| Health and Survival                    | 0.980 | 1st   | 0.975  | 49th  |
| Political Empowerment                  | 0.522 | 9th   | 0.490  | 14th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |         | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|---------|------------|
|                                                |       |        |                                |                   | Min                | Max     |            |
| Economic Participation and Opportun...         | 113th | 0.609  |                                | -                 | -                  | -       | -          |
| Labour-force participation rate %              | 121st | 0.606  |                                | -30.11            | 46.24◆             | 76.35◆  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 123rd | 0.513  |                                | -                 | -                  | -       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 112th | 0.528  |                                | -13.65            | 15.26◆             | 28.90◆  | 0-150      |
| Legislators, senior officials and managers %   | 50th  | 0.633  |                                | -22.50            | 38.75◆             | 61.25◆  | 0-100      |
| Professional and technical workers %           | 69th  | 0.981  |                                | -0.96             | 49.52◆             | 50.48◆  | 0-100      |
| Educational Attainment                         | 72nd  | 0.993  |                                | -                 | -                  | -       | -          |
| Literacy rate %                                | 84th  | 0.979  |                                | -2.00             | 94.00◆             | 96.00◆  | 0-100      |
| Enrolment in primary education %               | -     | -      |                                | -                 | -                  | -       | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 12.71             | 92.11◆             | 104.82◆ | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 7.61              | 42.64◆             | 50.26◆  | 0-200      |
| Health and Survival                            | 1st   | 0.980  |                                | -                 | -                  | -       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -       | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -                  | -       | 0-100      |
| Political Empowerment                          | 9th   | 0.522  |                                | -                 | -                  | -       | -          |
| Women in parliament %                          | 1st   | 1.000  |                                | 0.40              | 49.80◆             | 50.20◆  | 0-100      |
| Women in ministerial positions %               | 15th  | 0.818  |                                | -10.00            | 45.00◆             | 55.00◆  | 0-100      |
| Years with female/male head of state (last 50) | 64th  | 0.023  |                                | -47.72            | 1.14◆              | 48.86◆  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value    |
|------------------------|-----------------------------|----------|
| GDP                    | US\$ billions               | 1,789.11 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 21.88    |
| Population sex ratio   | female/male, %              | 51.50    |
| Population growth rate | %                           | 0.87     |

| Indicator        | Million people | Female | Male  | Value  |
|------------------|----------------|--------|-------|--------|
| Total population |                | 66.81  | 62.93 | 129.74 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 15.00 |
| Share of women's membership in boards | %       | 11.50 |
| Firms with female majority ownership  | % firms | 11.20 |
| Firms with female top managers        | % firms | 15.70 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.13  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 21.26  | 30.06 | 51.32 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 55.70  | 55.64 | 55.67 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 2.81   | 2.78 | 2.79  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 35.99  | 19.80 | 26.42 |

| Indicator                                                 | Unit | Female | Male  | Value |
|-----------------------------------------------------------|------|--------|-------|-------|
| Proportion of time spent on unpaid domestic and care work | %    | 27.77  | 11.11 | n. a. |

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1947  |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | 50.00 |

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

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

## Family and care

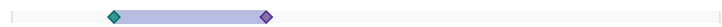
| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 10.80 |
| Early marriage                            | %             | 16.60 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Restricted rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 84     | 7    | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 14.26  | 35.87 | 23.75 |



|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.46 | 2.28 | 1.82 |
|-----------------------------------------|------|------|------|



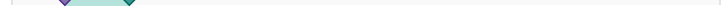
|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 3.63 | 3.32 | 3.49 |
|-------------------|------|------|------|



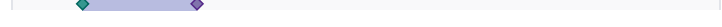
|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 36.74 | 34.49 | 35.75 |
|------------------------|-------|-------|-------|



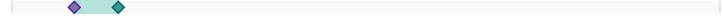
|           |       |      |       |
|-----------|-------|------|-------|
| Education | 16.44 | 7.29 | 12.42 |
|-----------|-------|------|-------|



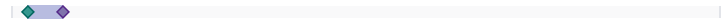
|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 9.81 | 26.05 | 16.94 |
|------------------------------------|------|-------|-------|



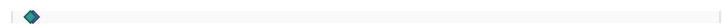
|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 14.87 | 8.63 | 12.13 |
|------------------|-------|------|-------|



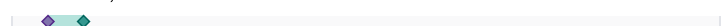
|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 2.05 | 7.03 | 4.24 |
|----------------------------------|------|------|------|



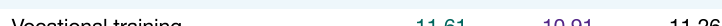
|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 2.39 | 2.79 | 2.57 |
|----------------------------------------|------|------|------|



|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 9.94 | 4.90 | 7.73 |
|---------------------------------------|------|------|------|



| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 11.61  | 10.91 | 11.26  |



|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.11 | 0.17 | 0.13 |
|---------------|------|------|------|



|                                   |       |       |       |
|-----------------------------------|-------|-------|-------|
| Graduates from tertiary education | 11.61 | 10.91 | 11.26 |
|-----------------------------------|-------|-------|-------|



## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 24.00 |
| Births attended by skilled personnel      | % live births                  | 96.60 |
| Maternal mortality                        | deaths per 100,000 live births | 42.00 |
| Total fertility rate                      | births per woman               | 1.91  |

| Indicator             | 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.

## Mongolia

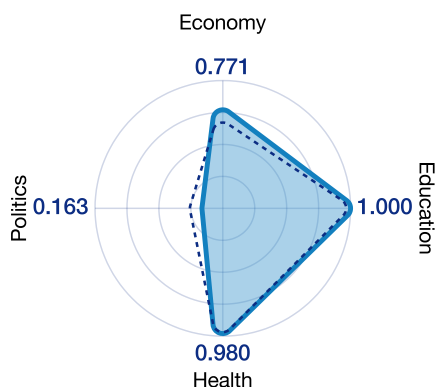
0.728

65th

2025

## Global Gender Gap Index 2025 Edition

■ Mongolia score  
⋯ average score



## Overview

| Index and Subindex                            | 2025  |      | ▼ 2024 |       |
|-----------------------------------------------|-------|------|--------|-------|
|                                               | Score | Rank | Score  | Rank  |
| <b>Global Gender Gap Index</b>                | 0.728 | 65th | 0.705  | 85th  |
| <b>Economic Participation and Opportunity</b> | 0.771 | 20th | 0.736  | 43rd  |
| <b>Educational Attainment</b>                 | 1.000 | 1st  | 1.000  | 1st   |
| <b>Health and Survival</b>                    | 0.980 | 1st  | 0.980  | 1st   |
| <b>Political Empowerment</b>                  | 0.163 | 99th | 0.104  | 120th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|------|--------|--------------------------------|-------------------|--------------------|-------|------------|
| <b>Economic Participation and Opportunity</b>  | 20th | 0.771  |                                | -                 | Min                | Max   | -          |
| Labour-force participation rate %              | 85th | 0.766  |                                | -16.13            | 52.75              | 68.87 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 41st | 0.709  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 98th | 0.582  |                                | -8.59             | 11.94              | 20.53 | 0-150      |
| Legislators, senior officials and managers %   | 1st  | 1.000  |                                | 2.43              | 48.78              | 51.22 | 0-100      |
| Professional and technical workers %           | 1st  | 1.000  |                                | 21.26             | 39.37              | 60.63 | 0-100      |
| <b>Educational Attainment</b>                  | 1st  | 1.000  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 1st  | 1.000  |                                | 0.39              | 98.52              | 98.91 | 0-100      |
| Enrolment in primary education %               | 1st  | 1.000  |                                | 2.45              | 91.07              | 93.52 | 0-100      |
| Enrolment in secondary education %             | 1st  | 1.000  |                                | 5.19              | 94.12              | 99.31 | 0-200      |
| Enrolment in tertiary education %              | 1st  | 1.000  |                                | 33.91             | 50.41              | 84.31 | 0-200      |
| <b>Health and Survival</b>                     | 1st  | 0.980  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st  | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 1st  | 1.060  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 99th | 0.163  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 83rd | 0.340  |                                | -49.21            | 25.40              | 74.60 | 0-100      |
| Women in ministerial positions %               | 85th | 0.231  |                                | -62.50            | 18.75              | 81.25 | 0-100      |
| Years with female/male head of state (last 50) | 78th | 0.000  |                                | -49.96            | 0.02               | 49.98 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 20.33 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 16.22 |
| Population sex ratio   | female/male, %              | 50.11 |
| Population growth rate | %                           | 1.37  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.74   | 1.74 | 3.48  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 32.70 |
| Firms with female top managers        | % firms | 38.90 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.51  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.59   | 0.67 | 1.26  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 37.20  | 45.97 | 41.94 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 4.42   | 5.95 | 5.25  |

| Indicator                  | Unit                 | Female | Male | Value |
|----------------------------|----------------------|--------|------|-------|
| Workers employed part-time | % of employed people | 7.50   | 4.41 | 5.83  |

| Indicator                                                 | Unit | Female | Male | Value |
|-----------------------------------------------------------|------|--------|------|-------|
| Proportion of time spent on unpaid domestic and care work | %    | 19.29  | 7.60 | n. a. |

### Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1924  |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | n. a. |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 22.57 |
| Early marriage                            | %             | 3.90  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 120    | 14   | 1.10  |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 9.42   | 32.92 | 17.84 |

| Indicator                               | Value          |
|-----------------------------------------|----------------|
| Agri., Forestry, Fisheries & Veterinary | 0.69 1.71 1.06 |

| Indicator         | Value          |
|-------------------|----------------|
| Arts & Humanities | 7.57 6.09 7.04 |

| Indicator              | Value             |
|------------------------|-------------------|
| Business, Admin. & Law | 32.15 31.48 31.91 |

| Indicator | Value            |
|-----------|------------------|
| Education | 23.79 8.28 18.23 |

| Indicator                          | Value            |
|------------------------------------|------------------|
| Engineering, Manuf. & Construction | 6.16 24.77 12.83 |

| Indicator        | Value            |
|------------------|------------------|
| Health & Welfare | 17.43 5.18 13.04 |

| Indicator                        | Value          |
|----------------------------------|----------------|
| Information & Comm. Technologies | 1.15 5.42 2.68 |

| Indicator                              | Value          |
|----------------------------------------|----------------|
| Natural Sci., Mathematics & Statistics | 2.11 2.72 2.33 |

| Indicator                             | Value          |
|---------------------------------------|----------------|
| Social Sci., Journalism & Information | 6.44 4.58 5.77 |

| Indicator              | Value              |
|------------------------|--------------------|
| Graduates Attainment % | Female Male Parity |

| Indicator           | Value          |
|---------------------|----------------|
| Vocational training | 5.93 9.33 7.68 |

| Indicator     | Value          |
|---------------|----------------|
| PhD graduates | 0.21 0.34 0.27 |

| Indicator                         | Value          |
|-----------------------------------|----------------|
| Graduates from tertiary education | 5.93 9.33 7.68 |

| Indicator             | Value        |
|-----------------------|--------------|
| Reproductive autonomy | Equal rights |

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

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

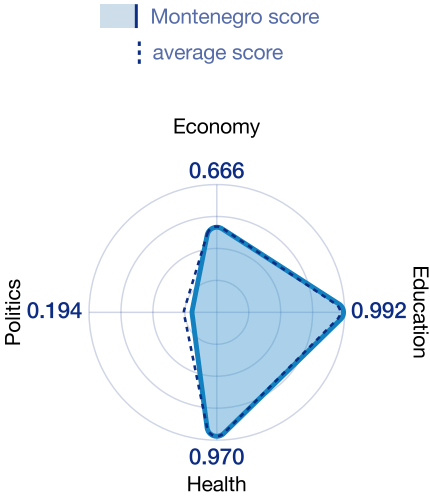
Montenegro

0.705

84th

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.705 | 84th | 0.718  | 67th |
| Economic Participation and Opportunity | 0.666 | 94th | 0.724  | 50th |
| Educational Attainment                 | 0.992 | 74th | 0.998  | 44th |
| Health and Survival                    | 0.970 | 72nd | 0.969  | 78th |
| Political Empowerment                  | 0.194 | 88th | 0.182  | 87th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 94th  | 0.666  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 64th  | 0.820  |                                | -12.66            | 57.78              | 70.44 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 63rd  | 0.663  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 100th | 0.577  |                                | -14.82            | 20.21              | 35.03 | 0-150      |
| Legislators, senior officials and managers %   | 107th | 0.324  |                                | -51.09            | 24.46              | 75.54 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 8.44              | 45.78              | 54.22 | 0-100      |
| Educational Attainment                         | 74th  | 0.992  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 77th  | 0.988  |                                | -1.20             | 97.95              | 99.15 | 0-100      |
| Enrolment in primary education %               | 104th | 0.988  |                                | -1.22             | 98.11              | 99.33 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.44              | 92.71              | 95.15 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 22.68             | 44.24              | 66.92 | 0-200      |
| Health and Survival                            | 72nd  | 0.970  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 135th | 0.934  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 38th  | 1.051  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 88th  | 0.194  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 75th  | 0.373  |                                | -45.68            | 27.16              | 72.84 | 0-100      |
| Women in ministerial positions %               | 71st  | 0.316  |                                | -52.00            | 24.00              | 76.00 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 7.53  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 27.37 |
| Population sex ratio   | female/male, %              | 51.88 |
| Population growth rate | %                           | -0.17 |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 0.32   | 0.30 | 0.62  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 11.80 |
| Firms with female top managers        | % firms | 13.50 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.48  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.13   | 0.15 | 0.28  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | n. a.  | n. a. | n. a. |
| Unemployed adults                                         | % of labour force (15-64) | 14.46  | 12.64 | 13.48 |
| Workers employed part-time                                | % of employed people      | 3.82   | 4.59  | 4.24  |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

## Civil and political freedom

| Indicator                                | Unit          | Value |
|------------------------------------------|---------------|-------|
| Year women received right to vote        | year          | 2006  |
| Number of female heads of state to date  | number        | n. a. |
| 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                                | Equal rights  | Value |
| Access to justice                        | Equal rights  | ◆     |
| Freedom of movement                      | Equal rights  | ◆     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 21.00 |
| Early marriage                            | %             | 1.10  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 98     | 0    | 295.00 |

## Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 15.77  | 26.89 | 20.45 |
| Agri., Forestry, Fisheries & Veterinary |   | 2.82   | 3.07  | 2.92  |
| Arts & Humanities                       |   | 11.82  | 5.81  | 9.29  |
| Business, Admin. & Law                  |   | 27.56  | 28.50 | 27.95 |
| Education                               |   | 5.09   | 2.32  | 3.92  |
| Engineering, Manuf. & Construction      |   | 10.41  | 16.68 | 13.05 |
| Health & Welfare                        |   | 4.33   | 2.74  | 3.66  |
| Information & Comm. Technologies        |   | 1.79   | 8.32  | 4.54  |
| Natural Sci., Mathematics & Statistics  |   | 3.57   | 1.89  | 2.87  |
| Social Sci., Journalism & Information   |   | 18.56  | 11.86 | 15.74 |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 21.70  | 23.87 | 22.83  |
| PhD graduates                     |              | 0.65   | 1.36  | 0.93   |
| Graduates from tertiary education |              | 21.70  | 23.87 | 22.83  |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 16.00 |
| Births attended by skilled personnel      | % live births                  | 98.80 |
| Maternal mortality                        | deaths per 100,000 live births | 6.00  |
| Total fertility rate                      | births per woman               | 1.74  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

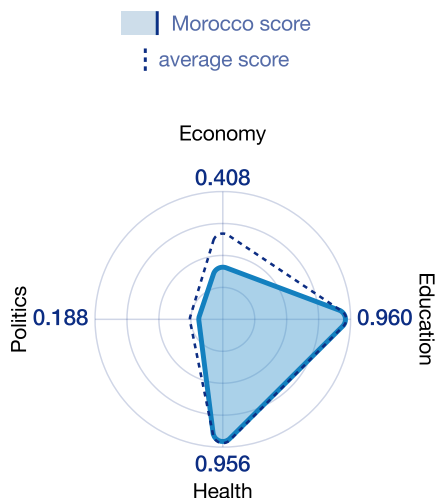
## Morocco

0.628

137th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.628 | 137th | 0.628  | 137th |
| Economic Participation and Opportunity | 0.408 | 143rd | 0.406  | 141st |
| Educational Attainment                 | 0.960 | 114th | 0.956  | 118th |
| Health and Survival                    | 0.956 | 136th | 0.961  | 131st |
| Political Empowerment                  | 0.188 | 91st  | 0.188  | 85th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 143rd | 0.408  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 143rd | 0.284  |                                | -49.80            | 19.80              | 69.60 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 82nd  | 0.625  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 144th | 0.215  |                                | -11.39            | 3.13               | 14.52 | 0-150      |
| Legislators, senior officials and managers %   | -     | -      |                                | -                 |                    |       | -          |
| Professional and technical workers %           | -     | -      |                                | -                 |                    |       | -          |
| Educational Attainment                         | 114th | 0.960  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 119th | 0.802  |                                | -17.00            | 69.00              | 86.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.65              |                    | 96.54 | 0-100      |
| Enrolment in secondary education %             | 106th | 0.989  |                                | -1.00             | 87.22              | 88.22 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 8.49              | 43.33              | 51.82 | 0-200      |
| Health and Survival                            | 136th | 0.956  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 142nd | 0.984  |                                | -                 |                    |       | 0-100      |
| Political Empowerment                          | 91st  | 0.188  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 86th  | 0.321  |                                | -51.39            | 24.30              | 75.70 | 0-100      |
| Women in ministerial positions %               | 61st  | 0.357  |                                | -47.37            | 26.32              | 73.68 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |



Complementary Targets and Contextual Indicators2025

| General indicators     |                             |        |       |       |
|------------------------|-----------------------------|--------|-------|-------|
| Indicator              | Unit                        | Value  |       |       |
| GDP                    | US\$ billions               | 144.42 |       |       |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 8.87   |       |       |
| Population sex ratio   | female/male, %              | 49.56  |       |       |
| Population growth rate | %                           | 1.02   |       |       |
| Indicator              | Million people              | Female | Male  | Value |
| Total population       |                             | 18.69  | 19.02 | 37.71 |

| Work participation and leadership        |            |       |  |  |
|------------------------------------------|------------|-------|--|--|
| Indicator                                | Unit       | Value |  |  |
| Gender wage gap                          | %          | n. a. |  |  |
| Share of women's membership in boards    | %          | n. a. |  |  |
| Firms with female majority ownership     | % firms    | 0.70  |  |  |
| Firms with female top managers           | % firms    | 5.40  |  |  |
| Indicator                                | 1-7 (best) | Value |  |  |
| Advancement of women to leadership roles |            | 4.41  |  |  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 2.42   | 8.42 | 10.85 |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | n. a.  | n. a. | n. a. |
| Unemployed adults                                         | % of labour force (15-64) | 17.81  | 10.69 | 12.31 |
| Workers employed part-time                                | % of employed people      | 45.52  | 14.60 | 21.18 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

| Access to finance                           |                   |       |  |  |
|---------------------------------------------|-------------------|-------|--|--|
| Indicator                                   | 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        | n. a. |  |  |
| Seats held in upper house                | % total seats | 11.67 |  |  |
| Indicator                                | Yes/No        | Value |  |  |
| Election list quotas for women, national | Yes           |       |  |  |
| Party membership quotas, voluntary       | Yes           |       |  |  |
| Indicator                                | Equal rights  | Value |  |  |
| Access to justice                        | Equal rights  |       |  |  |
| Freedom of movement                      | Equal rights  |       |  |  |

| Family and care                           |                |        |      |       |
|-------------------------------------------|----------------|--------|------|-------|
| Indicator                                 | Unit           | Value  |      |       |
| Unmet family planning                     | % women 15-49  | 11.30  |      |       |
| Early marriage                            | %              | 8.80   |      |       |
| Mean age of women at birth of first child | years          | n. a.  |      |       |
| Indicator                                 | Equal rights   | Value  |      |       |
| Right to divorce                          | Unequal rights |        |      |       |
| Indicator                                 | Shared days    | Female | Male | Value |
| Length of paid parental leave             |                | 98     | 3    | 0     |

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | 19.30  | 31.19 | 24.57 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.52   | 0.64  | 0.57  |
| Arts & Humanities                       |   | 11.99  | 13.25 | 12.55 |
| Business, Admin. & Law                  |   | 35.29  | 31.80 | 33.74 |
| Education                               |   | 9.67   | 6.68  | 8.35  |
| Engineering, Manuf. & Construction      |   | 7.08   | 15.17 | 10.67 |
| Health & Welfare                        |   | 8.29   | 3.63  | 6.22  |
| Information & Comm. Technologies        |   | 4.43   | 9.12  | 6.51  |
| Natural Sci., Mathematics & Statistics  |   | 7.79   | 6.90  | 7.39  |
| Social Sci., Journalism & Information   |   | 12.78  | 10.58 | 11.81 |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 7.65   | 9.25  | 8.47   |
| PhD graduates                     |              | n. a.  | n. a. | n. a.  |
| Graduates from tertiary education |              | 7.65   | 9.25  | 8.47   |

| Health                                    |                                |       |  |  |
|-------------------------------------------|--------------------------------|-------|--|--|
| Indicator                                 | Unit                           | Value |  |  |
| Prevalence of gender violence in lifetime | % women                        | 46.00 |  |  |
| 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               | 2.23  |  |  |
| Indicator                                 | 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, de finitions, sources and periods.

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

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## Mozambique

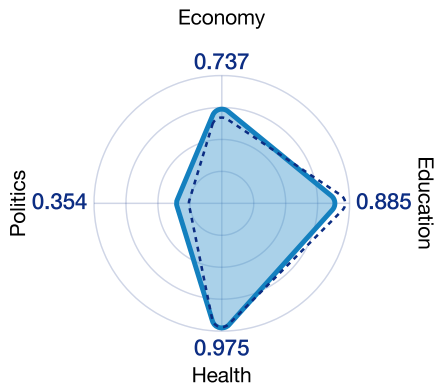
0.738

53rd

2025

## Global Gender Gap Index 2025 Edition

■ Mozambique score  
⋯ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.738 | 53rd  | 0.776  | 27th  |
| Economic Participation and Opportunity | 0.737 | 46th  | 0.690  | 76th  |
| Educational Attainment                 | 0.885 | 134th | 0.894  | 133rd |
| Health and Survival                    | 0.975 | 43rd  | 0.980  | 1st   |
| Political Empowerment                  | 0.354 | 38th  | 0.542  | 8th   |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 46th  | 0.737  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 5th   | 0.957  |                                | -3.44             | 77.21◆             | 80.66 | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -                 | -                  | -     | -          |
| Estimated earned income int'l \$ 1,000         | 18th  | 0.774  |                                | -0.39             | 1.32◆              | 1.71  | 0-150      |
| Legislators, senior officials and managers %   | 95th  | 0.388  |                                | -44.12            | 27.94◆             | 72.06 | 0-100      |
| Professional and technical workers %           | 99th  | 0.734  |                                | -15.31            | 42.35◆             | 57.66 | 0-100      |
| <b>Educational Attainment</b>                  | 134th | 0.885  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 130th | 0.681  |                                | -23.00            | 49.00◆             | 72.00 | 0-100      |
| Enrolment in primary education %               | 115th | 0.971  |                                | -2.81             | 95.16◆             | 97.97 | 0-100      |
| Enrolment in secondary education %             | 134th | 0.901  |                                | -3.89             | 35.30◆             | 39.19 | 0-200      |
| Enrolment in tertiary education %              | 118th | 0.845  |                                | -1.23             | 6.71◆              | 7.94  | 0-200      |
| <b>Health and Survival</b>                     | 43rd  | 0.975  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 50th  | 1.044  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 38th  | 0.354  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 27th  | 0.645  |                                | -21.60            | 39.20◆             | 60.80 | 0-100      |
| Women in ministerial positions %               | 59th  | 0.385  |                                | -44.44            | 27.78◆             | 72.22 | 0-100      |
| Years with female/male head of state (last 50) | 33rd  | 0.134  |                                | -38.16            | 5.92◆              | 44.08 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 20.95 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 1.51  |
| Population sex ratio   | female/male, %              | 51.52 |
| Population growth rate | %                           | 2.95  |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 17.33  | 16.31 | 33.64 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 17.40 |
| Firms with female top managers        | % firms | 15.60 |

| Indicator | 1-7 (best) | Value |
|-----------|------------|-------|
|-----------|------------|-------|

|                                          |  |       |
|------------------------------------------|--|-------|
| Advancement of women to leadership roles |  | n. a. |
|------------------------------------------|--|-------|

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 4.79   | 4.41 | 9.19  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 98.39  | 92.66 | 95.67 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 7.89 | 6.35 | 7.15 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 57.05 | 42.15 | 49.89 |
|----------------------------|----------------------|-------|-------|-------|

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

### Access to finance

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

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1975  |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | n. a. |

| Indicator | Yes/No | Value |
|-----------|--------|-------|
|-----------|--------|-------|

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

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 26.60 |
| Early marriage                            | %             | 41.00 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

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

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 60     | 1    | 0     |

### Education and skills

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

|      |  |      |       |      |
|------|--|------|-------|------|
| STEM |  | 5.62 | 13.47 | 9.56 |
|------|--|------|-------|------|

|                                         |  |      |      |      |
|-----------------------------------------|--|------|------|------|
| Agri., Forestry, Fisheries & Veterinary |  | 1.24 | 2.24 | 1.74 |
|-----------------------------------------|--|------|------|------|

|                   |  |      |      |      |
|-------------------|--|------|------|------|
| Arts & Humanities |  | 1.26 | 1.20 | 1.23 |
|-------------------|--|------|------|------|

|                        |  |       |       |       |
|------------------------|--|-------|-------|-------|
| Business, Admin. & Law |  | 36.83 | 29.72 | 33.26 |
|------------------------|--|-------|-------|-------|

|           |  |       |       |       |
|-----------|--|-------|-------|-------|
| Education |  | 27.24 | 36.54 | 31.91 |
|-----------|--|-------|-------|-------|

|                                    |  |      |       |      |
|------------------------------------|--|------|-------|------|
| Engineering, Manuf. & Construction |  | 4.17 | 10.31 | 7.25 |
|------------------------------------|--|------|-------|------|

|                  |  |       |      |       |
|------------------|--|-------|------|-------|
| Health & Welfare |  | 16.45 | 5.39 | 10.90 |
|------------------|--|-------|------|-------|

|                                  |  |      |      |      |
|----------------------------------|--|------|------|------|
| Information & Comm. Technologies |  | 0.56 | 2.11 | 1.34 |
|----------------------------------|--|------|------|------|

|                                        |  |      |      |      |
|----------------------------------------|--|------|------|------|
| Natural Sci., Mathematics & Statistics |  | 0.88 | 1.05 | 0.97 |
|----------------------------------------|--|------|------|------|

|                                       |  |      |      |      |
|---------------------------------------|--|------|------|------|
| Social Sci., Journalism & Information |  | 9.78 | 7.33 | 8.55 |
|---------------------------------------|--|------|------|------|

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

|                     |  |      |      |      |
|---------------------|--|------|------|------|
| Vocational training |  | 0.47 | 0.92 | 0.69 |
|---------------------|--|------|------|------|

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 0.04 | 0.05 | 0.05 |
|---------------|--|------|------|------|

|                                   |  |      |      |      |
|-----------------------------------|--|------|------|------|
| Graduates from tertiary education |  | 0.47 | 0.92 | 0.69 |
|-----------------------------------|--|------|------|------|

### Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 30.00 |
| Births attended by skilled personnel      | % live births                  | 73.00 |
| Maternal mortality                        | deaths per 100,000 live births | 99.00 |
| Total fertility rate                      | births per woman               | 4.76  |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

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

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

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

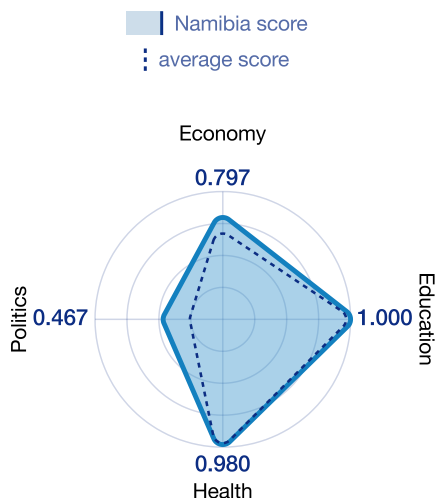
## Namibia

0.811

8th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.811 | 8th  | 0.805  | 8th  |
| Economic Participation and Opportunity | 0.797 | 11th | 0.783  | 17th |
| Educational Attainment                 | 1.000 | 1st  | 1.000  | 1st  |
| Health and Survival                    | 0.980 | 1st  | 0.980  | 1st  |
| Political Empowerment                  | 0.467 | 15th | 0.456  | 21st |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |      |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 11th | 0.797  |                                | -                 | -                  | -     | -          |
| Labour-force participation rate %              | 24th | 0.884  |                                | -7.28             | 55.42◆             | 62.70 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 60th | 0.667  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 11th | 0.806  |                                | -2.18             | 9.04◆              | 11.22 | 0-150      |
| Legislators, senior officials and managers %   | 29th | 0.772  |                                | -12.87            | 43.57◆             | 56.43 | 0-100      |
| Professional and technical workers %           | 1st  | 1.000  |                                | 11.98             | 44.01◆             | 55.99 | 0-100      |
| Educational Attainment                         | 1st  | 1.000  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 1st  | 1.000  |                                | 0                 | 92.00◆             | 92.00 | 0-100      |
| Enrolment in primary education %               | -    | -      |                                | -                 | -                  | -     | -          |
| Enrolment in secondary education %             | -    | -      |                                | -                 | -                  | -     | -          |
| Enrolment in tertiary education %              | 1st  | 1.000  |                                | 13.97             | 19.15◆             | 33.12 | 0-200      |
| Health and Survival                            | 1st  | 0.980  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st  | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 1st  | 1.060  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 15th | 0.467  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 22nd | 0.684  |                                | -18.75            | 40.63◆             | 59.38 | 0-100      |
| Women in ministerial positions %               | 29th | 0.583  |                                | -26.32            | 36.84◆             | 63.16 | 0-100      |
| Years with female/male head of state (last 50) | 17th | 0.250  |                                | -29.98            | 10.01◆             | 39.99 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 12.35 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 10.11 |
| Population sex ratio   | female/male, %              | 51.16 |
| Population growth rate | %                           | 2.51  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.52   | 1.45 | 2.96  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 19.10 |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.26  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.38   | 0.38 | 0.76  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 58.36  | 53.15 | 55.76 |

|                   |                           |       |       |       |
|-------------------|---------------------------|-------|-------|-------|
| Unemployed adults | % of labour force (15-64) | 19.56 | 21.97 | 20.79 |
|-------------------|---------------------------|-------|-------|-------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 31.59 | 20.72 | 26.17 |
|----------------------------|----------------------|-------|-------|-------|

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

### Access to finance

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

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1989  |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | 14.29 |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 3.50  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Near-equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 84     | 0    | 0     |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 5.82   | 20.07 | 10.29 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.84 | 2.83 | 2.15 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 3.15 | 2.05 | 2.80 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 21.33 | 28.85 | 23.69 |
|------------------------|-------|-------|-------|

|           |       |       |       |
|-----------|-------|-------|-------|
| Education | 47.38 | 33.58 | 43.05 |
|-----------|-------|-------|-------|

|                                    |      |       |      |
|------------------------------------|------|-------|------|
| Engineering, Manuf. & Construction | 2.16 | 10.00 | 4.62 |
|------------------------------------|------|-------|------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 16.65 | 9.35 | 14.36 |
|------------------|-------|------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 2.10 | 8.05 | 3.97 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 1.56 | 2.03 | 1.70 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 2.42 | 2.23 | 2.36 |
|---------------------------------------|------|------|------|

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

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.87 | 1.07 | 0.96 |
|---------------|------|------|------|

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

### Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 27.00  |
| Births attended by skilled personnel      | % live births                  | n. a.  |
| Maternal mortality                        | deaths per 100,000 live births | 139.00 |
| Total fertility rate                      | births per woman               | 3.21   |

| Indicator             | Equal rights  | Value |
|-----------------------|---------------|-------|
| Reproductive autonomy | Uneven rights | ◆     |

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

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

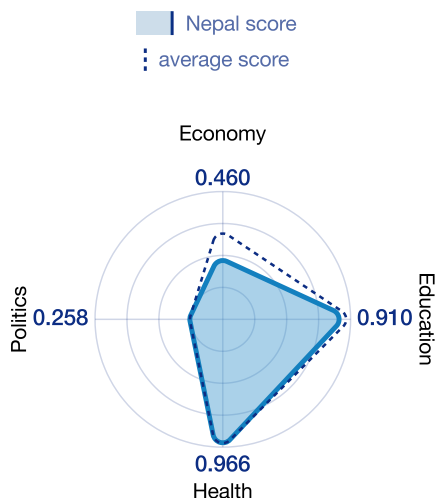
Nepal

0.648

125th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |       | ▼ 2024 |       |
|-----------------------------------------------|-------|-------|--------|-------|
|                                               | Score | Rank  | Score  | Rank  |
| <b>Global Gender Gap Index</b>                | 0.648 | 125th | 0.664  | 117th |
| <b>Economic Participation and Opportunity</b> | 0.460 | 140th | 0.475  | 137th |
| <b>Educational Attainment</b>                 | 0.910 | 129th | 0.923  | 130th |
| <b>Health and Survival</b>                    | 0.966 | 91st  | 0.969  | 82nd  |
| <b>Political Empowerment</b>                  | 0.258 | 63rd  | 0.288  | 51st  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 140th | 0.460  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 131st | 0.508  |                                | -27.04            | 27.91              | 54.95 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 108th | 0.576  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 134th | 0.383  |                                | -4.42             | 2.75               | 7.17  | 0-150      |
| Legislators, senior officials and managers %   | 129th | 0.152  |                                | -73.67            | 13.17              | 86.83 | 0-100      |
| Professional and technical workers %           | 109th | 0.599  |                                | -25.08            | 37.46              | 62.54 | 0-100      |
| <b>Educational Attainment</b>                  | 129th | 0.910  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 126th | 0.745  |                                | -20.33            | 59.41              | 79.75 | 0-100      |
| Enrolment in primary education %               | -     | -      |                                | -                 |                    |       | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.98              | 89.91              | 90.89 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 3.55              | 17.25              | 20.79 | 0-200      |
| <b>Health and Survival</b>                     | 91st  | 0.966  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 105th | 1.015  |                                | -                 |                    |       | 0-100      |
| <b>Political Empowerment</b>                   | 63rd  | 0.258  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 50th  | 0.503  |                                | -33.09            | 33.46              | 66.55 | 0-100      |
| Women in ministerial positions %               | 127th | 0.105  |                                | -80.95            | 9.52               | 90.48 | 0-100      |
| Years with female/male head of state (last 50) | 27th  | 0.173  |                                | -35.25            | 7.38               | 42.63 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 40.91 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 4.86  |
| Population sex ratio   | female/male, %              | 51.91 |
| Population growth rate | %                           | -0.07 |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 15.42    | 14.28  | 29.69 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 7.60  |
| Firms with female top managers        | % firms | 10.30 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.03  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 2.55     | 4.06   | 6.61  |

| Indicator                           | Unit      | ◆ Female | ◆ Male | Value |
|-------------------------------------|-----------|----------|--------|-------|
| Share of workers in informal sector | % workers | 87.34    | 77.97  | 81.56 |

| Indicator         | Unit                      | ◆ Female | ◆ Male | Value |
|-------------------|---------------------------|----------|--------|-------|
| Unemployed adults | % of labour force (15-64) | 12.34    | 10.12  | 10.99 |

| Indicator                  | Unit                 | ◆ Female | ◆ Male | Value |
|----------------------------|----------------------|----------|--------|-------|
| Workers employed part-time | % of employed people | 41.01    | 24.16  | 30.61 |

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

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1951  |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | 37.29 |

| Indicator | Yes/No | Value |
|-----------|--------|-------|
|-----------|--------|-------|

|                                          |       |
|------------------------------------------|-------|
| Election list quotas for women, national | n. a. |
| Party membership quotas, voluntary       | Yes   |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 20.80 |
| Early marriage                            | %             | 19.30 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights     | Value |
|------------------|------------------|-------|
| Right to divorce | Unequal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 98       | 21     | 0     |

## Education and skills

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
|-----------|---|----------|--------|-------|

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

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

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

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

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

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

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

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

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

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

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

|                     |      |      |      |
|---------------------|------|------|------|
| Vocational training | 0.74 | 0.72 | 0.73 |
|---------------------|------|------|------|

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

|                                   |      |      |      |
|-----------------------------------|------|------|------|
| Graduates from tertiary education | 0.74 | 0.72 | 0.73 |
|-----------------------------------|------|------|------|

## Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 27.00  |
| Births attended by skilled personnel      | % live births                  | 77.20  |
| Maternal mortality                        | deaths per 100,000 live births | 142.00 |
| Total fertility rate                      | births per woman               | 1.98   |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

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

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

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



Netherlands

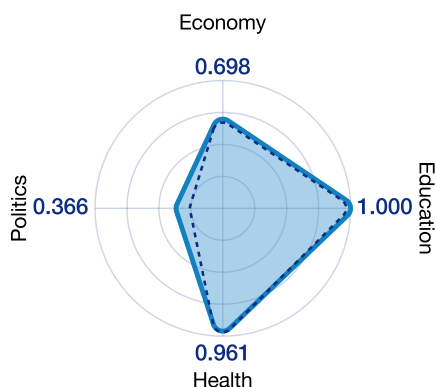
0.756

43rd

2025

## Global Gender Gap Index 2025 Edition

■ Netherlands score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.756 | 43rd  | 0.775  | 28th  |
| Economic Participation and Opportunity | 0.698 | 74th  | 0.694  | 74th  |
| Educational Attainment                 | 1.000 | 1st   | 1.000  | 1st   |
| Health and Survival                    | 0.961 | 121st | 0.962  | 126th |
| Political Empowerment                  | 0.366 | 33rd  | 0.443  | 23rd  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportunity</b>  | 74th  | 0.698  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 30th  | 0.876  |                                | -9.05             | 64.09              | 73.14  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 64th  | 0.662  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 73rd  | 0.632  |                                | -31.91            | 54.75              | 86.67  | 0-150      |
| Legislators, senior officials and managers %   | 90th  | 0.404  |                                | -42.48            | 28.76              | 71.24  | 0-100      |
| Professional and technical workers %           | 68th  | 0.981  |                                | -0.96             | 49.52              | 50.48  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.25              | 99.47              | 99.73  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 4.34              | 136.65             | 140.99 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 14.02             | 82.51              | 96.53  | 0-200      |
| <b>Health and Survival</b>                     | 121st | 0.961  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 131st | 1.000  |                                | -                 | -                  | -      | 0-100      |
| <b>Political Empowerment</b>                   | 33rd  | 0.366  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 26th  | 0.648  |                                | -21.33            | 39.33              | 60.67  | 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) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value    |
|------------------------|-----------------------------|----------|
| GDP                    | US\$ billions               | 1,154.36 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 70.67    |
| Population sex ratio   | female/male, %              | 50.33    |
| Population growth rate | %                           | 0.99     |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 9.00   | 8.88 | 17.88 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 6.07  |
| Share of women's membership in boards | %       | 41.60 |
| Firms with female majority ownership  | % firms | 5.00  |
| Firms with female top managers        | % firms | 13.70 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.23  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 3.94   | 4.49 | 8.43  |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 2.86   | 2.04 | 2.43  |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 3.90   | 3.50 | 3.70  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 76.81  | 47.17 | 61.11 |

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

## Access to finance

| Indicator                                   | 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        | n. a. |
| Seats held in upper house               | % total seats | 40.00 |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.10  |
| Mean age of women at birth of first child | years         | 30.40 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 112    | 42   | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 11.71  | 31.17 | 20.11 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.14 | 1.21 | 1.17 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 8.26 | 6.70 | 7.58 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 23.80 | 32.34 | 27.48 |
|------------------------|-------|-------|-------|

|           |       |      |      |
|-----------|-------|------|------|
| Education | 10.67 | 4.36 | 7.95 |
|-----------|-------|------|------|

|                                    |      |       |      |
|------------------------------------|------|-------|------|
| Engineering, Manuf. & Construction | 4.67 | 15.46 | 9.33 |
|------------------------------------|------|-------|------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 20.82 | 8.25 | 15.39 |
|------------------|-------|------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 1.51 | 8.27 | 4.43 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 5.53 | 7.44 | 6.35 |
|----------------------------------------|------|------|------|

|                                       |       |       |       |
|---------------------------------------|-------|-------|-------|
| Social Sci., Journalism & Information | 19.05 | 10.66 | 15.43 |
|---------------------------------------|-------|-------|-------|

| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 21.38  | 22.92 | 22.16  |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.82 | 1.33 | 1.07 |
|---------------|------|------|------|

| Indicator                                 | Unit    | Value |
|-------------------------------------------|---------|-------|
| Prevalence of gender violence in lifetime | % women | 21.00 |

|                                      |                                |       |
|--------------------------------------|--------------------------------|-------|
| Births attended by skilled personnel | % live births                  | n. a. |
| Maternal mortality                   | deaths per 100,000 live births | 4.00  |

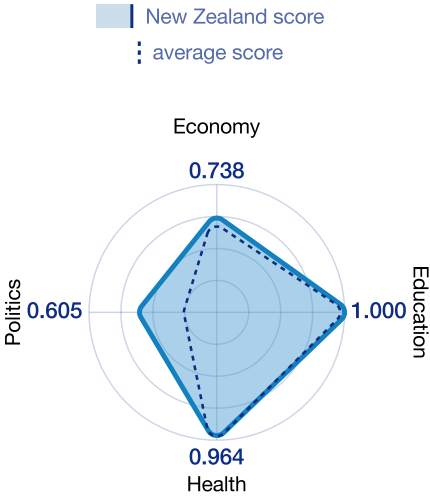
|                      |                  |      |
|----------------------|------------------|------|
| Total fertility rate | births per woman | 1.43 |
|----------------------|------------------|------|

| Indicator             | 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 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |      |
|----------------------------------------|-------|-------|--------|------|
|                                        | Score | Rank  | Score  | Rank |
| Global Gender Gap Index                | 0.827 | 5th   | 0.835  | 4th  |
| Economic Participation and Opportunity | 0.738 | 42nd  | 0.741  | 36th |
| Educational Attainment                 | 1.000 | 1st   | 1.000  | 1st  |
| Health and Survival                    | 0.964 | 104th | 0.966  | 99th |
| Political Empowerment                  | 0.605 | 7th   | 0.631  | 4th  |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 42nd  | 0.738  |                                | -                 | -                  | -      | -          |
| Labour-force participation rate %              | 26th  | 0.882  |                                | -9.07             | 67.62              | 76.70  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 46th  | 0.698  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 55th  | 0.666  |                                | -19.53            | 38.87              | 58.41  | 0-150      |
| Legislators, senior officials and managers %   | -     | -      |                                | -                 | -                  | -      | -          |
| Professional and technical workers %           | -     | -      |                                | -                 | -                  | -      | -          |
| Educational Attainment                         | 1st   | 1.000  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.14              | 97.63              | 97.77  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 7.55              | 109.73             | 117.27 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 37.29             | 58.28              | 95.57  | 0-200      |
| Health and Survival                            | 104th | 0.964  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 115th | 1.011  |                                | -                 | -                  | -      | 0-100      |
| Political Empowerment                          | 7th   | 0.605  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 8th   | 0.836  |                                | -8.94             | 45.53              | 54.47  | 0-100      |
| Women in ministerial positions %               | 36th  | 0.538  |                                | -30.00            | 35.00              | 65.00  | 0-100      |
| Years with female/male head of state (last 50) | 7th   | 0.480  |                                | -17.58            | 16.21              | 33.79  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 252.18 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 48.56  |
| Population sex ratio   | female/male, %              | 50.33  |
| Population growth rate | %                           | 2.05   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 2.63   | 2.59 | 5.22  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 4.23  |
| Share of women's membership in boards | %       | 46.00 |
| Firms with female majority ownership  | % firms | 9.00  |
| Firms with female top managers        | % firms | 20.30 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.19  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.25   | 1.38 | 2.63  |

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

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 5.10 | 4.74 | 4.92 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 51.43 | 27.82 | 39.10 |
|----------------------------|----------------------|-------|-------|-------|

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

### Access to finance

| Indicator                                   | Equal rights  | Value |
|---------------------------------------------|---------------|-------|
| Access to financial services                | Equal rights  | ◆     |
| Inheritance rights for widows and daughters | Equal rights  | ◆     |
| Access to land assets                       | Uneven rights | ◆     |
| Access to non-land assets                   | Equal rights  | ◆     |

### Civil and political freedom

| Indicator                               | Unit          | Value      |
|-----------------------------------------|---------------|------------|
| Year women received right to vote       | year          | 1886, 1893 |
| Number of female heads of state to date | number        | 3          |
| Seats held in upper house               | % total seats | n. a.      |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.80  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 0      | 0    | 182.00 |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 15.74  | 35.56 | 23.01 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 2.64 | 1.52 | 2.23 |
|-----------------------------------------|------|------|------|

|                   |       |       |       |
|-------------------|-------|-------|-------|
| Arts & Humanities | 11.38 | 11.54 | 11.44 |
|-------------------|-------|-------|-------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 18.87 | 23.34 | 20.51 |
|------------------------|-------|-------|-------|

|           |       |      |      |
|-----------|-------|------|------|
| Education | 12.71 | 5.04 | 9.90 |
|-----------|-------|------|------|

|                                    |      |       |      |
|------------------------------------|------|-------|------|
| Engineering, Manuf. & Construction | 5.08 | 15.21 | 8.80 |
|------------------------------------|------|-------|------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 23.88 | 10.00 | 18.79 |
|------------------|-------|-------|-------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 3.43 | 12.06 | 6.60 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 7.23 | 8.29 | 7.62 |
|----------------------------------------|------|------|------|

|                                       |       |      |       |
|---------------------------------------|-------|------|-------|
| Social Sci., Journalism & Information | 11.36 | 8.86 | 10.44 |
|---------------------------------------|-------|------|-------|

| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 9.59   | 18.42 | 14.13  |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.96 | 1.30 | 1.12 |
|---------------|------|------|------|

|                                   |      |       |       |
|-----------------------------------|------|-------|-------|
| Graduates from tertiary education | 9.59 | 18.42 | 14.13 |
|-----------------------------------|------|-------|-------|

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|--|--|--|--|

### Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 23.00 |
| Births attended by skilled personnel      | % live births                  | 96.50 |
| Maternal mortality                        | deaths per 100,000 live births | 7.00  |
| Total fertility rate                      | births per woman               | 1.56  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

## Nicaragua

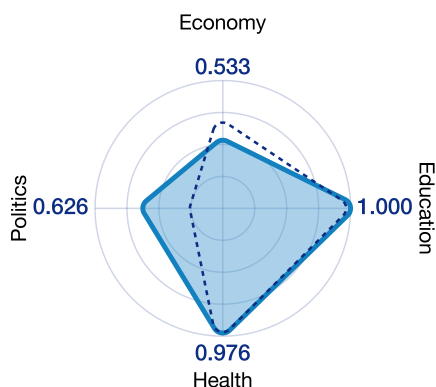
0.783

18th

2025

## Global Gender Gap Index 2025 Edition

■ Nicaragua score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.783 | 18th  | 0.811  | 6th   |
| Economic Participation and Opportunity | 0.533 | 131st | 0.642  | 100th |
| Educational Attainment                 | 1.000 | 1st   | 1.000  | 32nd  |
| Health and Survival                    | 0.976 | 37th  | 0.978  | 34th  |
| Political Empowerment                  | 0.626 | 6th   | 0.626  | 5th   |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportunity</b>  | 131st | 0.533  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 124th | 0.577  |                                | -35.29            | 48.05              | 83.34 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 115th | 0.547  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 124th | 0.473  |                                | -5.39             | 4.83               | 10.22 | 0-150      |
| Legislators, senior officials and managers %   | -     | -      | -                              | -                 | -                  | -     | -          |
| Professional and technical workers %           | -     | -      | -                              | -                 | -                  | -     | -          |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 1.00              | 82.00              | 83.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.31              | 93.19              | 93.50 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.97              | 69.70              | 70.67 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 10.45             | 25.21              | 35.66 | 0-200      |
| <b>Health and Survival</b>                     | 37th  | 0.976  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 44th  | 1.047  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 6th   | 0.626  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 1st   | 1.000  |                                | 9.89              | 45.06              | 54.95 | 0-100      |
| Women in ministerial positions %               | 1st   | 1.000  |                                | 28.57             | 35.71              | 64.29 | 0-100      |
| Years with female/male head of state (last 50) | 29th  | 0.155  |                                | -36.56            | 6.72               | 43.28 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 17.83 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 7.49  |
| Population sex ratio   | female/male, %              | 50.82 |
| Population growth rate | %                           | 1.37  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 3.47   | 3.36 | 6.82  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 26.80 |
| Firms with female top managers        | % firms | 27.00 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.16  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | n. a.  | n. a. | n. a. |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | n. a.  | n. a. | n. a. |
| Unemployed adults                                         | % of labour force (15-64) | n. a.  | n. a. | n. a. |
| Workers employed part-time                                | % of employed people      | n. a.  | n. a. | n. a. |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

### Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

### Civil and political freedom

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 22.30 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 84     | 7    | 0     |

### Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 12.90  | 28.97 | 19.54 |
| Agri., Forestry, Fisheries & Veterinary |   | 5.95   | 13.29 | 8.98  |
| Arts & Humanities                       |   | 2.74   | 3.67  | 3.13  |
| Business, Admin. & Law                  |   | 32.29  | 25.36 | 29.42 |
| Education                               |   | 9.30   | 6.68  | 8.22  |
| Engineering, Manuf. & Construction      |   | 8.98   | 21.88 | 14.31 |
| Health & Welfare                        |   | 30.11  | 18.28 | 25.22 |
| Information & Comm. Technologies        |   | 1.14   | 4.35  | 2.46  |
| Natural Sci., Mathematics & Statistics  |   | 2.78   | 2.74  | 2.77  |
| Social Sci., Journalism & Information   |   | 5.93   | 2.92  | 4.69  |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 1.92   | 2.24  | 2.08   |
| PhD graduates                     |              | n. a.  | n. a. | n. a.  |
| Graduates from tertiary education |              | 1.92   | 2.24  | 2.08   |

### Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 23.00 |
| Births attended by skilled personnel      | % live births                  | 94.10 |
| Maternal mortality                        | deaths per 100,000 live births | 60.00 |
| Total fertility rate                      | births per woman               | 2.22  |

| Indicator             | Equal rights   | Value |
|-----------------------|----------------|-------|
| Reproductive autonomy | Unequal rights | ◆     |

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

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

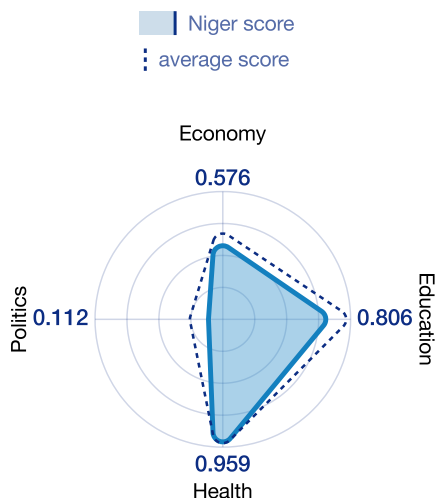
## Niger

0.613

142nd

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.613 | 142nd | 0.628  | 138th |
| Economic Participation and Opportunity | 0.576 | 121st | 0.664  | 91st  |
| Educational Attainment                 | 0.806 | 143rd | 0.786  | 141st |
| Health and Survival                    | 0.959 | 129th | 0.964  | 113th |
| Political Empowerment                  | 0.112 | 116th | 0.096  | 121st |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|------------|
| <b>Economic Participation and Opportunity</b>  | 121st | 0.576  |                                | -                 | Min - Max          | -          |
| Labour-force participation rate %              | 53rd  | 0.840  |                                | -13.95            | 73.36◆ 87.32       | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -                 | -                  | -          |
| Estimated earned income int'l \$ 1,000         | 70th  | 0.635  |                                | -0.76             | 1.32◆ 2.08         | 0-150      |
| Legislators, senior officials and managers %   | 125th | 0.202  |                                | -66.38            | 16.81◆ 83.19       | 0-100      |
| Professional and technical workers %           | 120th | 0.493  |                                | -33.98            | 33.01◆ 66.99       | 0-100      |
| <b>Educational Attainment</b>                  | 143rd | 0.806  |                                | -                 | -                  | -          |
| Literacy rate %                                | 141st | 0.536  |                                | -22.20            | 25.69◆ 47.89       | 0-100      |
| Enrolment in primary education %               | 121st | 0.945  |                                | -3.46             | 58.86◆ 62.32       | 0-100      |
| Enrolment in secondary education %             | 130th | 0.923  |                                | -1.72             | 20.69◆ 22.40       | 0-200      |
| Enrolment in tertiary education %              | 134th | 0.481  |                                | -3.20             | 2.96◆ 6.16         | 0-200      |
| <b>Health and Survival</b>                     | 129th | 0.959  |                                | -                 | -                  | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | 0-100      |
| Healthy life expectancy** years                | 138th | 0.994  |                                | -                 | -                  | 0-100      |
| <b>Political Empowerment</b>                   | 116th | 0.112  |                                | -                 | -                  | -          |
| Women in parliament %                          | -     | -      |                                | -                 | -                  | -          |
| Women in ministerial positions %               | 72nd  | 0.313  |                                | -52.38            | 23.81◆ 76.19       | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0◆ 50.00           | 0-50       |



## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 16.82 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 1.70  |
| Population sex ratio   | female/male, %              | 49.23 |
| Population growth rate | %                           | 3.29  |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 12.88  | 13.28 | 26.16 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 8.90  |
| Firms with female top managers        | % firms | 10.60 |

| Indicator | 1-7 (best) | Value |
|-----------|------------|-------|
|-----------|------------|-------|

|                                          |  |       |
|------------------------------------------|--|-------|
| Advancement of women to leadership roles |  | n. a. |
|------------------------------------------|--|-------|

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 3.51   | 3.19 | 6.70  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 99.01  | 97.95 | 98.49 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 0.30 | 0.55 | 0.42 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 45.62 | 29.01 | 34.05 |
|----------------------------|----------------------|-------|-------|-------|

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

## Access to finance

| Indicator                                   | Equal rights   | Value |
|---------------------------------------------|----------------|-------|
| Access to financial services                | Unequal rights | ✖     |
| Inheritance rights for widows and daughters | Unequal rights | ✖     |
| Access to land assets                       | Unequal rights | ✖     |
| Access to non-land assets                   | Unequal rights | ✖     |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1960  |
| Number of female heads of state to date | number        | n. a. |
| 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 | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                     |                   |   |
|---------------------|-------------------|---|
| Access to justice   | Restricted rights | ✖ |
| Freedom of movement | Equal rights      | ✖ |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 21.13 |
| Early marriage                            | %             | 65.80 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                  |                   |   |
|------------------|-------------------|---|
| Right to divorce | Restricted rights | ✖ |
|------------------|-------------------|---|

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 1    | 0     |

## Education and skills

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

|      |  |      |       |       |
|------|--|------|-------|-------|
| STEM |  | 6.20 | 15.27 | 12.34 |
|------|--|------|-------|-------|

|                                         |  |      |      |      |
|-----------------------------------------|--|------|------|------|
| Agri., Forestry, Fisheries & Veterinary |  | 1.61 | 3.94 | 3.18 |
|-----------------------------------------|--|------|------|------|

|                   |  |       |      |      |
|-------------------|--|-------|------|------|
| Arts & Humanities |  | 12.37 | 7.01 | 8.74 |
|-------------------|--|-------|------|------|

|                        |  |       |       |       |
|------------------------|--|-------|-------|-------|
| Business, Admin. & Law |  | 40.86 | 42.64 | 42.06 |
|------------------------|--|-------|-------|-------|

|           |  |      |      |      |
|-----------|--|------|------|------|
| Education |  | 4.26 | 2.70 | 3.21 |
|-----------|--|------|------|------|

|                                    |  |      |      |      |
|------------------------------------|--|------|------|------|
| Engineering, Manuf. & Construction |  | 0.58 | 3.69 | 2.68 |
|------------------------------------|--|------|------|------|

|                  |  |       |       |       |
|------------------|--|-------|-------|-------|
| Health & Welfare |  | 24.15 | 14.96 | 17.93 |
|------------------|--|-------|-------|-------|

|                                  |  |      |      |      |
|----------------------------------|--|------|------|------|
| Information & Comm. Technologies |  | 2.76 | 3.46 | 3.23 |
|----------------------------------|--|------|------|------|

|                                        |  |      |      |      |
|----------------------------------------|--|------|------|------|
| Natural Sci., Mathematics & Statistics |  | 2.87 | 8.13 | 6.43 |
|----------------------------------------|--|------|------|------|

|                                       |  |      |      |      |
|---------------------------------------|--|------|------|------|
| Social Sci., Journalism & Information |  | 8.59 | 8.95 | 8.83 |
|---------------------------------------|--|------|------|------|

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

|                     |  |      |      |      |
|---------------------|--|------|------|------|
| Vocational training |  | 1.06 | 1.30 | 1.18 |
|---------------------|--|------|------|------|

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

|                                   |  |      |      |      |
|-----------------------------------|--|------|------|------|
| Graduates from tertiary education |  | 1.06 | 1.30 | 1.18 |
|-----------------------------------|--|------|------|------|

## Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | n. a.  |
| Births attended by skilled personnel      | % live births                  | 43.70  |
| Maternal mortality                        | deaths per 100,000 live births | 350.00 |
| Total fertility rate                      | births per woman               | 6.06   |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                       |                   |   |
|-----------------------|-------------------|---|
| Reproductive autonomy | Restricted rights | ✖ |
|-----------------------|-------------------|---|

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

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

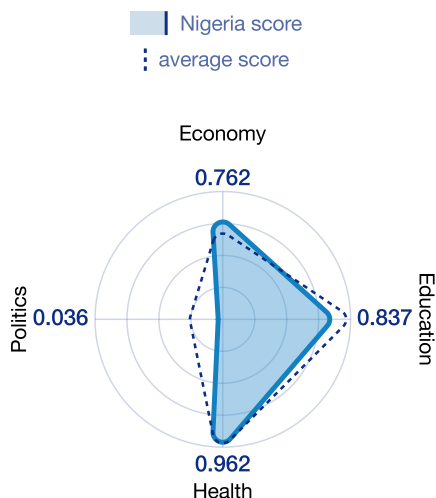
## Nigeria

0.649

124th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.649 | 124th | 0.650  | 125th |
| Economic Participation and Opportunity | 0.762 | 24th  | 0.726  | 49th  |
| Educational Attainment                 | 0.837 | 139th | 0.842  | 138th |
| Health and Survival                    | 0.962 | 117th | 0.967  | 97th  |
| Political Empowerment                  | 0.036 | 143rd | 0.066  | 136th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
| Economic Participation and Opportun...         | 24th  | 0.762  |                                | -                 | Min                | Max   | -          |
| Labour-force participation rate %              | 6th   | 0.956  |                                | -3.70             | 80.75◆             | 84.45 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 50th  | 0.687  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 87th  | 0.604  |                                | -2.75             | 4.20◆              | 6.95  | 0-150      |
| Legislators, senior officials and managers %   | 1st   | 1.000  |                                | 28.85             | 35.57◆             | 64.43 | 0-100      |
| Professional and technical workers %           | 104th | 0.628  |                                | -22.89            | 38.56◆             | 61.44 | 0-100      |
| Educational Attainment                         | 139th | 0.837  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 127th | 0.722  |                                | -20.48            | 53.25◆             | 73.73 | 0-100      |
| Enrolment in primary education %               | -     | -      |                                | -                 | -                  | -     | -          |
| Enrolment in secondary education %             | 107th | 0.989  |                                | -0.52             | 45.18◆             | 45.70 | 0-200      |
| Enrolment in tertiary education %              | 126th | 0.728  |                                | -3.55             | 9.53◆              | 13.09 | 0-200      |
| Health and Survival                            | 117th | 0.962  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 128th | 1.002  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 143rd | 0.036  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 138th | 0.040  |                                | -92.22            | 3.89◆              | 96.11 | 0-100      |
| Women in ministerial positions %               | 131st | 0.097  |                                | -82.35            | 8.82◆              | 91.18 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0◆                 | 50.00 | 0-50       |

Complementary Targets and Contextual Indicators

2025

General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 363.85 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 5.59   |
| Population sex ratio   | female/male, %              | 49.44  |
| Population growth rate | %                           | 2.10   |

| Indicator        | Million people | Female | Male   | Value  |
|------------------|----------------|--------|--------|--------|
| Total population |                | 112.68 | 115.21 | 227.88 |

Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 13.20 |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.46  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 27.18  | 27.01 | 54.19 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 96.58  | 91.52 | 93.92 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 4.15 | 2.14 | 3.16 |
|-------------------|---------------------------|------|------|------|

|                            |                      |      |      |      |
|----------------------------|----------------------|------|------|------|
| Workers employed part-time | % of employed people | 1.49 | 2.52 | 2.03 |
|----------------------------|----------------------|------|------|------|

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

Access to finance

| Indicator                                   | 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          | 1960  |
| Number of female heads of state to date | number        | n. a. |
| Seats held in upper house               | % total seats | 2.78  |

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

| Indicator           | Equal rights      | Value |
|---------------------|-------------------|-------|
| Access to justice   | Near-equal rights |       |
| Freedom of movement | Equal rights      |       |

Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 23.85 |
| Early marriage                            | %             | 12.20 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights  | Value |
|------------------|---------------|-------|
| Right to divorce | Uneven rights |       |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 84     | 0    | 0     |

Education and skills

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

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

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

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

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

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

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

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

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

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

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

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 0.22 | 1.01 | 0.60 |
|---------------|--|------|------|------|

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

Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 24.00  |
| Births attended by skilled personnel      | % live births                  | 50.70  |
| Maternal mortality                        | deaths per 100,000 live births | 993.00 |
| Total fertility rate                      | births per woman               | 4.48   |

| Indicator             | 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 Report 2025 288

## North Macedonia

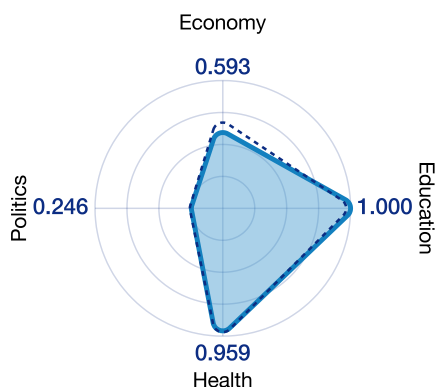
0.699

90th

2025

## Global Gender Gap Index 2025 Edition

■ North Macedonia score  
⋮ average score



## Overview

| Index and Subindex                       | 2025  |       | ▼ 2024 |       |
|------------------------------------------|-------|-------|--------|-------|
|                                          | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                  | 0.699 | 90th  | 0.727  | 58th  |
| 📊 Economic Participation and Opportunity | 0.593 | 119th | 0.635  | 101st |
| 📖 Educational Attainment                 | 1.000 | 1st   | 1.000  | 1st   |
| ⚕️ Health and Survival                   | 0.959 | 132nd | 0.960  | 134th |
| 🏛️ Political Empowerment                 | 0.246 | 67th  | 0.313  | 45th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| 📊 Economic Participation and Opportun...       | 119th | 0.593  |                                | -                 | -                  | -     | -          |
| Labour-force participation rate %              | 102nd | 0.690  |                                | -19.07            | 42.47              | 61.54 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 116th | 0.546  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 120th | 0.502  |                                | -15.60            | 15.73              | 31.33 | 0-150      |
| Legislators, senior officials and managers %   | 101st | 0.361  |                                | -46.93            | 26.54              | 73.47 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 10.44             | 44.78              | 55.22 | 0-100      |
| 📖 Educational Attainment                       | 1st   | 1.000  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | -     | -      |                                | -                 | -                  | -     | -          |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.60              | 96.75              | 97.34 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.43              | 91.25              | 91.67 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 19.57             | 43.60              | 63.17 | 0-200      |
| ⚕️ Health and Survival                         | 132nd | 0.959  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 140th | 0.929  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 83rd  | 1.027  |                                | -                 | -                  | -     | 0-100      |
| 🏛️ Political Empowerment                       | 67th  | 0.246  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 28th  | 0.644  |                                | -21.67            | 39.17              | 60.83 | 0-100      |
| Women in ministerial positions %               | 102nd | 0.176  |                                | -70.00            | 15.00              | 85.00 | 0-100      |
| Years with female/male head of state (last 50) | 73rd  | 0.008  |                                | -49.25            | 0.37               | 49.63 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 15.76 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 23.35 |
| Population sex ratio   | female/male, %              | 51.37 |
| Population growth rate | %                           | -0.21 |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 0.94     | 0.89   | 1.83  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 11.00 |
| Firms with female top managers        | % firms | 16.40 |

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

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 0.31     | 0.42   | 0.73  |

| Indicator                                                 | Unit                      | ◆ Female | ◆ Male | Value |
|-----------------------------------------------------------|---------------------------|----------|--------|-------|
| Share of workers in informal sector                       | % workers                 | 8.11     | 13.30  | 11.09 |
| Unemployed adults                                         | % of labour force (15-64) | 11.09    | 13.36  | 12.40 |
| Workers employed part-time                                | % of employed people      | 25.39    | 20.69  | 22.69 |
| Proportion of time spent on unpaid domestic and care work | %                         | 15.42    | 5.42   | n. a. |

## Access to finance

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

## Civil and political freedom

| Indicator                                | Unit           | Value |
|------------------------------------------|----------------|-------|
| Year women received right to vote        | year           | n. a. |
| Number of female heads of state to date  | number         | 3     |
| Seats held in upper house                | % total seats  | n. a. |
| Indicator                                | Yes/No         | Value |
| Election list quotas for women, national | Yes            |       |
| Party membership quotas, voluntary       | Yes            |       |
| Indicator                                | Equal rights   | Value |
| Access to justice                        | Equal rights ◆ |       |
| Freedom of movement                      | Equal rights ◆ |       |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 10.28 |
| Early marriage                            | %             | 5.60  |
| Mean age of women at birth of first child | years         | 27.40 |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Equal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 270      | 2      | 0     |

## Education and skills

| Graduates                               | % | ◆ Female | ◆ Male | Value |
|-----------------------------------------|---|----------|--------|-------|
| STEM                                    |   | 19.05    | 27.79  | 22.75 |
| Agri., Forestry, Fisheries & Veterinary |   | 1.09     | 1.78   | 1.38  |
| Arts & Humanities                       |   | 11.46    | 7.30   | 9.69  |
| Business, Admin. & Law                  |   | 26.78    | 31.12  | 28.62 |
| Education                               |   | 5.45     | 1.13   | 3.62  |
| Engineering, Manuf. & Construction      |   | 10.08    | 14.85  | 12.10 |
| Health & Welfare                        |   | 20.95    | 8.34   | 15.60 |
| Information & Comm. Technologies        |   | 5.27     | 11.42  | 7.87  |
| Natural Sci., Mathematics & Statistics  |   | 3.70     | 1.53   | 2.78  |
| Social Sci., Journalism & Information   |   | 11.20    | 12.28  | 11.66 |

| Graduates                         | Attainment % | ◆ Female | ◆ Male | Parity |
|-----------------------------------|--------------|----------|--------|--------|
| Vocational training               |              | n. a.    | n. a.  | n. a.  |
| PhD graduates                     |              | 9.96     | 9.88   | 9.92   |
| Graduates from tertiary education |              | n. a.    | n. a.  | n. a.  |

## Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 13.00  |
| Births attended by skilled personnel      | % live births                  | 100.00 |
| Maternal mortality                        | deaths per 100,000 live births | 3.00   |
| Total fertility rate                      | births per woman               | 1.50   |

| Indicator             | Equal rights   | Value |
|-----------------------|----------------|-------|
| Reproductive autonomy | Equal rights ◆ |       |

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

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

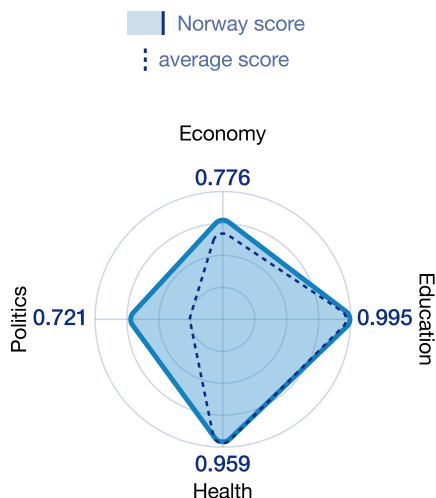
## Norway

0.863

3rd

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.863 | 3rd   | 0.875  | 3rd   |
| Economic Participation and Opportunity | 0.776 | 18th  | 0.799  | 9th   |
| Educational Attainment                 | 0.995 | 64th  | 0.993  | 74th  |
| Health and Survival                    | 0.959 | 130th | 0.962  | 123rd |
| Political Empowerment                  | 0.721 | 4th   | 0.746  | 2nd   |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|------------|
| Economic Participation and Opportun...         | 18th  | 0.776  |                                | -                 | Min - Max          | -          |
| Labour-force participation rate %              | 16th  | 0.898  |                                | -7.07             | 62.13◆ 69.20       | 0-100      |
| Wage equality for similar work 1-7 (best)      | 12th  | 0.784  |                                | -                 | -                  | 0-100      |
| Estimated earned income int'l \$ 1,000         | 32nd  | 0.715  |                                | -29.97            | 75.06◆ 105.02      | 0-150      |
| Legislators, senior officials and managers %   | 77th  | 0.508  |                                | -32.58            | 33.71◆ 66.29       | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 3.58              | 48.21◆ 51.79       | 0-100      |
| Educational Attainment                         | 64th  | 0.995  |                                | -                 | -                  | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | 0-100      |
| Enrolment in primary education %               | 86th  | 0.998  |                                | -0.18             | 98.60◆ 98.78       | 0-100      |
| Enrolment in secondary education %             | 110th | 0.981  |                                | -2.20             | 116.64◆ 118.85     | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 38.02             | 76.59◆ 114.61      | 0-200      |
| Health and Survival                            | 130th | 0.959  |                                | -                 | -                  | -          |
| Sex ratio at birth** %                         | 118th | 0.942  |                                | -                 | -                  | 0-100      |
| Healthy life expectancy** years                | 132nd | 0.999  |                                | -                 | -                  | 0-100      |
| Political Empowerment                          | 4th   | 0.721  |                                | -                 | -                  | -          |
| Women in parliament %                          | 14th  | 0.798  |                                | -11.24            | 44.38◆ 55.62       | 0-100      |
| Women in ministerial positions %               | 10th  | 0.900  |                                | -5.26             | 47.37◆ 52.63       | 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

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 485.31 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 90.24  |
| Population sex ratio   | female/male, %              | 49.61  |
| Population growth rate | %                           | 1.14   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 2.74   | 2.78 | 5.52  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 4.52  |
| Share of women's membership in boards | %       | 43.20 |
| Firms with female majority ownership  | % firms | n. a. |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.67  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.21   | 1.38 | 2.59  |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 1.38   | 1.11 | 1.23  |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 3.90   | 4.30 | 4.10  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 58.44  | 42.91 | 50.23 |

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

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | n. a. |
| Number of female heads of state to date | number        | 5     |
| Seats held in upper house               | % total seats | n. a. |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.10  |
| Mean age of women at birth of first child | years         | 30.10 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 0      | 0    | 112.00 |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 11.35  | 35.83 | 21.57 |

| Indicator                               | Value          |
|-----------------------------------------|----------------|
| Agri., Forestry, Fisheries & Veterinary | 0.77 0.83 0.80 |

| Indicator         | Value          |
|-------------------|----------------|
| Arts & Humanities | 8.91 8.11 8.58 |

| Indicator              | Value             |
|------------------------|-------------------|
| Business, Admin. & Law | 16.85 18.93 17.72 |

| Indicator | Value            |
|-----------|------------------|
| Education | 18.37 9.50 14.66 |

| Indicator                          | Value            |
|------------------------------------|------------------|
| Engineering, Manuf. & Construction | 4.79 20.46 11.34 |

| Indicator        | Value            |
|------------------|------------------|
| Health & Welfare | 27.62 8.42 19.60 |

| Indicator                        | Value          |
|----------------------------------|----------------|
| Information & Comm. Technologies | 2.44 9.92 5.57 |

| Indicator                              | Value          |
|----------------------------------------|----------------|
| Natural Sci., Mathematics & Statistics | 4.12 5.45 4.67 |

| Indicator                             | Value             |
|---------------------------------------|-------------------|
| Social Sci., Journalism & Information | 12.19 10.82 11.62 |

| Indicator              | Value              |
|------------------------|--------------------|
| Graduates Attainment % | Female Male Parity |

| Indicator           | Value             |
|---------------------|-------------------|
| Vocational training | 14.21 23.11 18.79 |

| Indicator     | Value          |
|---------------|----------------|
| PhD graduates | 1.50 1.55 1.53 |

| Indicator                         | Value             |
|-----------------------------------|-------------------|
| Graduates from tertiary education | 14.21 23.11 18.79 |

| Indicator | Value |
|-----------|-------|
| Health    |       |

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 20.00 |
| Births attended by skilled personnel      | % live births                  | 99.20 |
| Maternal mortality                        | deaths per 100,000 live births | 1.00  |
| Total fertility rate                      | births per woman               | 1.40  |

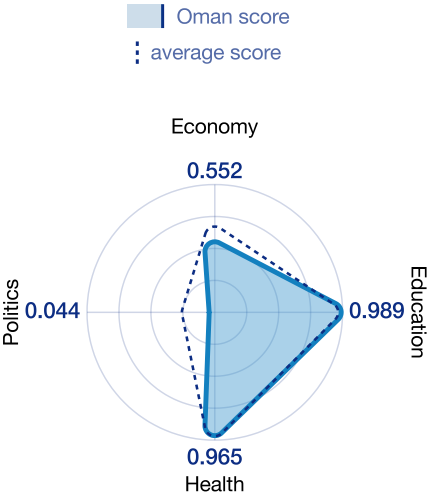
| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

\*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 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | 2024  |       |
|----------------------------------------|-------|-------|-------|-------|
|                                        | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.637 | 134th | 0.628 | 136th |
| Economic Participation and Opportunity | 0.552 | 126th | 0.520 | 130th |
| Educational Attainment                 | 0.989 | 84th  | 0.989 | 89th  |
| Health and Survival                    | 0.965 | 95th  | 0.961 | 130th |
| Political Empowerment                  | 0.044 | 141st | 0.044 | 141st |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| Economic Participation and Opportunity         | 126th | 0.552  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 135th | 0.462  |                                | -46.55            | 39.93          | 86.48  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 3rd   | 0.843  |                                | -                 | -              | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 142nd | 0.225  |                                | -41.89            | 12.17          | 54.06  | 0-150      |
| Legislators, senior officials and managers %   | -     | -      | -                              | -                 | -              | -      | -          |
| Professional and technical workers %           | -     | -      | -                              | -                 | -              | -      | -          |
| Educational Attainment                         | 84th  | 0.989  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 90th  | 0.960  |                                | -4.00             | 95.00          | 99.00  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.46              | 88.71          | 89.17  | 0-100      |
| Enrolment in secondary education %             | 108th | 0.984  |                                | -1.52             | 91.20          | 92.72  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 17.03             | 35.92          | 52.95  | 0-200      |
| Health and Survival                            | 95th  | 0.965  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 108th | 1.014  |                                | -                 | -              | -      | 0-100      |
| Political Empowerment                          | 141st | 0.044  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 142nd | 0.000  |                                | -100.00           | 0              | 100.00 | 0-100      |
| Women in ministerial positions %               | 102nd | 0.176  |                                | -70.00            | 15.00          | 85.00  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 108.81 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 38.31  |
| Population sex ratio   | female/male, %              | 37.92  |
| Population growth rate | %                           | 6.53   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.91   | 3.13 | 5.05  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | n. a. |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.62  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.47   | 1.91 | 2.38  |

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

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 9.79 | 1.38 | 2.98 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | n. a. | n. a. | n. a. |
|----------------------------|----------------------|-------|-------|-------|

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

## Access to finance

| Indicator                                   | 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        | n. a. |
| Seats held in upper house               | % total seats | 20.93 |

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

| Indicator           | Equal rights      | Value |
|---------------------|-------------------|-------|
| Access to justice   | Restricted rights | ◇     |
| Freedom of movement | Near-equal rights | ◆     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 3.30  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Unequal rights | ◇     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 7    | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 29.89  | 39.00 | 33.31 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 0.66 | 0.40 | 0.56 |
|-----------------------------------------|------|------|------|

|                   |       |      |       |
|-------------------|-------|------|-------|
| Arts & Humanities | 13.33 | 6.59 | 10.79 |
|-------------------|-------|------|-------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 31.04 | 35.58 | 32.75 |
|------------------------|-------|-------|-------|

|           |       |      |       |
|-----------|-------|------|-------|
| Education | 16.46 | 6.24 | 12.61 |
|-----------|-------|------|-------|

|                                    |       |       |       |
|------------------------------------|-------|-------|-------|
| Engineering, Manuf. & Construction | 13.45 | 30.75 | 19.95 |
|------------------------------------|-------|-------|-------|

|                  |      |      |      |
|------------------|------|------|------|
| Health & Welfare | 6.52 | 3.25 | 5.29 |
|------------------|------|------|------|

|                                  |       |      |      |
|----------------------------------|-------|------|------|
| Information & Comm. Technologies | 11.14 | 6.28 | 9.31 |
|----------------------------------|-------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 5.31 | 1.97 | 4.05 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 1.49 | 1.64 | 1.54 |
|---------------------------------------|------|------|------|

| Graduates           | Attainment % | Female | Male | Parity |
|---------------------|--------------|--------|------|--------|
| Vocational training |              | 0.04   | 0.26 | 0.17   |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.27 | 0.34 | 0.32 |
|---------------|------|------|------|

|                                   |      |      |      |
|-----------------------------------|------|------|------|
| Graduates from tertiary education | 0.04 | 0.26 | 0.17 |
|-----------------------------------|------|------|------|

## 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 | 13.00 |
| Total fertility rate                      | births per woman               | 2.53  |

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights | ◇     |

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

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

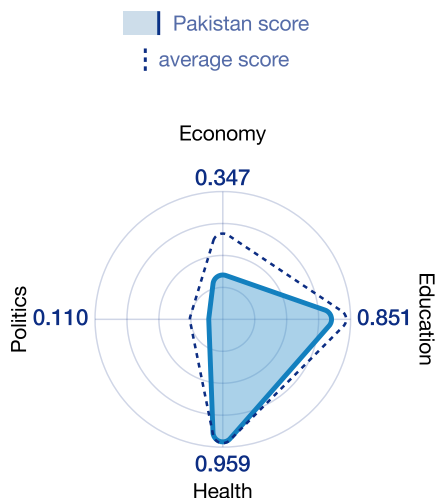
## Pakistan

0.567

148th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |       | ▼ 2024 |       |
|-----------------------------------------------|-------|-------|--------|-------|
|                                               | Score | Rank  | Score  | Rank  |
| <b>Global Gender Gap Index</b>                | 0.567 | 148th | 0.570  | 145th |
| <b>Economic Participation and Opportunity</b> | 0.347 | 147th | 0.360  | 143rd |
| <b>Educational Attainment</b>                 | 0.851 | 137th | 0.836  | 139th |
| <b>Health and Survival</b>                    | 0.959 | 131st | 0.961  | 132nd |
| <b>Political Empowerment</b>                  | 0.110 | 118th | 0.122  | 112th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 147th | 0.347  |                                | -                 | Min - Max      | -          |
| Labour-force participation rate %              | 142nd | 0.304  |                                | -56.14            | 24.53 80.67    | 0-100      |
| Wage equality for similar work 1-7 (best)      | 106th | 0.580  |                                | -                 | -              | 0-100      |
| Estimated earned income int'l \$ 1,000         | 141st | 0.247  |                                | -6.51             | 2.14 8.65      | 0-150      |
| Legislators, senior officials and managers %   | 134th | 0.061  |                                | -88.59            | 5.71 94.29     | 0-100      |
| Professional and technical workers %           | 130th | 0.358  |                                | -47.23            | 26.39 73.61    | 0-100      |
| <b>Educational Attainment</b>                  | 137th | 0.851  |                                | -                 | -              | -          |
| Literacy rate %                                | 129th | 0.702  |                                | -20.63            | 48.52 69.14    | 0-100      |
| Enrolment in primary education %               | 129th | 0.875  |                                | -9.53             | 66.58 76.11    | 0-100      |
| Enrolment in secondary education %             | 139th | 0.866  |                                | -5.78             | 37.45 43.23    | 0-200      |
| Enrolment in tertiary education %              | 113th | 0.966  |                                | -0.38             | 11.03 11.41    | 0-200      |
| <b>Health and Survival</b>                     | 131st | 0.959  |                                | -                 | -              | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | 0-100      |
| Healthy life expectancy** years                | 139th | 0.993  |                                | -                 | -              | 0-100      |
| <b>Political Empowerment</b>                   | 118th | 0.110  |                                | -                 | -              | -          |
| Women in parliament %                          | 113th | 0.205  |                                | -65.92            | 17.04 82.96    | 0-100      |
| Women in ministerial positions %               | 144th | 0.000  |                                | -100.00           | 0 100.00       | 0-100      |
| Years with female/male head of state (last 50) | 39th  | 0.104  |                                | -40.55            | 4.73 45.27     | 0-50       |

Complementary Targets and Contextual Indicators2025

| General indicators     |                             |  |        |
|------------------------|-----------------------------|--|--------|
| Indicator              | Unit                        |  | Value  |
| GDP                    | US\$ billions               |  | 337.91 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 |  | 5.44   |
| Population sex ratio   | female/male, %              |  | 49.20  |
| Population growth rate | %                           |  | 1.55   |

| Indicator        | Million people | Female | Male   | Value  |
|------------------|----------------|--------|--------|--------|
| Total population |                | 121.77 | 125.73 | 247.50 |

| Work participation and leadership     |         |  |       |
|---------------------------------------|---------|--|-------|
| Indicator                             | Unit    |  | Value |
| Gender wage gap                       | %       |  | n. a. |
| Share of women's membership in boards | %       |  | n. a. |
| Firms with female majority ownership  | % firms |  | 2.10  |
| Firms with female top managers        | % firms |  | 3.40  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.09  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 11.04  | 37.70 | 48.74 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 91.71  | 82.11 | 84.27 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 9.24 | 5.61 | 6.46 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |      |       |
|----------------------------|----------------------|-------|------|-------|
| Workers employed part-time | % of employed people | 43.35 | 7.13 | 15.26 |
|----------------------------|----------------------|-------|------|-------|

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

| Access to finance                           |              |                   |       |
|---------------------------------------------|--------------|-------------------|-------|
| Indicator                                   | 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          |     | 1937, 1947, 1956 |
| Number of female heads of state to date  | number        |     | 2                |
| Seats held in upper house                | % total seats |     | 18.82            |
| Indicator                                | Yes/No        |     | Value            |
| Election list quotas for women, national |               | Yes |                  |
| Party membership quotas, voluntary       |               | Yes |                  |

| Indicator           | Equal rights | Value             |
|---------------------|--------------|-------------------|
| Access to justice   |              | Restricted rights |
| Freedom of movement |              | Equal rights      |

| Family and care                           |               |  |       |
|-------------------------------------------|---------------|--|-------|
| Indicator                                 | Unit          |  | Value |
| Unmet family planning                     | % women 15-49 |  | 17.30 |
| Early marriage                            | %             |  | 13.50 |
| Mean age of women at birth of first child | years         |  | n. a. |

| Indicator        | Equal rights | Value          |
|------------------|--------------|----------------|
| Right to divorce |              | Unequal rights |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 112    | 0    | 0     |

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

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 0.75   | 1.26 | 1.01   |
| PhD graduates                     |              | 0.01   | 0.07 | 0.04   |
| Graduates from tertiary education |              | 0.75   | 1.26 | 1.01   |

| Health                                    |                                |  |        |
|-------------------------------------------|--------------------------------|--|--------|
| Indicator                                 | Unit                           |  | Value  |
| Prevalence of gender violence in lifetime | % women                        |  | 29.00  |
| Births attended by skilled personnel      | % live births                  |  | 68.00  |
| Maternal mortality                        | deaths per 100,000 live births |  | 155.00 |
| Total fertility rate                      | births per woman               |  | 3.61   |

| Indicator             | 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.

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## Panama

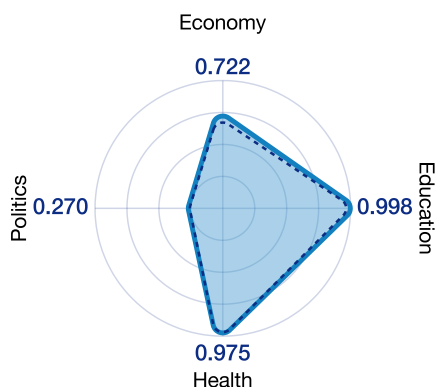
0.741

51st

2025

## Global Gender Gap Index 2025 Edition

■ Panama score  
⋮ average score



## Overview

| Index and Subindex                       | 2025  |      | ▼ 2024 |      |
|------------------------------------------|-------|------|--------|------|
|                                          | Score | Rank | Score  | Rank |
| Global Gender Gap Index                  | 0.741 | 51st | 0.742  | 50th |
| 📊 Economic Participation and Opportunity | 0.722 | 55th | 0.723  | 51st |
| 📖 Educational Attainment                 | 0.998 | 47th | 0.998  | 42nd |
| ⚕️ Health and Survival                   | 0.975 | 39th | 0.973  | 57th |
| 🏛️ Political Empowerment                 | 0.270 | 61st | 0.274  | 56th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| 📊 Economic Participation and Opportun...       | 55th  | 0.722  |                                | -                 | -                  | -     | -          |
| Labour-force participation rate %              | 109th | 0.678  |                                | -23.94            | 50.37              | 74.31 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 107th | 0.579  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 33rd  | 0.713  |                                | -12.04            | 29.85              | 41.88 | 0-150      |
| Legislators, senior officials and managers %   | 19th  | 0.864  |                                | -7.31             | 46.35              | 53.65 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 13.36             | 43.32              | 56.68 | 0-100      |
| 📖 Educational Attainment                       | 47th  | 0.998  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 74th  | 0.990  |                                | -1.00             | 95.00              | 96.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.63              | 90.79              | 91.42 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.87              | 79.99              | 81.86 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 27.54             | 44.32              | 71.86 | 0-200      |
| ⚕️ Health and Survival                         | 39th  | 0.975  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 46th  | 1.046  |                                | -                 | -                  | -     | 0-100      |
| 🏛️ Political Empowerment                       | 61st  | 0.270  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 97th  | 0.278  |                                | -56.52            | 21.74              | 78.26 | 0-100      |
| Women in ministerial positions %               | 33rd  | 0.545  |                                | -29.41            | 35.29              | 64.71 | 0-100      |
| Years with female/male head of state (last 50) | 38th  | 0.111  |                                | -39.99            | 5.01               | 45.00 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 83.32 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 35.86 |
| Population sex ratio   | female/male, %              | 49.99 |
| Population growth rate | %                           | 1.31  |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 2.23     | 2.23   | 4.46  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | n. a. |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.83  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 0.76     | 1.01   | 1.77  |

| Indicator                                                 | Unit                      | ◆ Female | ◆ Male | Value |
|-----------------------------------------------------------|---------------------------|----------|--------|-------|
| Share of workers in informal sector                       | % workers                 | 52.52    | 58.67  | 56.13 |
| Unemployed adults                                         | % of labour force (15-64) | 8.99     | 5.71   | 7.13  |
| Workers employed part-time                                | % of employed people      | 34.90    | 29.14  | 31.52 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.    | n. a.  | n. a. |

## Access to finance

| Indicator                                   | Equal rights   | Value |
|---------------------------------------------|----------------|-------|
| Access to financial services                | Equal rights ◆ |       |
| Inheritance rights for widows and daughters | Equal rights ◆ |       |
| Access to land assets                       | Equal rights ◆ |       |
| Access to non-land assets                   | Equal rights ◆ |       |

## Civil and political freedom

| Indicator                                | Unit           | Value      |
|------------------------------------------|----------------|------------|
| Year women received right to vote        | year           | 1941, 1946 |
| Number of female heads of state to date  | number         | 1          |
| Seats held in upper house                | % total seats  | n. a.      |
| Indicator                                | Yes/No         | Value      |
| Election list quotas for women, national | Yes            |            |
| Party membership quotas, voluntary       | Yes            |            |
| Indicator                                | Equal rights   | Value      |
| Access to justice                        | Equal rights ◆ |            |
| Freedom of movement                      | Equal rights ◆ |            |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 24.20 |
| Early marriage                            | %             | 14.10 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Equal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 98       | 3      | 0     |

## Education and skills

| Graduates                               | % | ◆ Female | ◆ Male | Value |
|-----------------------------------------|---|----------|--------|-------|
| STEM                                    |   | 8.17     | 22.59  | 13.02 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.80     | 2.16   | 1.25  |
| Arts & Humanities                       |   | 6.70     | 6.79   | 6.73  |
| Business, Admin. & Law                  |   | 28.32    | 27.13  | 27.92 |
| Education                               |   | 31.46    | 19.42  | 27.41 |
| Engineering, Manuf. & Construction      |   | 4.76     | 13.55  | 7.71  |
| Health & Welfare                        |   | 10.58    | 7.00   | 9.38  |
| Information & Comm. Technologies        |   | 1.67     | 7.15   | 3.51  |
| Natural Sci., Mathematics & Statistics  |   | 1.74     | 1.90   | 1.79  |
| Social Sci., Journalism & Information   |   | 3.95     | 2.50   | 3.46  |

| Graduates                         | Attainment % | ◆ Female | ◆ Male | Parity |
|-----------------------------------|--------------|----------|--------|--------|
| Vocational training               |              | 6.95     | 7.68   | 7.32   |
| PhD graduates                     |              | 0.24     | 0.28   | 0.26   |
| Graduates from tertiary education |              | 6.95     | 7.68   | 7.32   |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 16.00 |
| Births attended by skilled personnel      | % live births                  | 95.00 |
| Maternal mortality                        | deaths per 100,000 live births | 37.00 |
| Total fertility rate                      | births per woman               | 2.12  |

| Indicator             | 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.

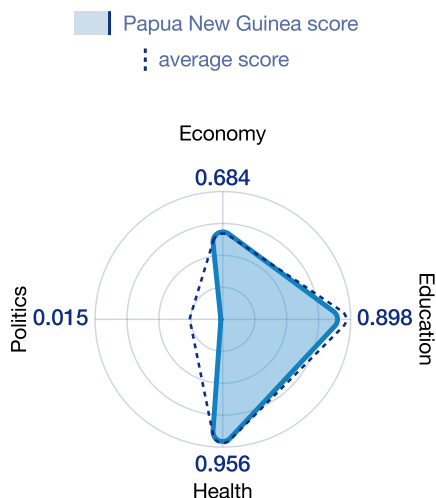
## Papua New Guinea

0.638

133rd

2025

## Global Gender Gap Index 2025 Edition



## Overview

## Index and Subindex

2025

Score

Rank

## Global Gender Gap Index



## Economic Participation and Opportunity



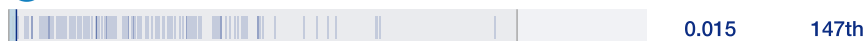
## Educational Attainment



## Health and Survival



## Political Empowerment



## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 80th  | 0.684  |                                | -                 | Min - Max      | -          |
| Labour-force participation rate %              | 7th   | 0.951  |                                | -2.62             | 50.65 53.27    | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -                 | -              | -          |
| Estimated earned income int'l \$ 1,000         | 31st  | 0.718  |                                | -1.36             | 3.48 4.84      | 0-150      |
| Legislators, senior officials and managers %   | 119th | 0.246  |                                | -60.52            | 19.74 80.26    | 0-100      |
| Professional and technical workers %           | 100th | 0.720  |                                | -16.29            | 41.86 58.14    | 0-100      |
| <b>Educational Attainment</b>                  | 133rd | 0.898  |                                | -                 | -              | -          |
| Literacy rate %                                | 120th | 0.785  |                                | -16.81            | 61.55 78.36    | 0-100      |
| Enrolment in primary education %               | 114th | 0.975  |                                | -2.29             | 88.02 90.30    | 0-100      |
| Enrolment in secondary education %             | 141st | 0.838  |                                | -7.82             | 40.42 48.25    | 0-200      |
| Enrolment in tertiary education %              | -     | -      | -                              | -                 | -              | -          |
| <b>Health and Survival</b>                     | 137th | 0.956  |                                | -                 | -              | -          |
| Sex ratio at birth** %                         | 140th | 0.929  |                                | -                 | -              | 0-100      |
| Healthy life expectancy** years                | 99th  | 1.019  |                                | -                 | -              | 0-100      |
| <b>Political Empowerment</b>                   | 147th | 0.015  |                                | -                 | -              | -          |
| Women in parliament %                          | 140th | 0.028  |                                | -94.59            | 2.70 97.30     | 0-100      |
| Women in ministerial positions %               | 143rd | 0.028  |                                | -94.59            | 2.70 97.30     | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0 50.00        | 0-50       |



Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |       |  |  |
|------------------------|-----------------------------|-------|--|--|
| Indicator              | Unit                        | Value |  |  |
| GDP                    | US\$ billions               | 30.73 |  |  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 4.17  |  |  |
| Population sex ratio   | female/male, %              | 48.53 |  |  |
| Population growth rate | %                           | 1.81  |  |  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 5.04   | 5.35 | 10.39 |

| Work participation and leadership     |         |       |  |  |
|---------------------------------------|---------|-------|--|--|
| Indicator                             | Unit    | Value |  |  |
| Gender wage gap                       | %       | n. a. |  |  |
| Share of women's membership in boards | %       | n. a. |  |  |
| Firms with female majority ownership  | % firms | 9.00  |  |  |
| Firms with female top managers        | % firms | 13.80 |  |  |

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

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.60   | 1.80 | 3.40  |

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

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 2.25 | 3.23 | 2.76 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| 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                                   | 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                   |              | 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        | n. a. |  |  |
| 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           | Equal rights | Value             |  |  |
|---------------------|--------------|-------------------|--|--|
| Access to justice   |              | Near-equal rights |  |  |
| Freedom of movement |              | Restricted rights |  |  |

| Family and care                           |               |       |  |  |
|-------------------------------------------|---------------|-------|--|--|
| Indicator                                 | Unit          | Value |  |  |
| Unmet family planning                     | % women 15-49 | 25.90 |  |  |
| Early marriage                            | %             | 13.70 |  |  |
| Mean age of women at birth of first child | years         | n. a. |  |  |

| Indicator        | Equal rights | Value         |  |  |
|------------------|--------------|---------------|--|--|
| Right to divorce |              | Uneven rights |  |  |

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

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | n. a.  | n. a. | n. a. |
| Agri., Forestry, Fisheries & Veterinary |   | n. a.  | n. a. | n. a. |

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

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

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

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

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

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

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

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

|  |  |  |  |  |
|--|--|--|--|--|
|  |  |  |  |  |
|--|--|--|--|--|

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 0.42   | 0.49  | 0.46   |
| PhD graduates                     |              | n. a.  | n. a. | n. a.  |
| Graduates from tertiary education |              | 0.42   | 0.49  | 0.46   |

| Health                                    |                                |        |  |  |
|-------------------------------------------|--------------------------------|--------|--|--|
| Indicator                                 | Unit                           | Value  |  |  |
| Prevalence of gender violence in lifetime | % women                        | 51.00  |  |  |
| Births attended by skilled personnel      | % live births                  | 56.40  |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 189.00 |  |  |
| Total fertility rate                      | births per woman               | 3.10   |  |  |

| Indicator             | 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 Report 2025300

## Paraguay

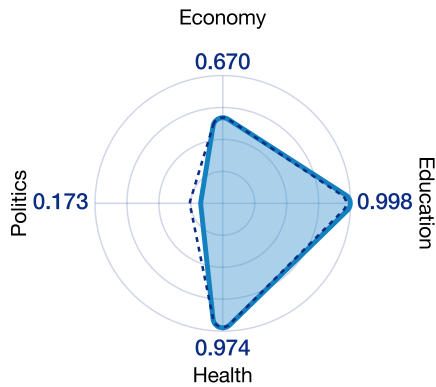
0.703

87th

2025

## Global Gender Gap Index 2025 Edition

■ Paraguay score  
⋮ average score



## Overview

| Index and Subindex                            | 2025  |      | ▼ 2024 |      |
|-----------------------------------------------|-------|------|--------|------|
|                                               | Score | Rank | Score  | Rank |
| <b>Global Gender Gap Index</b>                | 0.703 | 87th | 0.707  | 81st |
| <b>Economic Participation and Opportunity</b> | 0.670 | 86th | 0.680  | 79th |
| <b>Educational Attainment</b>                 | 0.998 | 52nd | 0.998  | 43rd |
| <b>Health and Survival</b>                    | 0.974 | 48th | 0.975  | 53rd |
| <b>Political Empowerment</b>                  | 0.173 | 97th | 0.173  | 94th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 86th  | 0.670  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 98th  | 0.714  |                                | -23.69            | 59.15              | 82.84 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 109th | 0.564  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 76th  | 0.625  |                                | -7.29             | 12.13              | 19.42 | 0-150      |
| Legislators, senior officials and managers %   | 51st  | 0.632  |                                | -22.54            | 38.73              | 61.27 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 6.62              | 46.69              | 53.31 | 0-100      |
| <b>Educational Attainment</b>                  | 52nd  | 0.998  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 75th  | 0.989  |                                | -1.00             | 94.00              | 95.00 | 0-100      |
| Enrolment in primary education %               | 77th  | 1.000  |                                | 0                 | 87.25              | 87.26 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 4.06              | 79.33              | 83.39 | 0-200      |
| Enrolment in tertiary education %              | -     | -      | -                              | -                 | -                  | -     | -          |
| <b>Health and Survival</b>                     | 48th  | 0.974  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 56th  | 1.040  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 97th  | 0.173  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 88th  | 0.311  |                                | -52.50            | 23.75              | 76.25 | 0-100      |
| Women in ministerial positions %               | 74th  | 0.308  |                                | -52.94            | 23.53              | 76.47 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |        |      |       |
|------------------------|-----------------------------|--------|------|-------|
| Indicator              | Unit                        | Value  |      |       |
| GDP                    | US\$ billions               | 42.96  |      |       |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 15.78  |      |       |
| Population sex ratio   | female/male, %              | 49.85  |      |       |
| Population growth rate | %                           | 1.23   |      |       |
| Indicator              | Million people              | Female | Male | Value |
| Total population       |                             | 3.41   | 3.43 | 6.84  |

| Work participation and leadership        |            |       |  |  |
|------------------------------------------|------------|-------|--|--|
| Indicator                                | Unit       | Value |  |  |
| Gender wage gap                          | %          | n. a. |  |  |
| Share of women's membership in boards    | %          | n. a. |  |  |
| Firms with female majority ownership     | % firms    | 18.90 |  |  |
| Firms with female top managers           | % firms    | 19.10 |  |  |
| Indicator                                | 1-7 (best) | Value |  |  |
| Advancement of women to leadership roles |            | 4.17  |  |  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.09   | 1.41 | 2.51  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 68.43  | 66.48 | 67.31 |
| Unemployed adults                                         | % of labour force (15-64) | 7.67   | 4.56  | 5.92  |
| Workers employed part-time                                | % of employed people      | 41.74  | 26.35 | 32.90 |
| Proportion of time spent on unpaid domestic and care work | %                         | 14.53  | 4.27  | n. a. |

| Access to finance                           |              |       |  |  |
|---------------------------------------------|--------------|-------|--|--|
| Indicator                                   | Equal rights | Value |  |  |
| Access to financial services                | Equal rights |       |  |  |
| Inheritance rights for widows and daughters | Equal rights |       |  |  |
| Access to land assets                       | Equal rights |       |  |  |
| Access to non-land assets                   | Equal rights |       |  |  |

| Civil and political freedom              |               |       |  |  |
|------------------------------------------|---------------|-------|--|--|
| Indicator                                | Unit          | Value |  |  |
| Year women received right to vote        | year          | 1961  |  |  |
| Number of female heads of state to date  | number        | n. a. |  |  |
| Seats held in upper house                | % total seats | 22.22 |  |  |
| Indicator                                | Yes/No        | Value |  |  |
| Election list quotas for women, national | Yes           |       |  |  |
| Party membership quotas, voluntary       | Yes           |       |  |  |
| Indicator                                | Equal rights  | Value |  |  |
| Access to justice                        | Equal rights  |       |  |  |
| Freedom of movement                      | Equal rights  |       |  |  |

| Family and care                           |               |        |      |       |
|-------------------------------------------|---------------|--------|------|-------|
| Indicator                                 | Unit          | Value  |      |       |
| Unmet family planning                     | % women 15-49 | 12.13  |      |       |
| Early marriage                            | %             | 16.10  |      |       |
| Mean age of women at birth of first child | years         | n. a.  |      |       |
| Indicator                                 | Equal rights  | Value  |      |       |
| Right to divorce                          | Equal rights  |        |      |       |
| Indicator                                 | Shared days   | Female | Male | Value |
| Length of paid parental leave             |               | 126    | 14   | 0     |

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

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 5.40   | 5.09 | 5.24   |
| PhD graduates                     |              | 0.01   | 0.18 | 0.09   |
| Graduates from tertiary education |              | 5.40   | 5.09 | 5.24   |

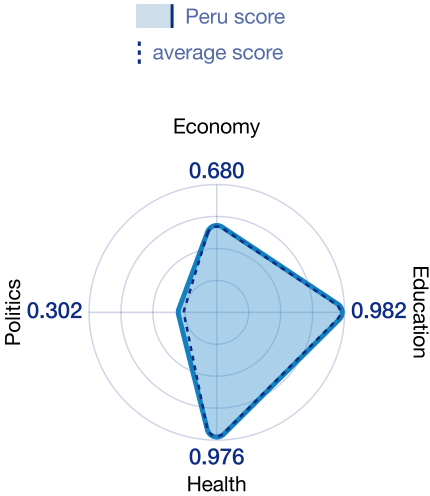
| Health                                    |                                |       |  |  |
|-------------------------------------------|--------------------------------|-------|--|--|
| Indicator                                 | Unit                           | Value |  |  |
| Prevalence of gender violence in lifetime | % women                        | 18.00 |  |  |
| Births attended by skilled personnel      | % live births                  | 92.20 |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 58.00 |  |  |
| Total fertility rate                      | births per woman               | 2.42  |  |  |
| Indicator                                 | 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.

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Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |       |
|----------------------------------------|-------|------|--------|-------|
|                                        | Score | Rank | Score  | Rank  |
| Global Gender Gap Index                | 0.735 | 57th | 0.755  | 40th  |
| Economic Participation and Opportunity | 0.680 | 82nd | 0.686  | 77th  |
| Educational Attainment                 | 0.982 | 97th | 0.990  | 86th  |
| Health and Survival                    | 0.976 | 36th | 0.964  | 117th |
| Political Empowerment                  | 0.302 | 51st | 0.380  | 33rd  |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 82nd  | 0.680  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 66th  | 0.809  |                                | -15.40            | 65.10              | 80.50  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 103rd | 0.584  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 43rd  | 0.682  |                                | -5.80             | 12.41              | 18.21  | 0-150      |
| Legislators, senior officials and managers %   | 58th  | 0.593  |                                | -25.51            | 37.24              | 62.76  | 0-100      |
| Professional and technical workers %           | 93rd  | 0.814  |                                | -10.25            | 44.88              | 55.13  | 0-100      |
| Educational Attainment                         | 97th  | 0.982  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 98th  | 0.948  |                                | -5.00             | 92.00              | 97.00  | 0-100      |
| Enrolment in primary education %               | -     | -      | -                              | -                 | -                  | -      | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 3.48              | 109.68             | 113.17 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 5.57              | 68.44              | 74.01  | 0-200      |
| Health and Survival                            | 36th  | 0.976  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 43rd  | 1.048  |                                | -                 | -                  | -      | 0-100      |
| Political Empowerment                          | 51st  | 0.302  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 19th  | 0.711  |                                | -16.92            | 41.54              | 58.46  | 0-100      |
| Women in ministerial positions %               | 122nd | 0.118  |                                | -78.95            | 10.53              | 89.47  | 0-100      |
| Years with female/male head of state (last 50) | 36th  | 0.119  |                                | -39.39            | 5.30               | 44.70  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 267.6 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 15.29 |
| Population sex ratio   | female/male, %              | 50.26 |
| Population growth rate | %                           | 1.10  |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 17.01  | 16.84 | 33.85 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 18.73 |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 18.20 |
| Firms with female top managers        | % firms | 22.40 |

| Indicator | 1-7 (best) | Value |
|-----------|------------|-------|
|-----------|------------|-------|

|                                          |  |      |
|------------------------------------------|--|------|
| Advancement of women to leadership roles |  | 4.31 |
|------------------------------------------|--|------|

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 7.08   | 8.66 | 15.74 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 74.31  | 70.24 | 72.07 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 6.44 | 4.42 | 5.34 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 48.57 | 32.65 | 39.80 |
|----------------------------|----------------------|-------|-------|-------|

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

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1955  |
| Number of female heads of state to date | number        | 7     |
| Seats held in upper house               | % total seats | n. a. |

| Indicator | Yes/No | Value |
|-----------|--------|-------|
|-----------|--------|-------|

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

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 8.90  |
| Early marriage                            | %             | 9.50  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                  |                   |   |
|------------------|-------------------|---|
| Right to divorce | Restricted rights | ◆ |
|------------------|-------------------|---|

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 10   | 0     |

## Education and skills

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

|      |  |       |       |       |
|------|--|-------|-------|-------|
| STEM |  | 24.44 | 36.82 | 29.64 |
|------|--|-------|-------|-------|

|                                         |  |      |      |      |
|-----------------------------------------|--|------|------|------|
| Agri., Forestry, Fisheries & Veterinary |  | 1.74 | 3.51 | 2.48 |
|-----------------------------------------|--|------|------|------|

|                   |  |      |      |      |
|-------------------|--|------|------|------|
| Arts & Humanities |  | 2.98 | 2.96 | 2.98 |
|-------------------|--|------|------|------|

|                        |  |       |       |       |
|------------------------|--|-------|-------|-------|
| Business, Admin. & Law |  | 30.98 | 30.93 | 30.96 |
|------------------------|--|-------|-------|-------|

|           |  |      |      |      |
|-----------|--|------|------|------|
| Education |  | 8.75 | 5.26 | 7.28 |
|-----------|--|------|------|------|

|                                    |  |       |       |       |
|------------------------------------|--|-------|-------|-------|
| Engineering, Manuf. & Construction |  | 18.22 | 27.81 | 22.25 |
|------------------------------------|--|-------|-------|-------|

|                  |  |       |      |       |
|------------------|--|-------|------|-------|
| Health & Welfare |  | 22.70 | 8.41 | 16.69 |
|------------------|--|-------|------|-------|

|                                  |  |      |      |      |
|----------------------------------|--|------|------|------|
| Information & Comm. Technologies |  | 4.95 | 6.95 | 5.79 |
|----------------------------------|--|------|------|------|

|                                        |  |      |      |      |
|----------------------------------------|--|------|------|------|
| Natural Sci., Mathematics & Statistics |  | 1.27 | 2.06 | 1.60 |
|----------------------------------------|--|------|------|------|

|                                       |  |      |      |      |
|---------------------------------------|--|------|------|------|
| Social Sci., Journalism & Information |  | 6.87 | 8.94 | 7.74 |
|---------------------------------------|--|------|------|------|

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

|                     |  |      |      |      |
|---------------------|--|------|------|------|
| Vocational training |  | 2.36 | 1.93 | 2.14 |
|---------------------|--|------|------|------|

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 1.97 | 2.25 | 2.11 |
|---------------|--|------|------|------|

|                                   |  |      |      |      |
|-----------------------------------|--|------|------|------|
| Graduates from tertiary education |  | 2.36 | 1.93 | 2.14 |
|-----------------------------------|--|------|------|------|

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 38.00 |
| Births attended by skilled personnel      | % live births                  | 94.90 |
| Maternal mortality                        | deaths per 100,000 live births | 51.00 |
| Total fertility rate                      | births per woman               | 1.98  |

| Indicator | Equal rights | Value |
|-----------|--------------|-------|
|-----------|--------------|-------|

|                       |                   |   |
|-----------------------|-------------------|---|
| Reproductive autonomy | Restricted rights | ◆ |
|-----------------------|-------------------|---|

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

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

## Philippines

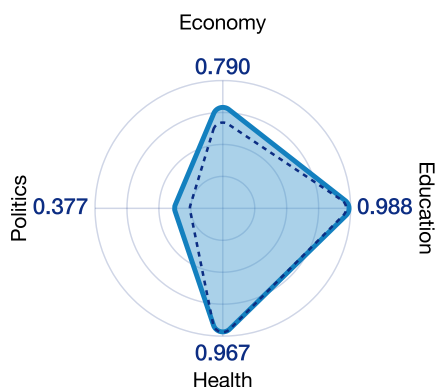
0.781

20th

2025

## Global Gender Gap Index 2025 Edition

■ Philippines score  
⋯ average score



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.781 | 20th | 0.779  | 25th |
| Economic Participation and Opportunity | 0.790 | 13th | 0.775  | 20th |
| Educational Attainment                 | 0.988 | 87th | 1.000  | 1st  |
| Health and Survival                    | 0.967 | 85th | 0.968  | 86th |
| Political Empowerment                  | 0.377 | 30th | 0.373  | 34th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 13th  | 0.790  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 101st | 0.693  |                                | -22.30            | 50.24              | 72.54 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 30th  | 0.730  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 24th  | 0.743  |                                | -2.92             | 8.45               | 11.36 | 0-150      |
| Legislators, senior officials and managers %   | 16th  | 0.947  |                                | -2.73             | 48.63              | 51.37 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 17.10             | 41.45              | 58.55 | 0-100      |
| <b>Educational Attainment</b>                  | 87th  | 0.988  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 1.00              | 98.00              | 99.00 | 0-100      |
| Enrolment in primary education %               | 113th | 0.975  |                                | -2.29             | 88.34              | 90.63 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.29              | 90.91              | 92.21 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 13.33             | 37.62              | 50.95 | 0-200      |
| <b>Health and Survival</b>                     | 85th  | 0.967  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 143rd | 0.926  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 |                    |       | 0-100      |
| <b>Political Empowerment</b>                   | 30th  | 0.377  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 72nd  | 0.389  |                                | -43.97            | 28.01              | 71.99 | 0-100      |
| Women in ministerial positions %               | 92nd  | 0.211  |                                | -65.22            | 17.39              | 82.61 | 0-100      |
| Years with female/male head of state (last 50) | 8th   | 0.462  |                                | -18.41            | 15.80              | 34.21 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 437.15 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 9.90   |
| Population sex ratio   | female/male, %              | 50.12  |
| Population growth rate | %                           | 0.81   |

| Indicator        | Million people | Female | Male  | Value  |
|------------------|----------------|--------|-------|--------|
| Total population |                | 57.58  | 57.31 | 114.89 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 35.00 |
| Firms with female top managers        | % firms | 43.40 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.10  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 16.69  | 23.82 | 40.51 |

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

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 3.01 | 2.52 | 2.72 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 31.48 | 28.83 | 29.90 |
|----------------------------|----------------------|-------|-------|-------|

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

### Access to finance

| Indicator                                   | Equal rights      | Value |
|---------------------------------------------|-------------------|-------|
| Access to financial services                | Equal rights      | ◆     |
| Inheritance rights for widows and daughters | Uneven rights     | ◆     |
| Access to land assets                       | Restricted rights | ◆     |
| Access to non-land assets                   | Restricted rights | ◆     |

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1937  |
| Number of female heads of state to date | number        | 2     |
| Seats held in upper house               | % total seats | 30.43 |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 12.40 |
| Early marriage                            | %             | 8.50  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Restricted rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 105    | 7    | 0     |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 14.45  | 35.01 | 22.56 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 2.84 | 3.42 | 3.07 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 1.90 | 1.93 | 1.91 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 26.53 | 17.39 | 22.92 |
|------------------------|-------|-------|-------|

|           |       |       |       |
|-----------|-------|-------|-------|
| Education | 25.99 | 13.05 | 20.89 |
|-----------|-------|-------|-------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 7.43 | 22.18 | 13.24 |
|------------------------------------|------|-------|-------|

|                  |      |      |      |
|------------------|------|------|------|
| Health & Welfare | 9.47 | 5.20 | 7.79 |
|------------------|------|------|------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 5.25 | 11.17 | 7.58 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 1.77 | 1.67 | 1.73 |
|----------------------------------------|------|------|------|

|                                       |      |       |       |
|---------------------------------------|------|-------|-------|
| Social Sci., Journalism & Information | 8.77 | 13.00 | 10.44 |
|---------------------------------------|------|-------|-------|

|                     |              |        |      |        |
|---------------------|--------------|--------|------|--------|
| Graduates           | Attainment % | Female | Male | Parity |
| Vocational training |              | 5.05   | 6.62 | 5.84   |

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 0.21 | 0.14 | 0.17 |
|---------------|--|------|------|------|

|                                   |  |      |      |      |
|-----------------------------------|--|------|------|------|
| Graduates from tertiary education |  | 5.05 | 6.62 | 5.84 |
|-----------------------------------|--|------|------|------|

|                                           |                                |  |  |       |
|-------------------------------------------|--------------------------------|--|--|-------|
| Health                                    |                                |  |  |       |
| Prevalence of gender violence in lifetime | % women                        |  |  | 14.00 |
| Births attended by skilled personnel      | % live births                  |  |  | 84.40 |
| Maternal mortality                        | deaths per 100,000 live births |  |  | 84.00 |
| Total fertility rate                      | births per woman               |  |  | 1.92  |

| Indicator             | Unit           | Value |
|-----------------------|----------------|-------|
| Reproductive autonomy | Unequal rights | ◆     |

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

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



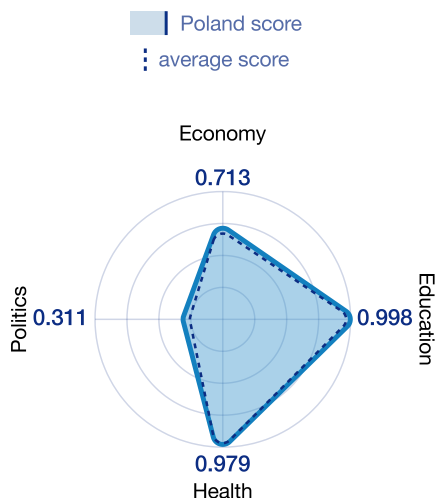
Poland

0.750

45th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.750 | 45th | 0.740  | 51st |
| Economic Participation and Opportunity | 0.713 | 64th | 0.712  | 62nd |
| Educational Attainment                 | 0.998 | 46th | 0.996  | 53rd |
| Health and Survival                    | 0.979 | 21st | 0.980  | 1st  |
| Political Empowerment                  | 0.311 | 49th | 0.272  | 57th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 64th  | 0.713  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 78th  | 0.784  |                                | -14.34            | 51.97              | 66.31  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 102nd | 0.584  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 59th  | 0.655  |                                | -18.31            | 34.72              | 53.03  | 0-150      |
| Legislators, senior officials and managers %   | 33rd  | 0.738  |                                | -15.09            | 42.45              | 57.55  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 14.15             | 42.92              | 57.08  | 0-100      |
| <b>Educational Attainment</b>                  | 46th  | 0.998  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0                 | 100.00             | 100.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.05              | 98.51              | 98.55  | 0-100      |
| Enrolment in secondary education %             | 101st | 0.991  |                                | -0.93             | 107.91             | 108.84 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 32.53             | 60.96              | 93.49  | 0-200      |
| <b>Health and Survival</b>                     | 21st  | 0.979  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 111th | 0.943  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 |                    |        | 0-100      |
| <b>Political Empowerment</b>                   | 49th  | 0.311  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 57th  | 0.456  |                                | -37.39            | 31.30              | 68.70  | 0-100      |
| Women in ministerial positions %               | 36th  | 0.538  |                                | -30.00            | 35.00              | 65.00  | 0-100      |
| Years with female/male head of state (last 50) | 43rd  | 0.082  |                                | -42.43            | 3.78               | 46.22  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 809.2 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 43.62 |
| Population sex ratio   | female/male, %              | 51.54 |
| Population growth rate | %                           | -0.37 |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 18.91    | 17.78  | 36.69 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 10.86 |
| Share of women's membership in boards | %       | 24.20 |
| Firms with female majority ownership  | % firms | 25.40 |
| Firms with female top managers        | % firms | 27.80 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.64  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 7.68     | 8.93   | 16.61 |

| Indicator                           | Unit      | ◆ Female | ◆ Male | Value |
|-------------------------------------|-----------|----------|--------|-------|
| Share of workers in informal sector | % workers | 9.20     | 6.30   | 7.67  |

| Indicator         | Unit                      | ◆ Female | ◆ Male | Value |
|-------------------|---------------------------|----------|--------|-------|
| Unemployed adults | % of labour force (15-64) | 3.10     | 2.80   | 2.90  |

| Indicator                  | Unit                 | ◆ Female | ◆ Male | Value |
|----------------------------|----------------------|----------|--------|-------|
| Workers employed part-time | % of employed people | 26.37    | 15.74  | 20.62 |

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

## Access to finance

| Indicator                                   | Equal rights   | Value |
|---------------------------------------------|----------------|-------|
| Access to financial services                | Equal rights ◆ |       |
| Inheritance rights for widows and daughters | Equal rights ◆ |       |
| Access to land assets                       | Equal rights ◆ |       |
| Access to non-land assets                   | Equal rights ◆ |       |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1918  |
| Number of female heads of state to date | number        | 3     |
| Seats held in upper house               | % total seats | 19.00 |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 1.20  |
| Mean age of women at birth of first child | years         | 28.40 |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Equal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value  |
|-------------------------------|-------------|----------|--------|--------|
| Length of paid parental leave |             | 140      | 14     | 224.00 |

## Education and skills

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
| STEM      |   | 12.23    | 32.93  | 19.43 |

| Graduates                               | % | ◆ Female | ◆ Male | Value |
|-----------------------------------------|---|----------|--------|-------|
| Agri., Forestry, Fisheries & Veterinary |   | 1.94     | 2.70   | 2.21  |

| Graduates         | % | ◆ Female | ◆ Male | Value |
|-------------------|---|----------|--------|-------|
| Arts & Humanities |   | 8.44     | 5.86   | 7.54  |

| Graduates              | % | ◆ Female | ◆ Male | Value |
|------------------------|---|----------|--------|-------|
| Business, Admin. & Law |   | 27.82    | 26.63  | 27.40 |

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
| Education |   | 12.12    | 3.80   | 9.23  |

| Graduates                          | % | ◆ Female | ◆ Male | Value |
|------------------------------------|---|----------|--------|-------|
| Engineering, Manuf. & Construction |   | 7.27     | 20.55  | 11.89 |

| Graduates        | % | ◆ Female | ◆ Male | Value |
|------------------|---|----------|--------|-------|
| Health & Welfare |   | 18.11    | 8.52   | 14.78 |

| Graduates                        | % | ◆ Female | ◆ Male | Value |
|----------------------------------|---|----------|--------|-------|
| Information & Comm. Technologies |   | 1.44     | 9.55   | 4.26  |

| Graduates                              | % | ◆ Female | ◆ Male | Value |
|----------------------------------------|---|----------|--------|-------|
| Natural Sci., Mathematics & Statistics |   | 3.53     | 2.83   | 3.28  |

| Graduates                             | % | ◆ Female | ◆ Male | Value |
|---------------------------------------|---|----------|--------|-------|
| Social Sci., Journalism & Information |   | 10.78    | 8.17   | 9.87  |

| Graduates           | Attainment % | ◆ Female | ◆ Male | Parity |
|---------------------|--------------|----------|--------|--------|
| Vocational training |              | 22.38    | 30.62  | 26.59  |

| Graduates     | Attainment % | ◆ Female | ◆ Male | Parity |
|---------------|--------------|----------|--------|--------|
| PhD graduates |              | 0.74     | 0.85   | 0.79   |

| Graduates                         | Attainment % | ◆ Female | ◆ Male | Parity |
|-----------------------------------|--------------|----------|--------|--------|
| Graduates from tertiary education |              | 22.38    | 30.62  | 26.59  |

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 13.00 |
| Births attended by skilled personnel      | % live births                  | 99.60 |
| Maternal mortality                        | deaths per 100,000 live births | 2.00  |
| Total fertility rate                      | births per woman               | 1.16  |

| Indicator             | Equal rights    | Value |
|-----------------------|-----------------|-------|
| Reproductive autonomy | Uneven rights ◆ |       |

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

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

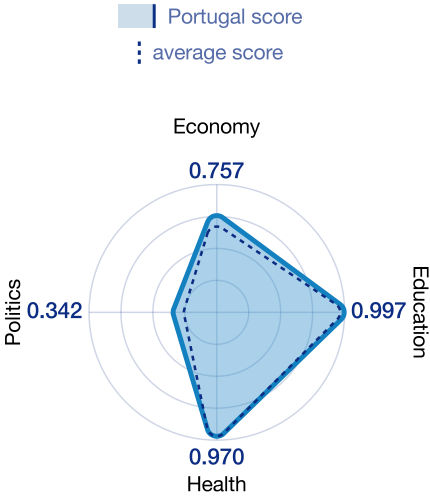
Portugal

0.767

34th

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.767 | 34th | 0.787  | 17th |
| Economic Participation and Opportunity | 0.757 | 29th | 0.754  | 27th |
| Educational Attainment                 | 0.997 | 54th | 0.994  | 68th |
| Health and Survival                    | 0.970 | 70th | 0.973  | 62nd |
| Political Empowerment                  | 0.342 | 43rd | 0.429  | 26th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 29th  | 0.757  |                                | -                 | -                  | -      | -          |
| Labour-force participation rate %              | 31st  | 0.873  |                                | -7.97             | 54.92              | 62.90  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 72nd  | 0.646  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 17th  | 0.774  |                                | -10.64            | 36.43              | 47.07  | 0-150      |
| Legislators, senior officials and managers %   | 56th  | 0.608  |                                | -24.41            | 37.79              | 62.21  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 6.26              | 46.87              | 53.13  | 0-100      |
| Educational Attainment                         | 54th  | 0.997  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 100th | 0.994  |                                | -0.64             | 98.95              | 99.59  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 3.09              | 120.48             | 123.56 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 14.25             | 68.59              | 82.84  | 0-200      |
| Health and Survival                            | 70th  | 0.970  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 82nd  | 1.029  |                                | -                 | -                  | -      | 0-100      |
| Political Empowerment                          | 43rd  | 0.342  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 45th  | 0.533  |                                | -30.43            | 34.78              | 65.22  | 0-100      |
| Women in ministerial positions %               | 22nd  | 0.700  |                                | -17.65            | 41.18              | 58.82  | 0-100      |
| Years with female/male head of state (last 50) | 72nd  | 0.009  |                                | -49.15            | 0.43               | 49.58  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 289.11 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 41.54  |
| Population sex ratio   | female/male, %              | 52.36  |
| Population growth rate | %                           | 1.37   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 5.54   | 5.04 | 10.58 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 10.06 |
| Share of women's membership in boards | %       | 33.30 |
| Firms with female majority ownership  | % firms | 13.10 |
| Firms with female top managers        | % firms | 19.10 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.12  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 2.53   | 2.56 | 5.09  |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 4.72   | 4.32 | 4.53  |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 7.00   | 6.20 | 6.60  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 36.80  | 27.53 | 32.10 |

| Indicator                                                 | Unit | Female | Male  | Value |
|-----------------------------------------------------------|------|--------|-------|-------|
| Proportion of time spent on unpaid domestic and care work | %    | 17.81  | 10.24 | n. a. |

### Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

### Civil and political freedom

| Indicator                               | Unit          | Value            |
|-----------------------------------------|---------------|------------------|
| Year women received right to vote       | year          | 1931, 1934, 1976 |
| Number of female heads of state to date | number        | 1                |
| Seats held in upper house               | % total seats | n. a.            |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.70  |
| Mean age of women at birth of first child | years         | 30.20 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 0      | 35   | 78.00 |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 17.51  | 42.17 | 27.90 |

| Indicator                               | Value          |
|-----------------------------------------|----------------|
| Agri., Forestry, Fisheries & Veterinary | 2.24 1.92 2.11 |

| Indicator         | Value           |
|-------------------|-----------------|
| Arts & Humanities | 10.52 8.47 9.66 |

| Indicator              | Value             |
|------------------------|-------------------|
| Business, Admin. & Law | 22.61 19.71 21.39 |

| Indicator | Value          |
|-----------|----------------|
| Education | 5.66 2.12 4.17 |

| Indicator                          | Value             |
|------------------------------------|-------------------|
| Engineering, Manuf. & Construction | 10.52 31.21 19.24 |

| Indicator        | Value            |
|------------------|------------------|
| Health & Welfare | 22.64 8.96 16.88 |

| Indicator                        | Value          |
|----------------------------------|----------------|
| Information & Comm. Technologies | 0.83 4.87 2.53 |

| Indicator                              | Value          |
|----------------------------------------|----------------|
| Natural Sci., Mathematics & Statistics | 6.16 6.10 6.14 |

| Indicator                             | Value            |
|---------------------------------------|------------------|
| Social Sci., Journalism & Information | 14.18 7.91 11.54 |

| Indicator              | Value              |
|------------------------|--------------------|
| Graduates Attainment % | Female Male Parity |

| Indicator           | Value             |
|---------------------|-------------------|
| Vocational training | 12.18 18.01 15.16 |

| Indicator     | Value          |
|---------------|----------------|
| PhD graduates | 0.65 0.61 0.63 |

| Indicator                         | Value             |
|-----------------------------------|-------------------|
| Graduates from tertiary education | 12.18 18.01 15.16 |

| Indicator | Value |
|-----------|-------|
| Health    |       |

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 18.00 |
| Births attended by skilled personnel      | % live births                  | 98.60 |
| Maternal mortality                        | deaths per 100,000 live births | 15.00 |
| Total fertility rate                      | births per woman               | 1.44  |

| Indicator             | 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.

## Republic of Moldova

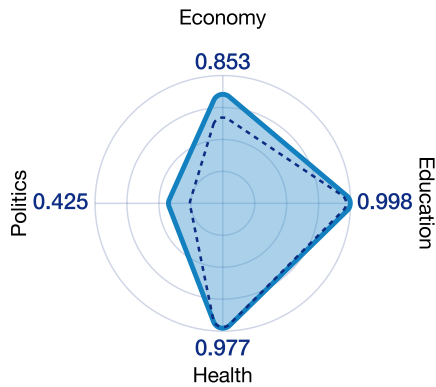
0.813

7th

2025

## Global Gender Gap Index 2025 Edition

Republic of Moldova score  
average score



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.813 | 7th  | 0.791  | 13th |
| Economic Participation and Opportunity | 0.853 | 4th  | 0.837  | 5th  |
| Educational Attainment                 | 0.998 | 44th | 0.999  | 37th |
| Health and Survival                    | 0.977 | 26th | 0.977  | 40th |
| Political Empowerment                  | 0.425 | 23rd | 0.350  | 38th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 4th   | 0.853  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 2nd   | 0.977  |                                | -1.61             | 70.05              | 71.66  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 48th  | 0.695  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 2nd   | 0.936  |                                | -1.05             | 15.37              | 16.42  | 0-150      |
| Legislators, senior officials and managers %   | 28th  | 0.772  |                                | -12.86            | 43.57              | 56.43  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 37.65             | 31.18              | 68.82  | 0-100      |
| <b>Educational Attainment</b>                  | 44th  | 0.998  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0                 | 100.00             | 100.00 | 0-100      |
| Enrolment in primary education %               | -     | -      |                                | -                 | -                  | -      | -          |
| Enrolment in secondary education %             | 93rd  | 0.996  |                                | -0.43             | 97.39              | 97.83  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 22.65             | 56.90              | 79.54  | 0-200      |
| <b>Health and Survival</b>                     | 26th  | 0.977  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 119th | 0.941  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -                  | -      | 0-100      |
| <b>Political Empowerment</b>                   | 23rd  | 0.425  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 24th  | 0.667  |                                | -20.00            | 40.00              | 60.00  | 0-100      |
| Women in ministerial positions %               | 31st  | 0.556  |                                | -28.57            | 35.71              | 64.29  | 0-100      |
| Years with female/male head of state (last 50) | 25th  | 0.182  |                                | -34.57            | 7.72               | 42.29  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 16.54 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 15.86 |
| Population sex ratio   | female/male, %              | 53.98 |
| Population growth rate | %                           | -2.84 |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.33   | 1.13 | 2.46  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 17.70 |
| Firms with female top managers        | % firms | 18.60 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.67  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.74   | 0.63 | 1.37  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 52.81  | 51.52 | 52.21 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 1.50   | 2.33 | 1.89  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 12.25  | 10.96 | 11.65 |

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

## Access to finance

| Indicator                                   | 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          | 1978, 1991 |
| Number of female heads of state to date | number        | 5          |
| Seats held in upper house               | % total seats | n. a.      |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 21.20 |
| Early marriage                            | %             | 7.10  |
| Mean age of women at birth of first child | years         | 25.10 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 126    | 14   | 1.04  |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 11.96  | 39.87 | 23.39 |

| Indicator                               | Value          |
|-----------------------------------------|----------------|
| Agri., Forestry, Fisheries & Veterinary | 1.00 3.93 2.20 |

| Indicator         | Value          |
|-------------------|----------------|
| Arts & Humanities | 5.89 3.28 4.82 |

| Indicator              | Value             |
|------------------------|-------------------|
| Business, Admin. & Law | 35.51 30.63 33.51 |

| Indicator | Value            |
|-----------|------------------|
| Education | 19.07 3.36 12.64 |

| Indicator                          | Value            |
|------------------------------------|------------------|
| Engineering, Manuf. & Construction | 7.62 24.42 14.50 |

| Indicator        | Value           |
|------------------|-----------------|
| Health & Welfare | 10.92 7.76 9.63 |

| Indicator                        | Value           |
|----------------------------------|-----------------|
| Information & Comm. Technologies | 2.71 13.96 7.32 |

| Indicator                              | Value          |
|----------------------------------------|----------------|
| Natural Sci., Mathematics & Statistics | 1.63 1.49 1.57 |

| Indicator                             | Value          |
|---------------------------------------|----------------|
| Social Sci., Journalism & Information | 8.74 3.21 6.47 |

| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 13.85  | 16.15 | 15.03  |

| Indicator     | Value          |
|---------------|----------------|
| PhD graduates | 0.16 0.21 0.18 |

| Indicator                         | Value             |
|-----------------------------------|-------------------|
| Graduates from tertiary education | 13.85 16.15 15.03 |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 27.00 |
| Births attended by skilled personnel      | % live births                  | 99.60 |
| Maternal mortality                        | deaths per 100,000 live births | 19.00 |
| Total fertility rate                      | births per woman               | 1.73  |

| Indicator             | 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.

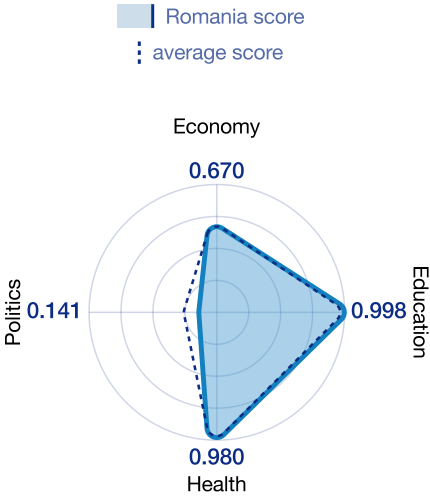
Romania

0.697

94th

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |      |
|----------------------------------------|-------|-------|--------|------|
|                                        | Score | Rank  | Score  | Rank |
| Global Gender Gap Index                | 0.697 | 94th  | 0.717  | 68th |
| Economic Participation and Opportunity | 0.670 | 89th  | 0.676  | 83rd |
| Educational Attainment                 | 0.998 | 42nd  | 0.999  | 35th |
| Health and Survival                    | 0.980 | 1st   | 0.980  | 1st  |
| Political Empowerment                  | 0.141 | 107th | 0.213  | 79th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 89th  | 0.670  |                                | -                 | -                  | -     | -          |
| Labour-force participation rate %              | 110th | 0.678  |                                | -19.94            | 41.93              | 61.86 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 59th  | 0.667  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 89th  | 0.598  |                                | -20.45            | 30.36              | 50.81 | 0-150      |
| Legislators, senior officials and managers %   | 80th  | 0.502  |                                | -33.18            | 33.41              | 66.59 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 16.24             | 41.88              | 58.12 | 0-100      |
| Educational Attainment                         | 42nd  | 0.998  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0                 | 99.00              | 99.00 | 0-100      |
| Enrolment in primary education %               | 93rd  | 0.997  |                                | -0.28             | 84.27              | 84.55 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.48              | 81.40              | 81.88 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 15.13             | 47.83              | 62.96 | 0-200      |
| Health and Survival                            | 1st   | 0.980  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 107th | 0.141  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 92nd  | 0.288  |                                | -55.29            | 22.36              | 77.64 | 0-100      |
| Women in ministerial positions %               | 112th | 0.143  |                                | -75.00            | 12.50              | 87.50 | 0-100      |
| Years with female/male head of state (last 50) | 60th  | 0.037  |                                | -46.47            | 1.76               | 48.24 | 0-50       |



## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 350.78 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 40.30  |
| Population sex ratio   | female/male, %              | 51.56  |
| Population growth rate | %                           | 0.06   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 9.83   | 9.23 | 19.06 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | 17.70 |
| Firms with female majority ownership  | % firms | 14.50 |
| Firms with female top managers        | % firms | 19.00 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.88  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 3.34   | 4.44 | 7.78  |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 3.60   | 1.77 | 2.55  |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 5.10   | 5.70 | 5.40  |

| Indicator                  | Unit                 | Female | Male | Value |
|----------------------------|----------------------|--------|------|-------|
| Workers employed part-time | % of employed people | 13.14  | 9.87 | 11.27 |

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

### Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

### Civil and political freedom

| Indicator                               | Unit          | Value      |
|-----------------------------------------|---------------|------------|
| Year women received right to vote       | year          | 1929, 1946 |
| Number of female heads of state to date | number        | 1          |
| Seats held in upper house               | % total seats | 20.15      |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 6.80  |
| Mean age of women at birth of first child | years         | 27.10 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 126    | 21   | 547.00 |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 20.34  | 40.36 | 28.36 |

| Indicator                               | Value          |
|-----------------------------------------|----------------|
| Agri., Forestry, Fisheries & Veterinary | 2.95 5.66 4.03 |

| Indicator         | Value          |
|-------------------|----------------|
| Arts & Humanities | 9.74 7.56 8.87 |

| Indicator              | Value             |
|------------------------|-------------------|
| Business, Admin. & Law | 29.10 23.42 26.82 |

| Indicator | Value          |
|-----------|----------------|
| Education | 8.70 1.52 5.82 |

| Indicator                          | Value             |
|------------------------------------|-------------------|
| Engineering, Manuf. & Construction | 10.74 25.82 16.78 |

| Indicator        | Value            |
|------------------|------------------|
| Health & Welfare | 14.20 7.86 11.66 |

| Indicator                        | Value           |
|----------------------------------|-----------------|
| Information & Comm. Technologies | 4.03 10.89 6.77 |

| Indicator                              | Value          |
|----------------------------------------|----------------|
| Natural Sci., Mathematics & Statistics | 5.57 3.65 4.80 |

| Indicator                             | Value           |
|---------------------------------------|-----------------|
| Social Sci., Journalism & Information | 12.25 5.61 9.59 |

| Indicator              | Value              |
|------------------------|--------------------|
| Graduates Attainment % | Female Male Parity |

| Indicator           | Value             |
|---------------------|-------------------|
| Vocational training | 17.29 19.25 18.30 |

| Indicator     | Value          |
|---------------|----------------|
| PhD graduates | 0.13 0.15 0.14 |

| Indicator                         | Value             |
|-----------------------------------|-------------------|
| Graduates from tertiary education | 17.29 19.25 18.30 |

| Indicator | Value |
|-----------|-------|
| Health    |       |

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 18.00 |
| Births attended by skilled personnel      | % live births                  | 93.00 |
| Maternal mortality                        | deaths per 100,000 live births | 12.00 |
| Total fertility rate                      | births per woman               | 1.71  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

Rwanda

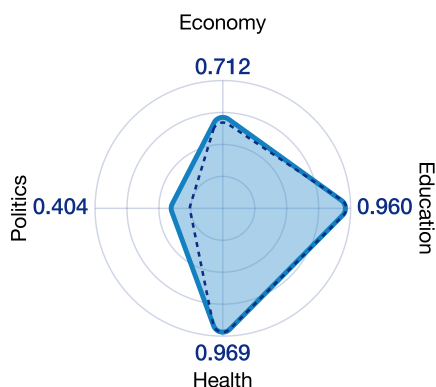
0.762

39th

2025

## Global Gender Gap Index 2025 Edition

■ Rwanda score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.762 | 39th  | 0.757  | 39th  |
| Economic Participation and Opportunity | 0.712 | 65th  | 0.668  | 86th  |
| Educational Attainment                 | 0.960 | 113th | 0.962  | 115th |
| Health and Survival                    | 0.969 | 74th  | 0.974  | 55th  |
| Political Empowerment                  | 0.404 | 28th  | 0.422  | 29th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportunity</b>  | 65th  | 0.712  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 60th  | 0.832  |                                | -11.77            | 58.14              | 69.91 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 5th   | 0.823  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 109th | 0.543  |                                | -1.83             | 2.17               | 4.00  | 0-150      |
| Legislators, senior officials and managers %   | 55th  | 0.608  |                                | -24.35            | 37.83              | 62.17 | 0-100      |
| Professional and technical workers %           | 103rd | 0.671  |                                | -19.70            | 40.15              | 59.85 | 0-100      |
| <b>Educational Attainment</b>                  | 113th | 0.960  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 96th  | 0.951  |                                | -4.00             | 77.00              | 81.00 | 0-100      |
| Enrolment in primary education %               | 99th  | 0.994  |                                | -0.59             | 98.15              | 98.74 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 7.35              | 41.43              | 48.78 | 0-200      |
| Enrolment in tertiary education %              | 123rd | 0.770  |                                | -2.31             | 7.75               | 10.06 | 0-200      |
| <b>Health and Survival</b>                     | 74th  | 0.969  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 85th  | 1.027  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 28th  | 0.404  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 1st   | 1.000  |                                | 27.50             | 36.25              | 63.75 | 0-100      |
| Women in ministerial positions %               | 61st  | 0.357  |                                | -47.37            | 26.32              | 73.68 | 0-100      |
| Years with female/male head of state (last 50) | 68th  | 0.015  |                                | -48.56            | 0.72               | 49.28 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 14.1  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 3.06  |
| Population sex ratio   | female/male, %              | 51.25 |
| Population growth rate | %                           | 2.20  |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 7.15     | 6.80   | 13.95 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 27.20 |
| Firms with female top managers        | % firms | 28.10 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.83  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 1.69     | 1.92   | 3.61  |

| Indicator                                                 | Unit                      | ◆ Female | ◆ Male | Value |
|-----------------------------------------------------------|---------------------------|----------|--------|-------|
| Share of workers in informal sector                       | % workers                 | 84.51    | 80.19  | 82.16 |
| Unemployed adults                                         | % of labour force (15-64) | 16.58    | 11.80  | 14.04 |
| Workers employed part-time                                | % of employed people      | 65.02    | 53.99  | 59.01 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.    | n. a.  | n. a. |

## Access to finance

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

## Civil and political freedom

| Indicator                                | Unit           | Value |
|------------------------------------------|----------------|-------|
| Year women received right to vote        | year           | 1961  |
| Number of female heads of state to date  | number         | 1     |
| Seats held in upper house                | % total seats  | 53.85 |
| Indicator                                | Yes/No         | Value |
| Election list quotas for women, national | Yes            |       |
| Party membership quotas, voluntary       | Yes            |       |
| Indicator                                | Equal rights   | Value |
| Access to justice                        | Equal rights ◆ |       |
| Freedom of movement                      | Equal rights ◆ |       |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 13.60 |
| Early marriage                            | %             | 3.10  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights        | Value |
|------------------|---------------------|-------|
| Right to divorce | Restricted rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 98       | 7      | 0     |

## Education and skills

| Graduates                               | % | ◆ Female | ◆ Male | Value |
|-----------------------------------------|---|----------|--------|-------|
| STEM                                    |   | 20.37    | 35.62  | 28.83 |
| Agri., Forestry, Fisheries & Veterinary |   | 2.52     | 3.47   | 3.05  |
| Arts & Humanities                       |   | 2.98     | 3.52   | 3.28  |
| Business, Admin. & Law                  |   | 33.27    | 16.36  | 23.89 |
| Education                               |   | 23.64    | 28.25  | 26.20 |
| Engineering, Manuf. & Construction      |   | 8.62     | 23.26  | 16.73 |
| Health & Welfare                        |   | 12.13    | 9.51   | 10.67 |
| Information & Comm. Technologies        |   | 7.70     | 8.61   | 8.20  |
| Natural Sci., Mathematics & Statistics  |   | 4.05     | 3.76   | 3.89  |
| Social Sci., Journalism & Information   |   | 1.45     | 1.79   | 1.64  |

| Graduates                         | Attainment % | ◆ Female | ◆ Male | Parity |
|-----------------------------------|--------------|----------|--------|--------|
| Vocational training               |              | 4.06     | 4.86   | 4.45   |
| PhD graduates                     |              | 0.06     | 0.12   | 0.09   |
| Graduates from tertiary education |              | 4.06     | 4.86   | 4.45   |

## Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 38.00  |
| Births attended by skilled personnel      | % live births                  | 94.20  |
| Maternal mortality                        | deaths per 100,000 live births | 229.00 |
| Total fertility rate                      | births per woman               | 3.70   |

| Indicator             | Equal rights    | Value |
|-----------------------|-----------------|-------|
| Reproductive autonomy | Uneven rights ◆ |       |

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

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

## Saudi Arabia

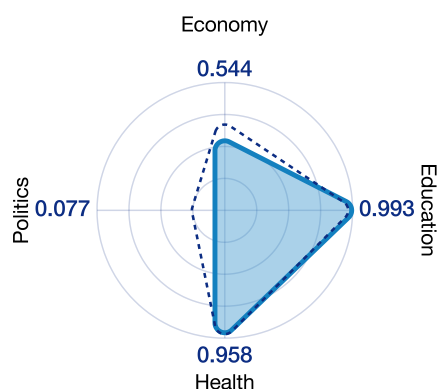
0.643

132nd

2025

## Global Gender Gap Index 2025 Edition

■ Saudi Arabia score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.643 | 132nd | 0.647  | 126th |
| Economic Participation and Opportunity | 0.544 | 129th | 0.551  | 125th |
| Educational Attainment                 | 0.993 | 70th  | 0.994  | 67th  |
| Health and Survival                    | 0.958 | 135th | 0.964  | 114th |
| Political Empowerment                  | 0.077 | 130th | 0.077  | 128th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportunity</b>  | 129th | 0.544  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 139th | 0.414  |                                | -48.96            | 34.61              | 83.57  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 18th  | 0.763  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 139th | 0.356  |                                | -47.55            | 26.32              | 73.88  | 0-150      |
| Legislators, senior officials and managers %   | -     | -      |                                | -                 |                    |        | -          |
| Professional and technical workers %           | -     | -      |                                | -                 |                    |        | -          |
| <b>Educational Attainment</b>                  | 70th  | 0.993  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 87th  | 0.970  |                                | -3.00             | 96.00              | 99.00  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.23              | 97.56              | 97.79  | 0-100      |
| Enrolment in secondary education %             | 99th  | 0.994  |                                | -0.70             | 119.61             | 120.31 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 8.91              | 69.54              | 78.45  | 0-200      |
| <b>Health and Survival</b>                     | 135th | 0.958  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 141st | 0.990  |                                | -                 |                    |        | 0-100      |
| <b>Political Empowerment</b>                   | 130th | 0.077  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 105th | 0.248  |                                | -60.26            | 19.87              | 80.13  | 0-100      |
| Women in ministerial positions %               | 144th | 0.000  |                                | -100.00           | 0                  | 100.00 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00  | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |          |       |       |
|------------------------|-----------------------------|----------|-------|-------|
| Indicator              | Unit                        | Value    |       |       |
| GDP                    | US\$ billions               | 1,067.58 |       |       |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 55.06    |       |       |
| Population sex ratio   | female/male, %              | 39.35    |       |       |
| Population growth rate | %                           | 3.33     |       |       |
| Indicator              | Million people              | Female   | Male  | Value |
| Total population       |                             | 13.09    | 20.18 | 33.26 |

| Work participation and leadership     |         |       |  |  |
|---------------------------------------|---------|-------|--|--|
| Indicator                             | Unit    | Value |  |  |
| Gender wage gap                       | %       | n. a. |  |  |
| Share of women's membership in boards | %       | n. a. |  |  |
| Firms with female majority ownership  | % firms | 3.30  |  |  |
| Firms with female top managers        | % firms | 3.00  |  |  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.57  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | n. a.  | n. a. | n. a. |

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

|                   |                           |       |      |      |
|-------------------|---------------------------|-------|------|------|
| Unemployed adults | % of labour force (15-64) | 12.86 | 2.12 | 4.07 |
|-------------------|---------------------------|-------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| 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                                   | Equal rights      | Value |  |  |
| Access to financial services                | Near-equal rights |       |  |  |
| Inheritance rights for widows and daughters | Unequal rights    |       |  |  |
| Access to land assets                       | Equal rights      |       |  |  |
| Access to non-land assets                   | Equal rights      |       |  |  |

| Civil and political freedom              |               |       |  |  |
|------------------------------------------|---------------|-------|--|--|
| Indicator                                | Unit          | Value |  |  |
| Year women received right to vote        | year          | n. a. |  |  |
| Number of female heads of state to date  | number        | n. a. |  |  |
| 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           | Equal rights      | Value |
|---------------------|-------------------|-------|
| Access to justice   | Restricted rights |       |
| Freedom of movement | Restricted rights |       |

| Family and care                           |               |       |  |  |
|-------------------------------------------|---------------|-------|--|--|
| Indicator                                 | Unit          | Value |  |  |
| Unmet family planning                     | % women 15-49 | 21.40 |  |  |
| Early marriage                            | %             | 3.10  |  |  |
| Mean age of women at birth of first child | years         | n. a. |  |  |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Unequal rights |       |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 70     | 3    | 0     |

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | 20.90  | 35.89 | 28.07 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.15   | 0.24  | 0.19  |
| Arts & Humanities                       |   | 20.43  | 10.95 | 15.90 |
| Business, Admin. & Law                  |   | 31.24  | 37.10 | 34.05 |
| Education                               |   | 9.97   | 2.00  | 6.16  |
| Engineering, Manuf. & Construction      |   | 2.44   | 19.43 | 10.57 |
| Health & Welfare                        |   | 9.56   | 7.82  | 8.72  |
| Information & Comm. Technologies        |   | 7.88   | 12.11 | 9.90  |
| Natural Sci., Mathematics & Statistics  |   | 10.58  | 4.35  | 7.60  |
| Social Sci., Journalism & Information   |   | 5.60   | 3.08  | 4.40  |

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 2.33   | 8.74 | 5.82   |
| PhD graduates                     |              | 0.65   | 1.02 | 0.90   |
| Graduates from tertiary education |              | 2.33   | 8.74 | 5.82   |

| Health                                    |                                |       |  |  |
|-------------------------------------------|--------------------------------|-------|--|--|
| Indicator                                 | Unit                           | Value |  |  |
| Prevalence of gender violence in lifetime | % women                        | 43.00 |  |  |
| Births attended by skilled personnel      | % live births                  | 94.80 |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 7.00  |  |  |
| Total fertility rate                      | births per woman               | 2.28  |  |  |

| Indicator             | 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.

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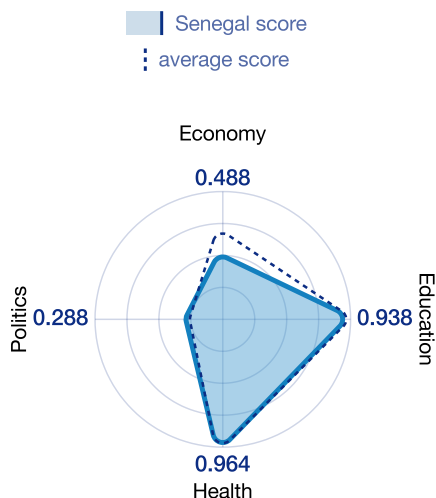
## Senegal

0.670

116th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.670 | 116th | 0.679  | 109th |
| Economic Participation and Opportunity | 0.488 | 137th | 0.473  | 138th |
| Educational Attainment                 | 0.938 | 121st | 0.936  | 126th |
| Health and Survival                    | 0.964 | 105th | 0.967  | 96th  |
| Political Empowerment                  | 0.288 | 57th  | 0.341  | 39th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|------------|
| Economic Participation and Opportun...         | 137th | 0.488  |                                | -                 | Min - Max          | -          |
| Labour-force participation rate %              | 125th | 0.570  |                                | -29.52            | 39.19◆ 68.71       | 0-100      |
| Wage equality for similar work 1-7 (best)      | 100th | 0.589  |                                | -                 | -                  | 0-100      |
| Estimated earned income int'l \$ 1,000         | 133rd | 0.384  |                                | -3.82             | 2.38◆ 6.20         | 0-150      |
| Legislators, senior officials and managers %   | 100th | 0.375  |                                | -45.50            | 27.25◆ 72.75       | 0-100      |
| Professional and technical workers %           | 126th | 0.425  |                                | -40.40            | 29.80◆ 70.20       | 0-100      |
| Educational Attainment                         | 121st | 0.938  |                                | -                 | -                  | -          |
| Literacy rate %                                | 132nd | 0.675  |                                | -19.97            | 41.50◆ 61.47       | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 17.46             | 67.61◆ 85.07       | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 11.88             | 38.33◆ 50.22       | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 0.77              | 15.69◆ 16.46       | 0-200      |
| Health and Survival                            | 105th | 0.964  |                                | -                 | -                  | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | 0-100      |
| Healthy life expectancy** years                | 116th | 1.010  |                                | -                 | -                  | 0-100      |
| Political Empowerment                          | 57th  | 0.288  |                                | -                 | -                  | -          |
| Women in parliament %                          | 21st  | 0.701  |                                | -17.58            | 41.21◆ 58.79       | 0-100      |
| Women in ministerial positions %               | 98th  | 0.190  |                                | -68.00            | 16.00◆ 84.00       | 0-100      |
| Years with female/male head of state (last 50) | 55th  | 0.053  |                                | -44.95            | 2.52◆ 47.48        | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 30.85 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 4.32  |
| Population sex ratio   | female/male, %              | 49.12 |
| Population growth rate | %                           | 2.39  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 8.88   | 9.20 | 18.08 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 10.70 |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.09  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.99   | 2.39 | 4.38  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 96.98  | 93.70 | 95.10 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 3.48   | 2.60 | 2.98  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 15.27  | 10.22 | 12.12 |

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

### Access to finance

| Indicator                                   | Equal rights      | Value |
|---------------------------------------------|-------------------|-------|
| Access to financial services                | Equal rights      | ◆     |
| Inheritance rights for widows and daughters | Uneven rights     | ◆     |
| Access to land assets                       | Near-equal rights | ◆     |
| Access to non-land assets                   | Equal rights      | ◆     |

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1960  |
| Number of female heads of state to date | number        | 2     |
| Seats held in upper house               | % total seats | n. a. |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 19.10 |
| Early marriage                            | %             | 20.80 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Restricted rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 1    | 0     |

### Education and skills

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

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 2.00   | 1.85 | 1.93   |
| PhD graduates                     |              | 0.08   | 0.49 | 0.25   |
| Graduates from tertiary education |              | 2.00   | 1.85 | 1.93   |

### Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 24.00  |
| Births attended by skilled personnel      | % live births                  | 74.50  |
| Maternal mortality                        | deaths per 100,000 live births | 237.00 |
| Total fertility rate                      | births per woman               | 3.82   |

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights | ◆     |

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

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



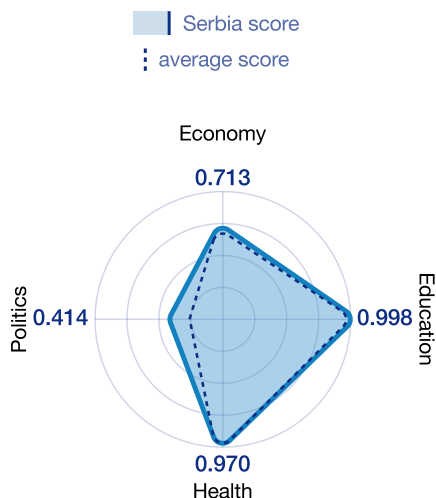
Serbia

0.774

26th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |      | ▼ 2024 |      |
|-----------------------------------------------|-------|------|--------|------|
|                                               | Score | Rank | Score  | Rank |
| <b>Global Gender Gap Index</b>                | 0.774 | 26th | 0.779  | 26th |
| <b>Economic Participation and Opportunity</b> | 0.713 | 63rd | 0.710  | 63rd |
| <b>Educational Attainment</b>                 | 0.998 | 45th | 0.999  | 39th |
| <b>Health and Survival</b>                    | 0.970 | 71st | 0.969  | 79th |
| <b>Political Empowerment</b>                  | 0.414 | 25th | 0.438  | 25th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 63rd  | 0.713  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 75th  | 0.786  |                                | -13.99            | 51.51◆◆            | 65.50  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 73rd  | 0.645  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 40th  | 0.685  |                                | -9.71             | 21.12◆◆            | 30.82  | 0-150      |
| Legislators, senior officials and managers %   | 63rd  | 0.565  |                                | -27.82            | 36.09◆◆            | 63.91  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 12.73             | 43.64◆◆            | 56.36  | 0-100      |
| <b>Educational Attainment</b>                  | 45th  | 0.998  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 71st  | 0.990  |                                | -1.00             | 99.00◆◆            | 100.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.12              | 98.24◆◆            | 98.36  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.66              | 94.28◆◆            | 95.94  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 28.44             | 59.30◆◆            | 87.74  | 0-200      |
| <b>Health and Survival</b>                     | 71st  | 0.970  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 133rd | 0.936  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 41st  | 1.048  |                                | -                 |                    |        | 0-100      |
| <b>Political Empowerment</b>                   | 25th  | 0.414  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 36th  | 0.592  |                                | -25.60            | 37.20◆◆            | 62.80  | 0-100      |
| Women in ministerial positions %               | 27th  | 0.600  |                                | -25.00            | 37.50◆◆            | 62.50  | 0-100      |
| Years with female/male head of state (last 50) | 24th  | 0.187  |                                | -34.27            | 7.86◆◆             | 42.14  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 81.34 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 25.74 |
| Population sex ratio   | female/male, %              | 52.51 |
| Population growth rate | %                           | -0.62 |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 3.48   | 3.15 | 6.62  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 16.90 |
| Firms with female top managers        | % firms | 18.20 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.98  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.46   | 1.67 | 3.13  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 19.46  | 16.40 | 17.81 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 7.97 | 7.67 | 7.81 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 19.98 | 14.91 | 17.25 |
|----------------------------|----------------------|-------|-------|-------|

|                                                           |   |       |      |       |
|-----------------------------------------------------------|---|-------|------|-------|
| Proportion of time spent on unpaid domestic and care work | % | 19.17 | 8.69 | n. a. |
|-----------------------------------------------------------|---|-------|------|-------|

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1946  |
| Number of female heads of state to date | number        | 3     |
| Seats held in upper house               | % total seats | n. a. |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 8.81  |
| Early marriage                            | %             | 3.80  |
| Mean age of women at birth of first child | years         | 28.40 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 135    | 7    | 230.00 |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 25.50  | 46.45 | 33.73 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.83 | 2.53 | 2.11 |
|-----------------------------------------|------|------|------|

|                   |       |      |      |
|-------------------|-------|------|------|
| Arts & Humanities | 11.30 | 7.87 | 9.95 |
|-------------------|-------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 19.18 | 17.64 | 18.57 |
|------------------------|-------|-------|-------|

|           |       |      |      |
|-----------|-------|------|------|
| Education | 10.24 | 2.27 | 7.11 |
|-----------|-------|------|------|

|                                    |       |       |       |
|------------------------------------|-------|-------|-------|
| Engineering, Manuf. & Construction | 14.50 | 27.14 | 19.47 |
|------------------------------------|-------|-------|-------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 15.71 | 7.14 | 12.34 |
|------------------|-------|------|-------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 5.10 | 15.25 | 9.09 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 5.90 | 4.05 | 5.17 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 8.51 | 5.94 | 7.50 |
|---------------------------------------|------|------|------|

| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 23.70  | 26.52 | 25.14  |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.49 | 0.54 | 0.51 |
|---------------|------|------|------|

|                                   |       |       |       |
|-----------------------------------|-------|-------|-------|
| Graduates from tertiary education | 23.70 | 26.52 | 25.14 |
|-----------------------------------|-------|-------|-------|

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 17.00 |
| Births attended by skilled personnel      | % live births                  | 99.90 |
| Maternal mortality                        | deaths per 100,000 live births | 11.00 |
| Total fertility rate                      | births per woman               | 1.61  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

## Sierra Leone

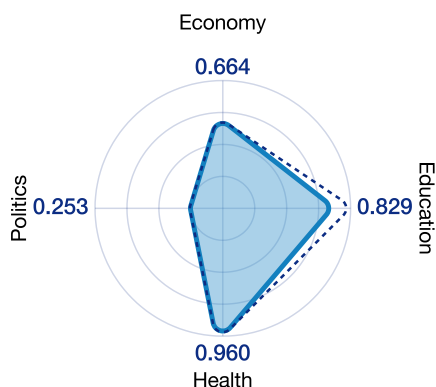
0.677

112th

2025

## Global Gender Gap Index 2025 Edition

■ Sierra Leone score  
⋯ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.677 | 112th | 0.708  | 80th  |
| Economic Participation and Opportunity | 0.664 | 95th  | 0.668  | 87th  |
| Educational Attainment                 | 0.829 | 140th | 0.943  | 122nd |
| Health and Survival                    | 0.960 | 124th | 0.966  | 103rd |
| Political Empowerment                  | 0.253 | 66th  | 0.253  | 62nd  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 95th  | 0.664  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 13th  | 0.911  |                                | -5.07             | 51.58◆             | 56.65 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 97th  | 0.593  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 25th  | 0.737  |                                | -0.92             | 2.58◆              | 3.50  | 0-150      |
| Legislators, senior officials and managers %   | 64th  | 0.560  |                                | -28.17            | 35.91◆             | 64.09 | 0-100      |
| Professional and technical workers %           | 124th | 0.435  |                                | -39.36            | 30.32◆             | 69.68 | 0-100      |
| <b>Educational Attainment</b>                  | 140th | 0.829  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 135th | 0.622  |                                | -20.65            | 33.94◆             | 54.60 | 0-100      |
| Enrolment in primary education %               | -     | -      |                                | -                 |                    |       | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.96              | 72.45◆             | 74.41 | 0-200      |
| Enrolment in tertiary education %              | -     | -      |                                | -                 |                    |       | -          |
| <b>Health and Survival</b>                     | 124th | 0.960  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 135th | 0.996  |                                | -                 |                    |       | 0-100      |
| <b>Political Empowerment</b>                   | 66th  | 0.253  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 64th  | 0.419  |                                | -40.94            | 29.53◆             | 70.47 | 0-100      |
| Women in ministerial positions %               | 38th  | 0.500  |                                | -33.33            | 33.33◆             | 66.67 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0◆                 | 50.00 | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |  |       |
|------------------------|-----------------------------|--|-------|
| Indicator              | Unit                        |  | Value |
| GDP                    | US\$ billions               |  | 6.41  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 |  | 3.03  |
| Population sex ratio   | female/male, %              |  | 50.13 |
| Population growth rate | %                           |  | 2.20  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 4.24   | 4.22 | 8.46  |

| Work participation and leadership     |         |  |       |
|---------------------------------------|---------|--|-------|
| Indicator                             | Unit    |  | Value |
| Gender wage gap                       | %       |  | n. a. |
| Share of women's membership in boards | %       |  | n. a. |
| Firms with female majority ownership  | % firms |  | 13.70 |
| Firms with female top managers        | % firms |  | 13.00 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 3.45  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.08   | 1.06 | 2.14  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 96.63  | 89.28 | 93.11 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 2.25 | 4.37 | 3.27 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 33.98 | 26.26 | 30.28 |
|----------------------------|----------------------|-------|-------|-------|

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

| Access to finance                           |              |                   |       |
|---------------------------------------------|--------------|-------------------|-------|
| Indicator                                   | Equal rights |                   | Value |
| Access to financial services                |              | Near-equal rights |       |
| Inheritance rights for widows and daughters |              | Near-equal rights |       |
| Access to land assets                       |              | Uneven rights     |       |
| Access to non-land assets                   |              | Uneven rights     |       |

| Civil and political freedom             |               |  |       |
|-----------------------------------------|---------------|--|-------|
| Indicator                               | Unit          |  | Value |
| Year women received right to vote       | year          |  | 1961  |
| Number of female heads of state to date | number        |  | n. a. |
| 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           | Equal rights      | Value |
|---------------------|-------------------|-------|
| Access to justice   | Near-equal rights |       |
| Freedom of movement | Equal rights      |       |

| Family and care                           |               |  |       |
|-------------------------------------------|---------------|--|-------|
| Indicator                                 | Unit          |  | Value |
| Unmet family planning                     | % women 15-49 |  | 24.80 |
| Early marriage                            | %             |  | 13.90 |
| Mean age of women at birth of first child | years         |  | n. a. |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Restricted rights |       |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 14   | 0     |

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

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

| Health                                    |                                |  |        |
|-------------------------------------------|--------------------------------|--|--------|
| Indicator                                 | Unit                           |  | Value  |
| Prevalence of gender violence in lifetime | % women                        |  | 36.00  |
| Births attended by skilled personnel      | % live births                  |  | 86.90  |
| Maternal mortality                        | deaths per 100,000 live births |  | 354.00 |
| Total fertility rate                      | births per woman               |  | 3.79   |

| Indicator             | 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.

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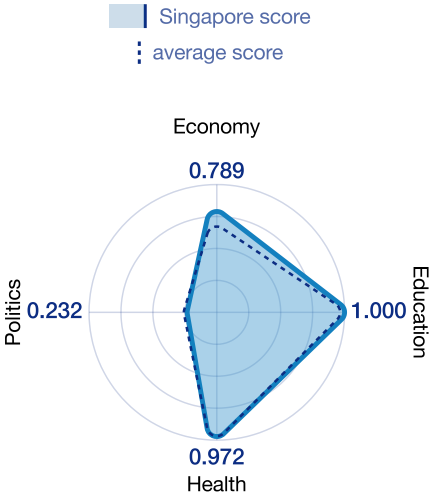
Singapore

0.748

47th

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |      | 2024  |      |
|----------------------------------------|-------|------|-------|------|
|                                        | Score | Rank | Score | Rank |
| Global Gender Gap Index                | 0.748 | 47th | 0.744 | 48th |
| Economic Participation and Opportunity | 0.789 | 14th | 0.779 | 18th |
| Educational Attainment                 | 1.000 | 1st  | 0.994 | 65th |
| Health and Survival                    | 0.972 | 62nd | 0.971 | 65th |
| Political Empowerment                  | 0.232 | 75th | 0.230 | 69th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| Economic Participation and Opportun...         | 14th  | 0.789  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 55th  | 0.836  |                                | -12.26            | 62.64          | 74.90  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 8th   | 0.812  |                                | -                 | -              | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 26th  | 0.736  |                                | -38.62            | 107.59         | 146.22 | 0-150      |
| Legislators, senior officials and managers %   | 44th  | 0.656  |                                | -20.79            | 39.61          | 60.39  | 0-100      |
| Professional and technical workers %           | 82nd  | 0.913  |                                | -4.57             | 47.72          | 52.29  | 0-100      |
| Educational Attainment                         | 1st   | 1.000  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -              | -      | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.26              | 98.94          | 99.20  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 3.88              | 74.43          | 78.31  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 10.11             | 93.14          | 103.25 | 0-200      |
| Health and Survival                            | 62nd  | 0.972  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 111th | 0.943  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 68th  | 1.036  |                                | -                 | -              | -      | 0-100      |
| Political Empowerment                          | 75th  | 0.232  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 63rd  | 0.420  |                                | -40.82            | 29.59          | 70.41  | 0-100      |
| Women in ministerial positions %               | 104th | 0.167  |                                | -71.43            | 14.29          | 85.71  | 0-100      |
| Years with female/male head of state (last 50) | 31st  | 0.136  |                                | -37.99            | 6.00           | 44.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 501.43 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 127.54 |
| Population sex ratio   | female/male, %              | 48.31  |
| Population growth rate | %                           | 4.86   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 2.86   | 3.06 | 5.92  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 9.20  |
| Firms with female top managers        | % firms | 21.80 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.86  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.08   | 1.20 | 2.28  |

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

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 3.77 | 3.26 | 3.50 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |      |       |
|----------------------------|----------------------|-------|------|-------|
| Workers employed part-time | % of employed people | 14.11 | 7.68 | 10.71 |
|----------------------------|----------------------|-------|------|-------|

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

## Access to finance

| Indicator                                   | Equal rights  | Value |
|---------------------------------------------|---------------|-------|
| Access to financial services                | Equal rights  | ◆     |
| Inheritance rights for widows and daughters | Uneven rights | ◆     |
| Access to land assets                       | Uneven rights | ◆     |
| Access to non-land assets                   | Uneven rights | ◆     |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1965  |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | n. a. |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.40  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights  | Value |
|------------------|---------------|-------|
| Right to divorce | Uneven rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 84     | 14   | 28.00 |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 22.29  | 50.66 | 35.95 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 0.37 | 0.31 | 0.34 |
|-----------------------------------------|------|------|------|

|                   |       |      |      |
|-------------------|-------|------|------|
| Arts & Humanities | 10.39 | 5.62 | 8.10 |
|-------------------|-------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 30.45 | 24.82 | 27.74 |
|------------------------|-------|-------|-------|

|           |       |      |      |
|-----------|-------|------|------|
| Education | 11.39 | 2.14 | 6.94 |
|-----------|-------|------|------|

|                                    |       |       |       |
|------------------------------------|-------|-------|-------|
| Engineering, Manuf. & Construction | 10.84 | 31.10 | 20.59 |
|------------------------------------|-------|-------|-------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 14.81 | 6.94 | 11.02 |
|------------------|-------|------|-------|

|                                  |      |       |       |
|----------------------------------|------|-------|-------|
| Information & Comm. Technologies | 5.81 | 14.60 | 10.04 |
|----------------------------------|------|-------|-------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 5.64 | 4.96 | 5.31 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 8.34 | 4.35 | 6.42 |
|---------------------------------------|------|------|------|

| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 21.88  | 23.87 | 22.91  |

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

|                                   |       |       |       |
|-----------------------------------|-------|-------|-------|
| Graduates from tertiary education | 21.88 | 23.87 | 22.91 |
|-----------------------------------|-------|-------|-------|

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 11.00 |
| Births attended by skilled personnel      | % live births                  | 99.60 |
| Maternal mortality                        | deaths per 100,000 live births | 6.00  |
| Total fertility rate                      | births per woman               | 0.97  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

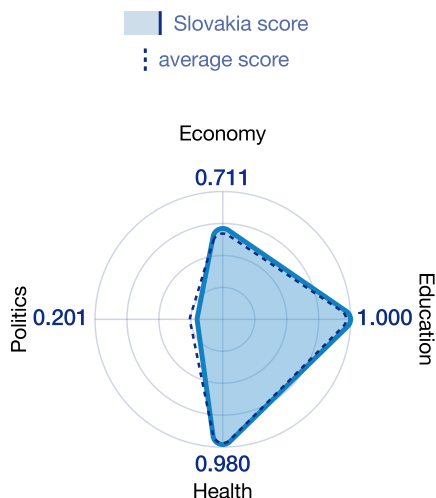
Slovakia

0.723

70th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |      | ▼ 2024 |      |
|-----------------------------------------------|-------|------|--------|------|
|                                               | Score | Rank | Score  | Rank |
| <b>Global Gender Gap Index</b>                | 0.723 | 70th | 0.731  | 56th |
| <b>Economic Participation and Opportunity</b> | 0.711 | 66th | 0.720  | 52nd |
| <b>Educational Attainment</b>                 | 1.000 | 1st  | 1.000  | 1st  |
| <b>Health and Survival</b>                    | 0.980 | 1st  | 0.980  | 1st  |
| <b>Political Empowerment</b>                  | 0.201 | 83rd | 0.224  | 71st |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 66th  | 0.711  |                                | -                 | -                  | -     | -          |
| Labour-force participation rate %              | 56th  | 0.835  |                                | -11.08            | 56.23              | 67.32 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 96th  | 0.595  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 23rd  | 0.747  |                                | -11.37            | 33.62              | 44.99 | 0-150      |
| Legislators, senior officials and managers %   | 81st  | 0.499  |                                | -33.46            | 33.27              | 66.73 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 10.28             | 44.86              | 55.14 | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -     | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.07              | 98.74              | 98.81 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.69              | 91.82              | 93.51 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 18.95             | 44.17              | 63.11 | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 83rd  | 0.201  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 89th  | 0.304  |                                | -53.33            | 23.33              | 76.67 | 0-100      |
| Women in ministerial positions %               | 108th | 0.154  |                                | -73.33            | 13.33              | 86.67 | 0-100      |
| Years with female/male head of state (last 50) | 28th  | 0.156  |                                | -36.50            | 6.75               | 43.25 | 0-50       |



## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 132.91 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 39.21  |
| Population sex ratio   | female/male, %              | 51.17  |
| Population growth rate | %                           | -0.09  |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 2.78     | 2.65   | 5.43  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 11.76 |
| Share of women's membership in boards | %       | 30.30 |
| Firms with female majority ownership  | % firms | 11.90 |
| Firms with female top managers        | % firms | 20.60 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.67  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 1.25     | 1.38   | 2.63  |

| Indicator                           | Unit      | ◆ Female | ◆ Male | Value |
|-------------------------------------|-----------|----------|--------|-------|
| Share of workers in informal sector | % workers | 3.46     | 6.44   | 5.06  |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 6.10 | 4.90 | 5.40 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 36.90 | 24.17 | 30.16 |
|----------------------------|----------------------|-------|-------|-------|

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

## Access to finance

| Indicator                                   | Equal rights   | Value |
|---------------------------------------------|----------------|-------|
| Access to financial services                | Equal rights ◆ |       |
| Inheritance rights for widows and daughters | Equal rights ◆ |       |
| Access to land assets                       | Equal rights ◆ |       |
| Access to non-land assets                   | Equal rights ◆ |       |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1993  |
| Number of female heads of state to date | number        | 2     |
| Seats held in upper house               | % total seats | n. a. |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 1.10  |
| Mean age of women at birth of first child | years         | 27.30 |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Equal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value  |
|-------------------------------|-------------|----------|--------|--------|
| Length of paid parental leave |             | 238      | 196    | 899.00 |

## Education and skills

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
| STEM      |   | 11.57    | 36.98  | 21.41 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 2.24 | 2.12 | 2.19 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 8.69 | 5.87 | 7.60 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 20.75 | 18.49 | 19.87 |
|------------------------|-------|-------|-------|

|           |       |      |       |
|-----------|-------|------|-------|
| Education | 19.02 | 6.22 | 14.07 |
|-----------|-------|------|-------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 5.12 | 22.49 | 11.84 |
|------------------------------------|------|-------|-------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 21.42 | 11.94 | 17.75 |
|------------------|-------|-------|-------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 1.34 | 10.23 | 4.78 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 5.11 | 4.26 | 4.78 |
|----------------------------------------|------|------|------|

|                                       |       |      |       |
|---------------------------------------|-------|------|-------|
| Social Sci., Journalism & Information | 11.75 | 8.00 | 10.30 |
|---------------------------------------|-------|------|-------|

| Graduates           | Attainment % | ◆ Female | ◆ Male | Parity |
|---------------------|--------------|----------|--------|--------|
| Vocational training |              | 23.26    | 26.81  | 25.08  |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.80 | 0.70 | 0.75 |
|---------------|------|------|------|

|                                   |       |       |       |
|-----------------------------------|-------|-------|-------|
| Graduates from tertiary education | 23.26 | 26.81 | 25.08 |
|-----------------------------------|-------|-------|-------|

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 18.00 |
| Births attended by skilled personnel      | % live births                  | 98.00 |
| Maternal mortality                        | deaths per 100,000 live births | 4.00  |
| Total fertility rate                      | births per woman               | 1.49  |

| Indicator             | Equal rights   | Value |
|-----------------------|----------------|-------|
| Reproductive autonomy | Equal rights ◆ |       |

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

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

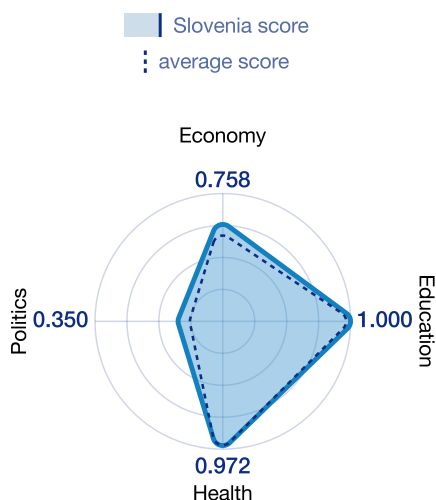
Slovenia

0.770

29th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                            | 2025  |      | ▼ 2024 |      |
|-----------------------------------------------|-------|------|--------|------|
|                                               | Score | Rank | Score  | Rank |
| <b>Global Gender Gap Index</b>                | 0.770 | 29th | 0.766  | 34th |
| <b>Economic Participation and Opportunity</b> | 0.758 | 28th | 0.762  | 23rd |
| <b>Educational Attainment</b>                 | 1.000 | 1st  | 1.000  | 1st  |
| <b>Health and Survival</b>                    | 0.972 | 63rd | 0.973  | 60th |
| <b>Political Empowerment</b>                  | 0.350 | 40th | 0.328  | 43rd |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 28th  | 0.758  |                                | -                 | -                  | -      | -          |
| Labour-force participation rate %              | 46th  | 0.852  |                                | -9.36             | 53.81◆             | 63.17  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 29th  | 0.733  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 30th  | 0.721  |                                | -15.52            | 40.02◆             | 55.54  | 0-150      |
| Legislators, senior officials and managers %   | 68th  | 0.540  |                                | -29.91            | 35.04◆             | 64.96  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 13.55             | 43.23◆             | 56.78  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.22              | 98.45◆             | 98.67  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.84              | 106.73◆            | 108.57 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 33.57             | 64.21◆             | 97.77  | 0-200      |
| <b>Health and Survival</b>                     | 63rd  | 0.972  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 123rd | 0.940  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 48th  | 1.044  |                                | -                 | -                  | -      | 0-100      |
| <b>Political Empowerment</b>                   | 40th  | 0.350  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 41st  | 0.552  |                                | -28.89            | 35.56◆             | 64.44  | 0-100      |
| Women in ministerial positions %               | 29th  | 0.583  |                                | -26.32            | 36.84◆             | 63.16  | 0-100      |
| Years with female/male head of state (last 50) | 45th  | 0.080  |                                | -42.62            | 3.69◆              | 46.31  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 69.15 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 47.87 |
| Population sex ratio   | female/male, %              | 49.79 |
| Population growth rate | %                           | 0.40  |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 1.06     | 1.06   | 2.12  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 9.18  |
| Share of women's membership in boards | %       | 23.10 |
| Firms with female majority ownership  | % firms | 9.20  |
| Firms with female top managers        | % firms | 18.80 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.36  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 0.44     | 0.52   | 0.96  |

| Indicator                                                 | Unit                      | ◆ Female | ◆ Male | Value |
|-----------------------------------------------------------|---------------------------|----------|--------|-------|
| Share of workers in informal sector                       | % workers                 | 1.11     | 0.60   | 0.83  |
| Unemployed adults                                         | % of labour force (15-64) | 3.90     | 3.40   | 3.60  |
| Workers employed part-time                                | % of employed people      | 36.71    | 26.47  | 31.14 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.    | n. a.  | n. a. |

## Access to finance

| Indicator                                   | Equal rights   | Value |
|---------------------------------------------|----------------|-------|
| Access to financial services                | Equal rights ◆ |       |
| Inheritance rights for widows and daughters | Equal rights ◆ |       |
| Access to land assets                       | Equal rights ◆ |       |
| Access to non-land assets                   | Equal rights ◆ |       |

## Civil and political freedom

| Indicator                                | Unit           | Value |
|------------------------------------------|----------------|-------|
| Year women received right to vote        | year           | 1946  |
| Number of female heads of state to date  | number         | 2     |
| Seats held in upper house                | % total seats  | 17.50 |
| Indicator                                | Yes/No         | Value |
| Election list quotas for women, national | Yes            |       |
| Party membership quotas, voluntary       | Yes            |       |
| Indicator                                | Equal rights   | Value |
| Access to justice                        | Equal rights ◆ |       |
| Freedom of movement                      | Equal rights ◆ |       |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.20  |
| Mean age of women at birth of first child | years         | 29.10 |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Equal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 105      | 15     | 0     |

## Education and skills

| Graduates                               | % | ◆ Female | ◆ Male | Value |
|-----------------------------------------|---|----------|--------|-------|
| STEM                                    |   | 16.10    | 49.12  | 29.53 |
| Agri., Forestry, Fisheries & Veterinary |   | 2.82     | 2.56   | 2.72  |
| Arts & Humanities                       |   | 8.14     | 5.98   | 7.26  |
| Business, Admin. & Law                  |   | 20.13    | 15.69  | 18.32 |
| Education                               |   | 15.41    | 3.11   | 10.41 |
| Engineering, Manuf. & Construction      |   | 7.78     | 32.80  | 17.96 |
| Health & Welfare                        |   | 18.01    | 6.85   | 13.48 |
| Information & Comm. Technologies        |   | 1.59     | 9.37   | 4.75  |
| Natural Sci., Mathematics & Statistics  |   | 6.73     | 6.95   | 6.82  |
| Social Sci., Journalism & Information   |   | 11.64    | 7.35   | 9.89  |

| Graduates                         | Attainment % | ◆ Female | ◆ Male | Parity |
|-----------------------------------|--------------|----------|--------|--------|
| Vocational training               |              | 30.15    | 37.29  | 33.88  |
| PhD graduates                     |              | 2.34     | 2.47   | 2.41   |
| Graduates from tertiary education |              | 30.15    | 37.29  | 33.88  |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 18.00 |
| Births attended by skilled personnel      | % live births                  | n. a. |
| Maternal mortality                        | deaths per 100,000 live births | 3.00  |
| Total fertility rate                      | births per woman               | 1.51  |

| Indicator             | Equal rights   | Value |
|-----------------------|----------------|-------|
| Reproductive autonomy | Equal rights ◆ |       |

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

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

South Africa

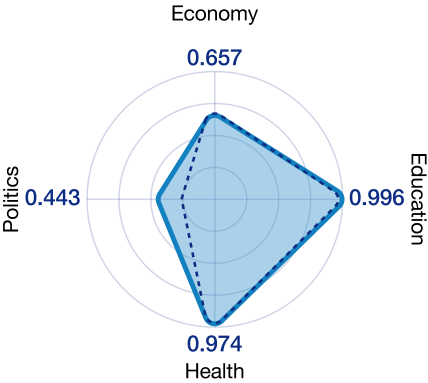
0.767

33rd

2025

Global Gender Gap Index 2025 Edition

■ South Africa score  
⋮ average score



Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.767 | 33rd | 0.785  | 18th |
| Economic Participation and Opportunity | 0.657 | 98th | 0.653  | 96th |
| Educational Attainment                 | 0.996 | 61st | 0.997  | 48th |
| Health and Survival                    | 0.974 | 46th | 0.979  | 29th |
| Political Empowerment                  | 0.443 | 21st | 0.513  | 9th  |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 98th  | 0.657  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 67th  | 0.806  |                                | -11.98            | 49.77              | 61.75  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 111th | 0.558  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 110th | 0.542  |                                | -8.21             | 9.70               | 17.90  | 0-150      |
| Legislators, senior officials and managers %   | 65th  | 0.551  |                                | -28.93            | 35.53              | 64.47  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 7.57              | 46.22              | 53.78  | 0-100      |
| Educational Attainment                         | 61st  | 0.996  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 86th  | 0.978  |                                | -2.00             | 89.00              | 91.00  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.30              | 94.06              | 94.36  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 8.25              | 100.44             | 108.68 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 11.81             | 17.87              | 29.68  | 0-200      |
| Health and Survival                            | 46th  | 0.974  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 54th  | 1.041  |                                | -                 | -                  | -      | 0-100      |
| Political Empowerment                          | 21st  | 0.443  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 12th  | 0.810  |                                | -10.49            | 44.76              | 55.24  | 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) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 380.7 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 13.69 |
| Population sex ratio   | female/male, %              | 51.35 |
| Population growth rate | %                           | 1.33  |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 32.46  | 30.75 | 63.21 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | 34.40 |
| Firms with female majority ownership  | % firms | 8.70  |
| Firms with female top managers        | % firms | 38.50 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.60  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 10.42  | 12.12 | 22.54 |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 34.65  | 35.11 | 34.90 |
| Unemployed adults                                         | % of labour force (15-64) | 34.82  | 30.70 | 32.61 |
| Workers employed part-time                                | % of employed people      | 19.76  | 12.38 | 15.68 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

## Access to finance

| Indicator                                   | 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          | 1930, 1984, 1994 |
| Number of female heads of state to date  | number        | n. a.            |
| Seats held in upper house                | % total seats | 44.44            |
| Indicator                                | Yes/No        | Value            |
| Election list quotas for women, national | Yes           |                  |
| Party membership quotas, voluntary       | Yes           |                  |
| Indicator                                | Equal rights  | Value            |
| Access to justice                        | Equal rights  | ◆                |
| Freedom of movement                      | Equal rights  | ◆                |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 14.90 |
| Early marriage                            | %             | 3.10  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights  | Value |
|------------------|---------------|-------|
| Right to divorce | Uneven rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 120    | 10   | 0     |

## Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 13.07  | 25.78 | 17.70 |
| Agri., Forestry, Fisheries & Veterinary |   | 1.83   | 2.04  | 1.91  |
| Arts & Humanities                       |   | 4.28   | 6.02  | 4.92  |
| Business, Admin. & Law                  |   | 40.82  | 43.01 | 41.62 |
| Education                               |   | 20.87  | 10.88 | 17.23 |
| Engineering, Manuf. & Construction      |   | 3.61   | 10.95 | 6.29  |
| Health & Welfare                        |   | 6.26   | 3.87  | 5.39  |
| Information & Comm. Technologies        |   | 2.88   | 6.74  | 4.29  |
| Natural Sci., Mathematics & Statistics  |   | 6.58   | 8.09  | 7.13  |
| Social Sci., Journalism & Information   |   | 11.31  | 7.24  | 9.83  |

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 4.79   | 2.87 | 3.82   |
| PhD graduates                     |              | 0.11   | 0.36 | 0.23   |
| Graduates from tertiary education |              | 4.79   | 2.87 | 3.82   |

## Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 24.00  |
| Births attended by skilled personnel      | % live births                  | 96.70  |
| Maternal mortality                        | deaths per 100,000 live births | 118.00 |
| Total fertility rate                      | births per woman               | 2.22   |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

## South Korea

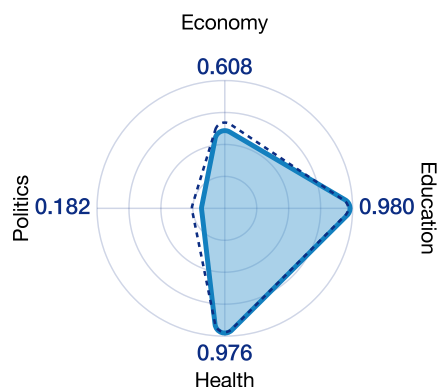
0.687

101st

2025

## Global Gender Gap Index 2025 Edition

■ South Korea score  
⋯ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.687 | 101st | 0.696  | 94th  |
| Economic Participation and Opportunity | 0.608 | 114th | 0.605  | 112th |
| Educational Attainment                 | 0.980 | 98th  | 0.980  | 100th |
| Health and Survival                    | 0.976 | 35th  | 0.976  | 47th  |
| Political Empowerment                  | 0.182 | 92nd  | 0.223  | 72nd  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportunity</b>  | 114th | 0.608  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 80th  | 0.778  |                                | -16.19            | 56.80              | 72.98  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 94th  | 0.602  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 116th | 0.515  |                                | -32.01            | 34.03              | 66.03  | 0-150      |
| Legislators, senior officials and managers %   | 124th | 0.213  |                                | -64.95            | 17.53              | 82.47  | 0-100      |
| Professional and technical workers %           | 67th  | 0.999  |                                | -0.04             | 49.98              | 50.02  | 0-100      |
| <b>Educational Attainment</b>                  | 98th  | 0.980  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 |                    |        | 0-100      |
| Enrolment in primary education %               | 87th  | 0.998  |                                | -0.21             |                    | 98.79  | 0-100      |
| Enrolment in secondary education %             | 95th  | 0.995  |                                | -0.49             | 97.57              | 98.05  | 0-200      |
| Enrolment in tertiary education %              | 117th | 0.855  |                                | -15.99            | 94.50              | 110.49 | 0-200      |
| <b>Health and Survival</b>                     | 35th  | 0.976  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 42nd  | 1.048  |                                | -                 |                    |        | 0-100      |
| <b>Political Empowerment</b>                   | 92nd  | 0.182  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 102nd | 0.255  |                                | -59.33            | 20.33              | 79.67  | 0-100      |
| Women in ministerial positions %               | 85th  | 0.231  |                                | -62.50            | 18.75              | 81.25  | 0-100      |
| Years with female/male head of state (last 50) | 39th  | 0.104  |                                | -40.55            | 4.73               | 45.27  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value    |
|------------------------|-----------------------------|----------|
| GDP                    | US\$ billions               | 1,712.79 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 50.41    |
| Population sex ratio   | female/male, %              | 50.08    |
| Population growth rate | %                           | 0.08     |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 25.90    | 25.81  | 51.71 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 29.30 |
| Share of women's membership in boards | %       | 12.80 |
| Firms with female majority ownership  | % firms | 13.80 |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.34  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 12.43    | 15.93  | 28.36 |

| Indicator                           | Unit      | ◆ Female | ◆ Male | Value |
|-------------------------------------|-----------|----------|--------|-------|
| Share of workers in informal sector | % workers | 31.03    | 23.58  | 26.62 |

| Indicator         | Unit                      | ◆ Female | ◆ Male | Value |
|-------------------|---------------------------|----------|--------|-------|
| Unemployed adults | % of labour force (15-64) | 2.76     | 2.75   | 2.76  |

| Indicator                  | Unit                 | ◆ Female | ◆ Male | Value |
|----------------------------|----------------------|----------|--------|-------|
| Workers employed part-time | % of employed people | 41.01    | 24.62  | 31.91 |

| Indicator                                                 | Unit | ◆ Female | ◆ Male | Value |
|-----------------------------------------------------------|------|----------|--------|-------|
| Proportion of time spent on unpaid domestic and care work | %    | 12.85    | 3.82   | n. a. |

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1948  |
| Number of female heads of state to date | number        | 3     |
| Seats held in upper house               | % total seats | n. a. |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 8.61  |
| Early marriage                            | %             | 0.20  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Equal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 90       | 10     | 0     |

## Education and skills

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
| STEM      |   | 16.14    | 45.91  | 30.42 |

| Indicator                               | Value          |
|-----------------------------------------|----------------|
| Agri., Forestry, Fisheries & Veterinary | 1.33 1.61 1.47 |

| Indicator         | Value             |
|-------------------|-------------------|
| Arts & Humanities | 19.41 10.89 15.32 |

| Indicator              | Value             |
|------------------------|-------------------|
| Business, Admin. & Law | 14.02 14.38 14.19 |

| Indicator | Value           |
|-----------|-----------------|
| Education | 10.36 3.40 7.02 |

| Indicator                          | Value            |
|------------------------------------|------------------|
| Engineering, Manuf. & Construction | 9.10 33.87 20.98 |

| Indicator        | Value            |
|------------------|------------------|
| Health & Welfare | 21.95 9.59 16.03 |

| Indicator                        | Value          |
|----------------------------------|----------------|
| Information & Comm. Technologies | 2.73 7.27 4.90 |

| Indicator                              | Value          |
|----------------------------------------|----------------|
| Natural Sci., Mathematics & Statistics | 4.31 4.77 4.53 |

| Indicator                             | Value          |
|---------------------------------------|----------------|
| Social Sci., Journalism & Information | 6.86 4.38 5.67 |

| Indicator              | Value                  |
|------------------------|------------------------|
| Graduates Attainment % | ◆ Female ◆ Male Parity |

| Indicator           | Value            |
|---------------------|------------------|
| Vocational training | 9.13 13.54 11.42 |

| Indicator     | Value          |
|---------------|----------------|
| PhD graduates | 0.56 1.26 0.91 |

| Indicator                         | Value            |
|-----------------------------------|------------------|
| Graduates from tertiary education | 9.13 13.54 11.42 |

| Indicator | Value |
|-----------|-------|
| 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 | 4.00   |
| Total fertility rate                      | births per woman               | 0.72   |

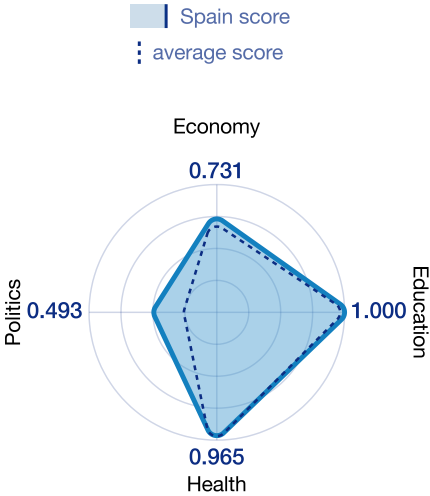
| Indicator             | Equal rights   | Value |
|-----------------------|----------------|-------|
| Reproductive autonomy | Equal rights ◆ |       |

\*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 2025 Edition



Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |       |
|----------------------------------------|-------|------|--------|-------|
|                                        | Score | Rank | Score  | Rank  |
| Global Gender Gap Index                | 0.797 | 12th | 0.798  | 10th  |
| Economic Participation and Opportunity | 0.731 | 49th | 0.732  | 45th  |
| Educational Attainment                 | 1.000 | 40th | 0.998  | 41st  |
| Health and Survival                    | 0.965 | 94th | 0.966  | 100th |
| Political Empowerment                  | 0.493 | 11th | 0.494  | 13th  |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 49th  | 0.731  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 51st  | 0.844  |                                | -9.99             | 53.90◆             | 63.90  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 53rd  | 0.679  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 39th  | 0.693  |                                | -17.23            | 38.84◆             | 56.07  | 0-150      |
| Legislators, senior officials and managers %   | 72nd  | 0.525  |                                | -31.15            | 34.42◆             | 65.58  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 0.87              | 49.57◆             | 50.44  | 0-100      |
| Educational Attainment                         | 40th  | 1.000  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 |                    |        | 0-100      |
| Enrolment in primary education %               | 83rd  | 0.999  |                                | -0.08             | 98.67◆             | 98.75  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 4.29              | 116.28◆            | 120.57 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 24.97             | 81.66◆             | 106.63 | 0-200      |
| Health and Survival                            | 94th  | 0.965  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 119th | 0.941  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 96th  | 1.021  |                                | -                 |                    |        | 0-100      |
| Political Empowerment                          | 11th  | 0.493  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 15th  | 0.795  |                                | -11.43            | 44.29◆             | 55.71  | 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) | 81st  | 0.000  |                                | -50.00            | 0◆                 | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value    |
|------------------------|-----------------------------|----------|
| GDP                    | US\$ billions               | 1,620.09 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 47.34    |
| Population sex ratio   | female/male, %              | 50.90    |
| Population growth rate | %                           | 1.23     |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 24.61  | 23.74 | 48.35 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 6.20  |
| Share of women's membership in boards | %       | 35.70 |
| Firms with female majority ownership  | % firms | 10.70 |
| Firms with female top managers        | % firms | 17.60 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.19  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 10.71  | 11.93 | 22.64 |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 2.80   | 1.27 | 1.98  |

| Indicator         | Unit                      | Female | Male  | Value |
|-------------------|---------------------------|--------|-------|-------|
| Unemployed adults | % of labour force (15-64) | 12.70  | 10.20 | 11.40 |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 43.99  | 28.29 | 35.58 |

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

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1931  |
| Number of female heads of state to date | number        | n. a. |
| Seats held in upper house               | % total seats | 42.48 |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 4.00  |
| Mean age of women at birth of first child | years         | 31.50 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 112    | 112  | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 10.45  | 35.46 | 21.34 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 0.89 | 1.22 | 1.03 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 9.13 | 8.04 | 8.65 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 19.30 | 19.25 | 19.28 |
|------------------------|-------|-------|-------|

|           |       |      |       |
|-----------|-------|------|-------|
| Education | 20.58 | 9.89 | 15.92 |
|-----------|-------|------|-------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 5.22 | 19.58 | 11.47 |
|------------------------------------|------|-------|-------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 24.76 | 10.78 | 18.67 |
|------------------|-------|-------|-------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 1.26 | 10.38 | 5.23 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 3.97 | 5.50 | 4.64 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 8.88 | 5.75 | 7.52 |
|---------------------------------------|------|------|------|

| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 15.49  | 19.54 | 17.58  |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 0.74 | 0.82 | 0.78 |
|---------------|------|------|------|

| Indicator                                 | Unit    | Value |
|-------------------------------------------|---------|-------|
| Prevalence of gender violence in lifetime | % women | 15.00 |

|                                      |                                |       |
|--------------------------------------|--------------------------------|-------|
| Births attended by skilled personnel | % live births                  | 99.90 |
| Maternal mortality                   | deaths per 100,000 live births | 3.00  |

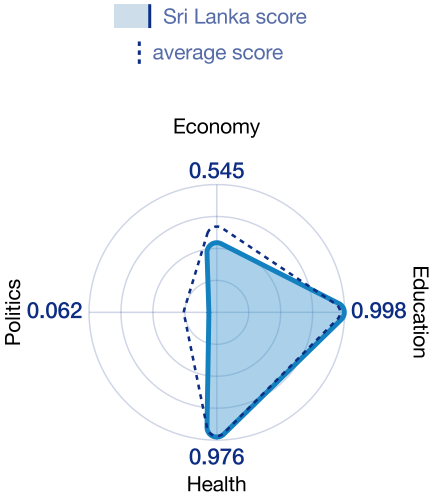
|                      |                  |      |
|----------------------|------------------|------|
| Total fertility rate | births per woman | 1.12 |
|----------------------|------------------|------|

| Indicator             | 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 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.645 | 130th | 0.653  | 122nd |
| Economic Participation and Opportunity | 0.545 | 128th | 0.544  | 127th |
| Educational Attainment                 | 0.998 | 48th  | 0.997  | 49th  |
| Health and Survival                    | 0.976 | 32nd  | 0.980  | 1st   |
| Political Empowerment                  | 0.062 | 137th | 0.090  | 123rd |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| Economic Participation and Opportun...         | 128th | 0.545  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 137th | 0.454  |                                | -38.47            | 31.98          | 70.46  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 62nd  | 0.664  |                                | -                 | -              | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 131st | 0.402  |                                | -11.26            | 7.58           | 18.84  | 0-150      |
| Legislators, senior officials and managers %   | 114th | 0.287  |                                | -55.35            | 22.32          | 77.68  | 0-100      |
| Professional and technical workers %           | 73rd  | 0.968  |                                | -1.63             | 49.18          | 50.82  | 0-100      |
| Educational Attainment                         | 48th  | 0.998  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 76th  | 0.989  |                                | -1.00             | 92.00          | 93.00  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.53              | 95.75          | 96.29  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 4.93              | 85.52          | 90.45  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 13.15             | 19.92          | 33.07  | 0-200      |
| Health and Survival                            | 32nd  | 0.976  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 40th  | 1.049  |                                | -                 | -              | -      | 0-100      |
| Political Empowerment                          | 137th | 0.062  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 130th | 0.108  |                                | -80.44            | 9.78           | 90.22  | 0-100      |
| Women in ministerial positions %               | 130th | 0.100  |                                | -81.82            | 9.09           | 90.91  | 0-100      |
| Years with female/male head of state (last 50) | 71st  | 0.009  |                                | -49.07            | 0.47           | 49.53  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 84.36 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 13.03 |
| Population sex ratio   | female/male, %              | 51.61 |
| Population growth rate | %                           | -0.65 |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 11.37    | 10.66  | 22.04 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | n. a. |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.64  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 2.66     | 5.06   | 7.72  |

| Indicator                                                 | Unit                      | ◆ Female | ◆ Male | Value |
|-----------------------------------------------------------|---------------------------|----------|--------|-------|
| Share of workers in informal sector                       | % workers                 | 58.96    | 71.21  | 67.04 |
| Unemployed adults                                         | % of labour force (15-64) | 6.58     | 3.88   | 4.83  |
| Workers employed part-time                                | % of employed people      | 36.15    | 29.36  | 31.67 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.    | n. a.  | n. a. |

## Access to finance

| Indicator                                   | Equal rights        | Value |
|---------------------------------------------|---------------------|-------|
| Access to financial services                | Near-equal rights ◆ |       |
| Inheritance rights for widows and daughters | Unequal rights ◆    |       |
| Access to land assets                       | Restricted rights ◆ |       |
| Access to non-land assets                   | Restricted rights ◆ |       |

## Civil and political freedom

| Indicator                                | Unit                | Value |
|------------------------------------------|---------------------|-------|
| Year women received right to vote        | year                | 1948  |
| Number of female heads of state to date  | number              | 2     |
| Seats held in upper house                | % total seats       | n. a. |
| Indicator                                | Yes/No              | Value |
| Election list quotas for women, national |                     | n. a. |
| Party membership quotas, voluntary       |                     | n. a. |
| Indicator                                | Equal rights        | Value |
| Access to justice                        | Near-equal rights ◆ |       |
| Freedom of movement                      | Equal rights ◆      |       |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 7.50  |
| Early marriage                            | %             | 6.00  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator                     | Equal rights | Value                                                                                                 |                                                                                          |       |
|-------------------------------|--------------|-------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-------|
| Right to divorce              |              | Restricted rights  |                                                                                          |       |
| Indicator                     | Shared days  |  Female            |  Male | Value |
| Length of paid parental leave |              | 84                                                                                                    | 0                                                                                        | 0     |

## Education and skills

| Graduates                               | % | ◆ Female | ◆ Male | Value |
|-----------------------------------------|---|----------|--------|-------|
| STEM                                    |   | 16.61    | 40.96  | 25.39 |
| Agri., Forestry, Fisheries & Veterinary |   | 2.78     | 2.77   | 2.78  |
| Arts & Humanities                       |   | 31.42    | 12.88  | 24.73 |
| Business, Admin. & Law                  |   | 25.95    | 27.30  | 26.44 |
| Education                               |   | 11.69    | 7.34   | 10.12 |
| Engineering, Manuf. & Construction      |   | 4.44     | 18.45  | 9.49  |
| Health & Welfare                        |   | 7.71     | 6.35   | 7.22  |
| Information & Comm. Technologies        |   | 5.88     | 14.95  | 9.15  |
| Natural Sci., Mathematics & Statistics  |   | 6.30     | 7.55   | 6.75  |
| Social Sci., Journalism & Information   |   | 3.82     | 2.37   | 3.30  |

| Graduates                         | Attainment % | ◆ Female | ◆ Male | Parity |
|-----------------------------------|--------------|----------|--------|--------|
| Vocational training               |              | 2.27     | 2.71   | 2.49   |
| PhD graduates                     |              | n. a.    | n. a.  | n. a.  |
| Graduates from tertiary education |              | 2.27     | 2.71   | 2.49   |

## Health

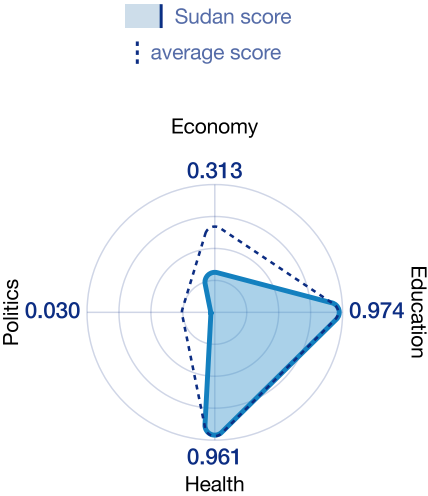
| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 24.00 |
| Births attended by skilled personnel      | % live births                  | 99.50 |
| Maternal mortality                        | deaths per 100,000 live births | 18.00 |
| Total fertility rate                      | births per woman               | 1.97  |

| Indicator             | 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 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.570 | 147th | 0.568  | 146th |
| Economic Participation and Opportunity | 0.313 | 148th | 0.337  | 145th |
| Educational Attainment                 | 0.974 | 107th | 0.940  | 124th |
| Health and Survival                    | 0.961 | 119th | 0.965  | 107th |
| Political Empowerment                  | 0.030 | 146th | 0.030  | 144th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 148th | 0.313  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 147th | 0.233  |                                | -47.47            | 14.39              | 61.87 | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -                 | -                  | -     | -          |
| Estimated earned income int'l \$ 1,000         | 148th | 0.097  |                                | -4.10             | 0.44               | 4.54  | 0-150      |
| Legislators, senior officials and managers %   | 108th | 0.320  |                                | -51.52            | 24.24              | 75.76 | 0-100      |
| Professional and technical workers %           | 92nd  | 0.833  |                                | -9.13             | 45.43              | 54.57 | 0-100      |
| Educational Attainment                         | 107th | 0.974  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 113th | 0.862  |                                | -9.00             | 56.00              | 65.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 3.78              | 54.30              | 58.07 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 2.66              | 42.22              | 44.88 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 0.07              | 15.83              | 15.90 | 0-200      |
| Health and Survival                            | 119th | 0.961  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 129th | 1.000  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 146th | 0.030  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | -     | -      |                                | -                 | -                  | -     | -          |
| Women in ministerial positions %               | 134th | 0.083  |                                | -84.62            | 7.69               | 92.31 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators                                        |                             |                   |       |       |
|-----------------------------------------------------------|-----------------------------|-------------------|-------|-------|
| Indicator                                                 | Unit                        | Value             |       |       |
| GDP                                                       | US\$ billions               | 109.27            |       |       |
| GDP per capita, PPP                                       | constant '21, intl. \$ 1000 | 2.47              |       |       |
| Population sex ratio                                      | female/male, %              | 50.40             |       |       |
| Population growth rate                                    | %                           | 1.33              |       |       |
| Indicator                                                 | Million people              | Female            | Male  | Value |
| Total population                                          |                             | 25.22             | 24.82 | 50.04 |
| Work participation and leadership                         |                             |                   |       |       |
| Indicator                                                 | Unit                        | Value             |       |       |
| Gender wage gap                                           | %                           | n. a.             |       |       |
| Share of women's membership in boards                     | %                           | n. a.             |       |       |
| Firms with female majority ownership                      | % firms                     | 2.30              |       |       |
| Firms with female top managers                            | % firms                     | n. a.             |       |       |
| Indicator                                                 | 1-7 (best)                  | Value             |       |       |
| Advancement of women to leadership roles                  |                             | n. a.             |       |       |
| Indicator                                                 | Million people              | Female            | Male  | Value |
| Labour-force                                              |                             | 1.55              | 6.11  | 7.66  |
| Indicator                                                 | Unit                        | Female            | Male  | Value |
| Share of workers in informal sector                       | % workers                   | 92.26             | 94.87 | 94.41 |
| <div><div></div><div></div></div>                         |                             |                   |       |       |
| Unemployed adults                                         | % of labour force (15-64)   | 14.82             | 6.45  | 8.09  |
| <div><div></div><div></div></div>                         |                             |                   |       |       |
| Workers employed part-time                                | % of employed people        | 24.31             | 11.97 | 14.18 |
| <div><div></div><div></div></div>                         |                             |                   |       |       |
| Proportion of time spent on unpaid domestic and care work | %                           | n. a.             | n. a. | n. a. |
|                                                           |                             |                   |       |       |
| Access to finance                                         |                             |                   |       |       |
| Indicator                                                 | Equal rights                | Value             |       |       |
| Access to financial services                              |                             | Near-equal rights |       |       |
| Inheritance rights for widows and daughters               |                             | Unequal rights    |       |       |
| Access to land assets                                     |                             | Unequal rights    |       |       |
| Access to non-land assets                                 |                             | Unequal rights    |       |       |
| Civil and political freedom                               |                             |                   |       |       |
| Indicator                                                 | Unit                        | Value             |       |       |
| Year women received right to vote                         | year                        | 1964              |       |       |
| Number of female heads of state to date                   | number                      | n. a.             |       |       |
| 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                                                 | Equal rights                | Value             |       |       |
| Access to justice                                         |                             | Restricted rights |       |       |
| Freedom of movement                                       |                             | Restricted rights |       |       |

| Family and care                           |                                |                   |       |        |
|-------------------------------------------|--------------------------------|-------------------|-------|--------|
| Indicator                                 | Unit                           | Value             |       |        |
| Unmet family planning                     | % women 15-49                  | n. a.             |       |        |
| Early marriage                            | %                              | 21.20             |       |        |
| Mean age of women at birth of first child | years                          | n. a.             |       |        |
| Indicator                                 | Equal rights                   | Value             |       |        |
| Right to divorce                          |                                | Unequal rights    |       |        |
| Indicator                                 | Shared days                    | Female            | Male  | Value  |
| Length of paid parental leave             |                                | 56                | 0     | 0      |
| Education and skills                      |                                |                   |       |        |
| Graduates                                 | %                              | Female            | Male  | Value  |
| STEM                                      |                                | 27.83             | 29.37 | 28.62  |
| Agri., Forestry, Fisheries & Veterinary   |                                | 0.29              | 0.22  | 0.25   |
| Arts & Humanities                         |                                | 22.50             | 21.07 | 21.77  |
| Business, Admin. & Law                    |                                | n. a.             | n. a. | n. a.  |
| Education                                 |                                | 9.68              | 9.49  | 9.58   |
| Engineering, Manuf. & Construction        |                                | 10.22             | 11.19 | 10.72  |
| Health & Welfare                          |                                | 10.70             | 10.13 | 10.41  |
| Information & Comm. Technologies          |                                | n. a.             | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics    |                                | 17.61             | 18.19 | 17.91  |
| Social Sci., Journalism & Information     |                                | 20.83             | 21.31 | 21.08  |
| Graduates                                 | Attainment %                   | Female            | Male  | Parity |
| Vocational training                       |                                | n. a.             | n. a. | n. a.  |
| PhD graduates                             |                                | n. a.             | n. a. | n. a.  |
| Graduates from tertiary education         |                                | n. a.             | n. a. | n. a.  |
| Health                                    |                                |                   |       |        |
| Indicator                                 | Unit                           | Value             |       |        |
| Prevalence of gender violence in lifetime | % women                        | n. a.             |       |        |
| Births attended by skilled personnel      | % live births                  | n. a.             |       |        |
| Maternal mortality                        | deaths per 100,000 live births | 256.00            |       |        |
| Total fertility rate                      | births per woman               | 4.32              |       |        |
| Indicator                                 | 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.

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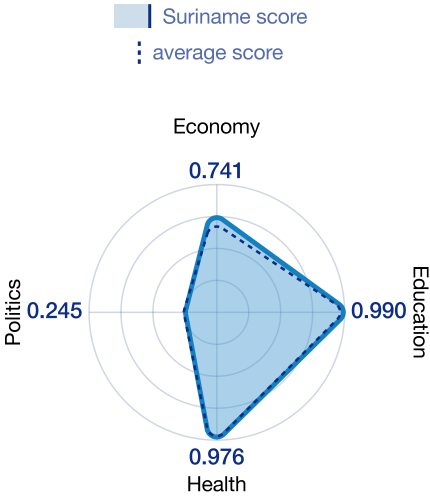
Suriname

0.738

52nd

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.738 | 52nd | 0.739  | 53rd |
| Economic Participation and Opportunity | 0.741 | 41st | 0.742  | 35th |
| Educational Attainment                 | 0.990 | 83rd | 0.992  | 80th |
| Health and Survival                    | 0.976 | 38th | 0.979  | 31st |
| Political Empowerment                  | 0.245 | 68th | 0.245  | 66th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 41st  | 0.741  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 112th | 0.673  |                                | -22.00            | 45.34              | 67.34 | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -                 | -                  | -     | -          |
| Estimated earned income int'l \$ 1,000         | 63rd  | 0.644  |                                | -8.24             | 14.93              | 23.17 | 0-150      |
| Legislators, senior officials and managers %   | 30th  | 0.762  |                                | -13.51            | 43.25              | 56.75 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 13.65             | 43.17              | 56.83 | 0-100      |
| Educational Attainment                         | 83rd  | 0.990  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 93rd  | 0.959  |                                | -4.00             | 93.00              | 97.00 | 0-100      |
| Enrolment in primary education %               | 97th  | 0.995  |                                | -0.38             | 78.02              | 78.40 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 10.03             | 60.69              | 70.72 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 4.05              | 3.73               | 7.79  | 0-200      |
| Health and Survival                            | 38th  | 0.976  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 45th  | 1.047  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 68th  | 0.245  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 56th  | 0.457  |                                | -37.25            | 31.37              | 68.63 | 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) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |



Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |  |       |
|------------------------|-----------------------------|--|-------|
| Indicator              | Unit                        |  | Value |
| GDP                    | US\$ billions               |  | 3.46  |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 |  | 19.04 |
| Population sex ratio   | female/male, %              |  | 50.01 |
| Population growth rate | %                           |  | 0.91  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 0.31   | 0.31 | 0.63  |

| Work participation and leadership     |         |  |       |
|---------------------------------------|---------|--|-------|
| Indicator                             | Unit    |  | Value |
| Gender wage gap                       | %       |  | n. a. |
| Share of women's membership in boards | %       |  | n. a. |
| Firms with female majority ownership  | % firms |  | 15.30 |
| Firms with female top managers        | % firms |  | 11.90 |

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

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.07   | 0.10 | 0.18  |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 45.68  | 56.36 | 52.11 |

|                   |                           |       |      |      |
|-------------------|---------------------------|-------|------|------|
| Unemployed adults | % of labour force (15-64) | 11.32 | 5.65 | 8.00 |
|-------------------|---------------------------|-------|------|------|

|                            |                      |       |      |       |
|----------------------------|----------------------|-------|------|-------|
| Workers employed part-time | % of employed people | 21.19 | 9.15 | 13.77 |
|----------------------------|----------------------|-------|------|-------|

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

| Access to finance                           |                   |   |       |
|---------------------------------------------|-------------------|---|-------|
| Indicator                                   | Equal rights      |   | Value |
| Access to financial services                | Equal rights      | ◆ |       |
| Inheritance rights for widows and daughters | Uneven rights     | ◆ |       |
| Access to land assets                       | Near-equal rights | ◆ |       |
| Access to non-land assets                   | Equal rights      | ◆ |       |

| Civil and political freedom             |               |  |       |
|-----------------------------------------|---------------|--|-------|
| Indicator                               | Unit          |  | Value |
| Year women received right to vote       | year          |  | 1975  |
| Number of female heads of state to date | number        |  | n. a. |
| 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           | Equal rights | Value |
|---------------------|--------------|-------|
| Access to justice   | Equal rights | ◆     |
| Freedom of movement | Equal rights | ◆     |

| Family and care                           |               |  |       |
|-------------------------------------------|---------------|--|-------|
| Indicator                                 | Unit          |  | Value |
| Unmet family planning                     | % women 15-49 |  | 28.43 |
| Early marriage                            | %             |  | 34.60 |
| Mean age of women at birth of first child | years         |  | n. a. |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Unequal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 112    | 8    | 0     |

| Education and skills |   |                                                                                            |                                                                                          |       |
|----------------------|---|--------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-------|
| Graduates            | % |  Female |  Male | Value |
| STEM                 |   | n. a.                                                                                      | n. a.                                                                                    | n. a. |
|                      |   |                                                                                            |                                                                                          |       |

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

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

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

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

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

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

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

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

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

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 16.57  | 19.33 | 17.98  |
| PhD graduates                     |              | 0.74   | 1.38  | 1.06   |
| Graduates from tertiary education |              | 16.57  | 19.33 | 17.98  |

| Health                                    |                                |  |       |
|-------------------------------------------|--------------------------------|--|-------|
| Indicator                                 | Unit                           |  | Value |
| Prevalence of gender violence in lifetime | % women                        |  | 28.00 |
| Births attended by skilled personnel      | % live births                  |  | 98.40 |
| Maternal mortality                        | deaths per 100,000 live births |  | 84.00 |
| Total fertility rate                      | births per woman               |  | 2.25  |

| Indicator             | 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, de finitions, sources and periods.

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

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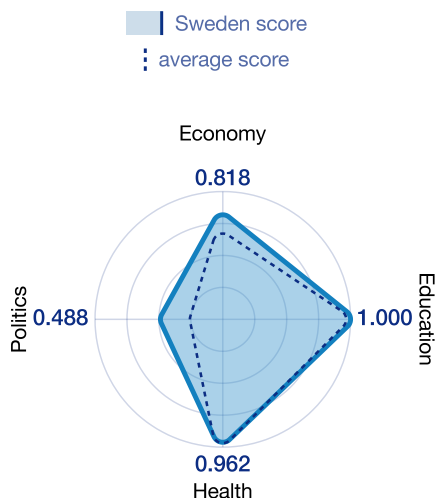
Sweden

0.817

6th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.817 | 6th   | 0.816  | 5th   |
| Economic Participation and Opportunity | 0.818 | 7th   | 0.794  | 12th  |
| Educational Attainment                 | 1.000 | 1st   | 1.000  | 29th  |
| Health and Survival                    | 0.962 | 115th | 0.963  | 118th |
| Political Empowerment                  | 0.488 | 13th  | 0.506  | 11th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 7th   | 0.818  |                                | -                 | -                  | -      | -          |
| Labour-force participation rate %              | 12th  | 0.912  |                                | -6.25             | 64.38◆             | 70.63  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 26th  | 0.736  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 15th  | 0.778  |                                | -15.61            | 54.80◆             | 70.41  | 0-150      |
| Legislators, senior officials and managers %   | 27th  | 0.775  |                                | -12.68            | 43.66◆             | 56.34  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 2.42              | 48.79◆             | 51.21  | 0-100      |
| Educational Attainment                         | 1st   | 1.000  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.03              | 99.56◆             | 99.59  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 17.61             | 125.71◆            | 143.32 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 43.14             | 60.98◆             | 104.13 | 0-200      |
| Health and Survival                            | 115th | 0.962  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 126th | 1.002  |                                | -                 | -                  | -      | 0-100      |
| Political Empowerment                          | 13th  | 0.488  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 11th  | 0.818  |                                | -10.03            | 44.99◆             | 55.01  | 0-100      |
| Women in ministerial positions %               | 9th   | 0.917  |                                | -4.35             | 47.83◆             | 52.17  | 0-100      |
| Years with female/male head of state (last 50) | 67th  | 0.018  |                                | -48.24            | 0.88◆              | 49.12  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 584.96 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 62.72  |
| Population sex ratio   | female/male, %              | 49.64  |
| Population growth rate | %                           | 0.47   |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 5.23     | 5.31   | 10.54 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 7.30  |
| Share of women's membership in boards | %       | 35.20 |
| Firms with female majority ownership  | % firms | 9.10  |
| Firms with female top managers        | % firms | 14.00 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.33  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 2.42     | 2.68   | 5.10  |

| Indicator                           | Unit      | ◆ Female | ◆ Male | Value |
|-------------------------------------|-----------|----------|--------|-------|
| Share of workers in informal sector | % workers | 2.84     | 3.03   | 2.94  |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 8.60 | 8.40 | 8.50 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 53.79 | 41.84 | 47.48 |
|----------------------------|----------------------|-------|-------|-------|

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

## Access to finance

| Indicator                                   | Equal rights   | Value |
|---------------------------------------------|----------------|-------|
| Access to financial services                | Equal rights ◆ |       |
| Inheritance rights for widows and daughters | Equal rights ◆ |       |
| Access to land assets                       | Equal rights ◆ |       |
| Access to non-land assets                   | Equal rights ◆ |       |

## Civil and political freedom

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

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.30  |
| Mean age of women at birth of first child | years         | 30.00 |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Equal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value  |
|-------------------------------|-------------|----------|--------|--------|
| Length of paid parental leave |             | 0        | 14     | 300.00 |

## Education and skills

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
| STEM      |   | 17.50    | 46.81  | 28.66 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.12 | 0.82 | 1.01 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 6.75 | 6.42 | 6.63 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 15.71 | 15.32 | 15.56 |
|------------------------|-------|-------|-------|

|           |       |      |       |
|-----------|-------|------|-------|
| Education | 15.98 | 6.97 | 12.55 |
|-----------|-------|------|-------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 9.89 | 30.41 | 17.70 |
|------------------------------------|------|-------|-------|

|                  |       |       |       |
|------------------|-------|-------|-------|
| Health & Welfare | 26.82 | 10.03 | 20.42 |
|------------------|-------|-------|-------|

|                                  |      |       |      |
|----------------------------------|------|-------|------|
| Information & Comm. Technologies | 4.02 | 11.83 | 7.00 |
|----------------------------------|------|-------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 3.59 | 4.57 | 3.97 |
|----------------------------------------|------|------|------|

|                                       |       |      |       |
|---------------------------------------|-------|------|-------|
| Social Sci., Journalism & Information | 13.31 | 9.75 | 11.96 |
|---------------------------------------|-------|------|-------|

|                     |              |          |        |        |
|---------------------|--------------|----------|--------|--------|
| Graduates           | Attainment % | ◆ Female | ◆ Male | Parity |
| Vocational training |              | 12.01    | 15.03  | 13.59  |

|               |  |      |      |      |
|---------------|--|------|------|------|
| PhD graduates |  | 1.74 | 2.38 | 2.06 |
|---------------|--|------|------|------|

|                                   |  |       |       |       |
|-----------------------------------|--|-------|-------|-------|
| Graduates from tertiary education |  | 12.01 | 15.03 | 13.59 |
|-----------------------------------|--|-------|-------|-------|

|                                           |                                |       |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 21.00 |
| 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               | 1.45  |

| Indicator             | Equal rights   | Value |
|-----------------------|----------------|-------|
| Reproductive autonomy | Equal rights ◆ |       |

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

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

## Switzerland

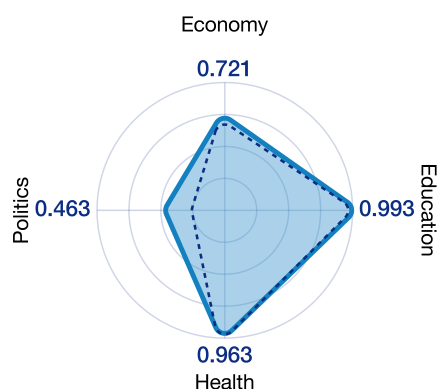
0.785

17th

2025

## Global Gender Gap Index 2025 Edition

■ Switzerland score  
⋮ average score



## Overview

| Index and Subindex                       | 2025  |       | ▼ 2024 |       |
|------------------------------------------|-------|-------|--------|-------|
|                                          | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                  | 0.785 | 17th  | 0.785  | 20th  |
| 📊 Economic Participation and Opportunity | 0.721 | 58th  | 0.720  | 53rd  |
| 📖 Educational Attainment                 | 0.993 | 69th  | 0.992  | 77th  |
| ⚕️ Health and Survival                   | 0.963 | 110th | 0.964  | 115th |
| 🏛️ Political Empowerment                 | 0.463 | 16th  | 0.464  | 19th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| 📊 Economic Participation and Opportun...       | 58th  | 0.721  |                                | -                 | -                  | -      | -          |
| Labour-force participation rate %              | 42nd  | 0.859  |                                | -10.30            | 62.57◆             | 72.86  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 22nd  | 0.748  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 97th  | 0.582  |                                | -43.21            | 60.21◆             | 103.42 | 0-150      |
| Legislators, senior officials and managers %   | 83rd  | 0.479  |                                | -35.21            | 32.40◆             | 67.60  | 0-100      |
| Professional and technical workers %           | 72nd  | 0.971  |                                | -1.45             | 49.28◆             | 50.73  | 0-100      |
| 📖 Educational Attainment                       | 69th  | 0.993  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.07              | 99.70◆             | 99.77  | 0-100      |
| Enrolment in secondary education %             | 117th | 0.969  |                                | -3.20             | 101.32◆            | 104.52 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 9.16              | 69.59◆             | 78.75  | 0-200      |
| ⚕️ Health and Survival                         | 110th | 0.963  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 122nd | 1.006  |                                | -                 | -                  | -      | 0-100      |
| 🏛️ Political Empowerment                       | 16th  | 0.463  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 31st  | 0.626  |                                | -23.00            | 38.50◆             | 61.50  | 0-100      |
| Women in ministerial positions %               | 17th  | 0.750  |                                | -14.29            | 42.86◆             | 57.14  | 0-100      |
| Years with female/male head of state (last 50) | 23rd  | 0.190  |                                | -34.03            | 7.98◆              | 42.02  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 884.94 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 81.76  |
| Population sex ratio   | female/male, %              | 50.34  |
| Population growth rate | %                           | 1.26   |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 4.47   | 4.41 | 8.89  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | 12.07 |
| Share of women's membership in boards | %       | 33.50 |
| Firms with female majority ownership  | % firms | n. a. |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.37  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 2.12   | 2.39 | 4.51  |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 1.69   | 0.18 | 0.88  |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 4.70 | 4.30 | 4.50 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 49.71 | 21.03 | 34.42 |
|----------------------------|----------------------|-------|-------|-------|

|                                                           |   |       |       |       |
|-----------------------------------------------------------|---|-------|-------|-------|
| Proportion of time spent on unpaid domestic and care work | % | 17.31 | 11.47 | n. a. |
|-----------------------------------------------------------|---|-------|-------|-------|

## Access to finance

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

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1971  |
| Number of female heads of state to date | number        | 8     |
| Seats held in upper house               | % total seats | 34.78 |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 0.30  |
| Mean age of women at birth of first child | years         | 31.30 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 14   | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 12.53  | 38.21 | 25.19 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 1.11 | 1.69 | 1.39 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 8.75 | 5.68 | 7.24 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 25.35 | 27.84 | 26.58 |
|------------------------|-------|-------|-------|

|           |       |      |      |
|-----------|-------|------|------|
| Education | 12.66 | 5.83 | 9.29 |
|-----------|-------|------|------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 5.60 | 25.08 | 15.20 |
|------------------------------------|------|-------|-------|

|                  |       |      |       |
|------------------|-------|------|-------|
| Health & Welfare | 24.81 | 9.14 | 17.08 |
|------------------|-------|------|-------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 0.80 | 5.69 | 3.21 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 6.13 | 7.44 | 6.78 |
|----------------------------------------|------|------|------|

|                                       |      |      |      |
|---------------------------------------|------|------|------|
| Social Sci., Journalism & Information | 9.23 | 4.33 | 6.81 |
|---------------------------------------|------|------|------|

| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 19.42  | 25.77 | 22.70  |

|               |      |      |      |
|---------------|------|------|------|
| PhD graduates | 2.41 | 4.10 | 3.25 |
|---------------|------|------|------|

|                                   |       |       |       |
|-----------------------------------|-------|-------|-------|
| Graduates from tertiary education | 19.42 | 25.77 | 22.70 |
|-----------------------------------|-------|-------|-------|

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 12.00 |
| 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               | 1.33  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

## Tajikistan

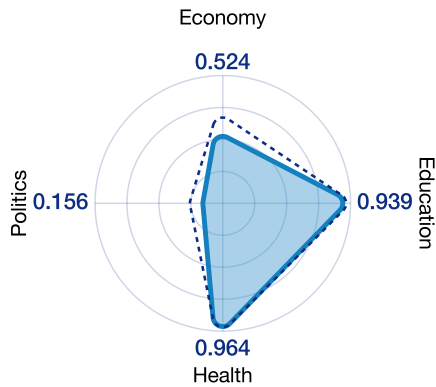
0.646

129th

2025

## Global Gender Gap Index 2025 Edition

■ Tajikistan score  
⋯ average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.646 | 129th | 0.673  | 112th |
| Economic Participation and Opportunity | 0.524 | 132nd | 0.619  | 108th |
| Educational Attainment                 | 0.939 | 120th | 0.947  | 120th |
| Health and Survival                    | 0.964 | 106th | 0.970  | 69th  |
| Political Empowerment                  | 0.156 | 102nd | 0.156  | 101st |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 132nd | 0.524  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 141st | 0.399  |                                | -33.90            | 22.49              | 56.39 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 37th  | 0.723  |                                | -                 |                    |       | 0-100      |
| Estimated earned income int'l \$ 1,000         | 123rd | 0.482  |                                | -3.15             | 2.93               | 6.07  | 0-150      |
| Legislators, senior officials and managers %   | 110th | 0.307  |                                | -52.98            | 23.51              | 76.49 | 0-100      |
| Professional and technical workers %           | 113th | 0.566  |                                | -27.75            | 36.13              | 63.87 | 0-100      |
| <b>Educational Attainment</b>                  | 120th | 0.939  |                                | -                 |                    |       | -          |
| Literacy rate %                                | -     | -      |                                | -                 |                    |       | -          |
| Enrolment in primary education %               | 120th | 0.950  |                                | -4.87             | 93.39              | 98.26 | 0-100      |
| Enrolment in secondary education %             | 132nd | 0.911  |                                | -8.05             | 82.89              | 90.95 | 0-200      |
| Enrolment in tertiary education %              | 115th | 0.945  |                                | -2.01             | 34.68              | 36.69 | 0-200      |
| <b>Health and Survival</b>                     | 106th | 0.964  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 119th | 0.941  |                                | -                 |                    |       | 0-100      |
| Healthy life expectancy** years                | 101st | 1.017  |                                | -                 |                    |       | 0-100      |
| <b>Political Empowerment</b>                   | 102nd | 0.156  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 76th  | 0.370  |                                | -46.03            | 26.98              | 73.02 | 0-100      |
| Women in ministerial positions %               | 104th | 0.167  |                                | -71.43            | 14.29              | 85.71 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

Complementary Targets and Contextual Indicators2025

| General indicators     |                             |        |      |       |
|------------------------|-----------------------------|--------|------|-------|
| Indicator              | Unit                        | Value  |      |       |
| GDP                    | US\$ billions               | 12.06  |      |       |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 4.47   |      |       |
| Population sex ratio   | female/male, %              | 50.90  |      |       |
| Population growth rate | %                           | 2.02   |      |       |
| Indicator              | Million people              | Female | Male | Value |
| Total population       |                             | 5.29   | 5.10 | 10.39 |

| Work participation and leadership     |         |       |  |  |
|---------------------------------------|---------|-------|--|--|
| Indicator                             | Unit    | Value |  |  |
| Gender wage gap                       | %       | n. a. |  |  |
| Share of women's membership in boards | %       | n. a. |  |  |
| Firms with female majority ownership  | % firms | 4.70  |  |  |
| Firms with female top managers        | % firms | 6.60  |  |  |

| Indicator                                                 | 1-7 (best)                | Value  |       |       |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Advancement of women to leadership roles                  |                           | 4.99   |       |       |
| Indicator                                                 | Million people            | Female | Male  | Value |
| Labour-force                                              |                           | 0.55   | 1.38  | 1.92  |
| Indicator                                                 | Unit                      | Female | Male  | Value |
| Share of workers in informal sector                       | % workers                 | 53.84  | 68.72 | 64.58 |
| Unemployed adults                                         | % of labour force (15-64) | n. a.  | n. a. | n. a. |
| Workers employed part-time                                | % of employed people      | 36.58  | 19.06 | 23.94 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

| Access to finance                           |              |                   |  |  |
|---------------------------------------------|--------------|-------------------|--|--|
| Indicator                                   | 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        | n. a.             |  |  |
| Seats held in upper house                | % total seats | 25.81             |  |  |
| Indicator                                | Yes/No        | Value             |  |  |
| Election list quotas for women, national |               | n. a.             |  |  |
| Party membership quotas, voluntary       |               | n. a.             |  |  |
| Indicator                                | Equal rights  | Value             |  |  |
| Access to justice                        |               | Near-equal rights |  |  |
| Freedom of movement                      |               | Equal rights      |  |  |

| Family and care                           |               |                   |      |       |
|-------------------------------------------|---------------|-------------------|------|-------|
| Indicator                                 | Unit          | Value             |      |       |
| Unmet family planning                     | % women 15-49 | 22.70             |      |       |
| Early marriage                            | %             | 12.60             |      |       |
| Mean age of women at birth of first child | years         | 23.20             |      |       |
| Indicator                                 | Equal rights  | Value             |      |       |
| Right to divorce                          |               | Restricted rights |      |       |
| Indicator                                 | Shared days   | Female            | Male | Value |
| Length of paid parental leave             |               | 140               | 0    | 0     |

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

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | n. a.  | n. a. | n. a.  |
| PhD graduates                     |              | 3.19   | 7.79  | 5.47   |
| Graduates from tertiary education |              | n. a.  | n. a. | n. a.  |

| Health                                    |                                |              |  |  |
|-------------------------------------------|--------------------------------|--------------|--|--|
| Indicator                                 | Unit                           | Value        |  |  |
| Prevalence of gender violence in lifetime | % women                        | 24.00        |  |  |
| Births attended by skilled personnel      | % live births                  | 94.80        |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 14.00        |  |  |
| Total fertility rate                      | births per woman               | 3.07         |  |  |
| Indicator                                 | 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.

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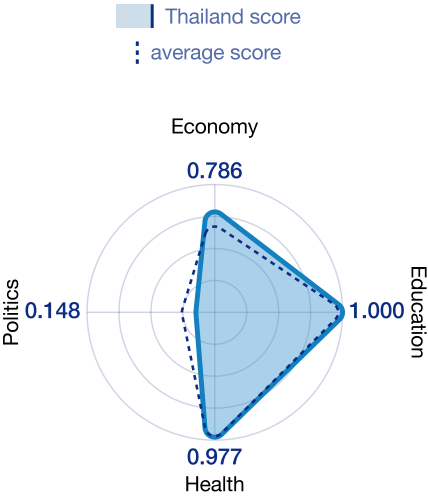
Thailand

0.728

66th

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.728 | 66th  | 0.720  | 65th  |
| Economic Participation and Opportunity | 0.786 | 17th  | 0.772  | 21st  |
| Educational Attainment                 | 1.000 | 1st   | 0.985  | 95th  |
| Health and Survival                    | 0.977 | 29th  | 0.977  | 42nd  |
| Political Empowerment                  | 0.148 | 105th | 0.147  | 102nd |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 17th  | 0.786  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 72nd  | 0.791  |                                | -16.00            | 60.61              | 76.61  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 17th  | 0.766  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 12th  | 0.805  |                                | -4.57             | 18.92              | 23.49  | 0-150      |
| Legislators, senior officials and managers %   | 53rd  | 0.617  |                                | -23.69            | 38.16              | 61.85  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 18.71             | 40.64              | 59.36  | 0-100      |
| Educational Attainment                         | 1st   | 1.000  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0.82              | 90.67              | 91.49  | 0-100      |
| Enrolment in primary education %               | -     | -      |                                | -                 |                    |        | -          |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.71              | 109.51             | 110.22 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 13.69             | 39.43              | 53.12  | 0-200      |
| Health and Survival                            | 29th  | 0.977  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 123rd | 0.940  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 |                    |        | 0-100      |
| Political Empowerment                          | 105th | 0.148  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 106th | 0.244  |                                | -60.81            | 19.60              | 80.40  | 0-100      |
| Women in ministerial positions %               | 100th | 0.188  |                                | -68.42            | 15.79              | 84.21  | 0-100      |
| Years with female/male head of state (last 50) | 52nd  | 0.058  |                                | -44.49            | 2.76               | 47.24  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 514.97 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 21.14  |
| Population sex ratio   | female/male, %              | 51.26  |
| Population growth rate | %                           | -0.05  |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 36.75  | 34.95 | 71.70 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 33.40 |
| Firms with female top managers        | % firms | 64.80 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.56  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 17.10  | 19.35 | 36.45 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 65.56  | 64.50 | 64.98 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 0.86   | 0.71 | 0.78  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 19.57  | 18.92 | 19.22 |

| Indicator                                                 | Unit | Female | Male | Value |
|-----------------------------------------------------------|------|--------|------|-------|
| Proportion of time spent on unpaid domestic and care work | %    | 11.04  | 3.25 | n. a. |

### Access to finance

| Indicator                                   | Equal rights  | Value |
|---------------------------------------------|---------------|-------|
| Access to financial services                | Equal rights  | ◆     |
| Inheritance rights for widows and daughters | Uneven rights | ◆     |
| Access to land assets                       | Equal rights  | ◆     |
| Access to non-land assets                   | Equal rights  | ◆     |

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | n. a. |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | 22.50 |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 8.94  |
| Early marriage                            | %             | 9.60  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights  | Value |
|------------------|---------------|-------|
| Right to divorce | Uneven rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 90     | 0    | 0     |

### Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 15.19  | 50.00 | 30.07 |

| Indicator                               | Value          |
|-----------------------------------------|----------------|
| Agri., Forestry, Fisheries & Veterinary | 2.32 2.58 2.43 |

| Indicator         | Value           |
|-------------------|-----------------|
| Arts & Humanities | 10.04 7.08 8.78 |

| Indicator              | Value             |
|------------------------|-------------------|
| Business, Admin. & Law | 40.63 22.08 32.70 |

| Indicator | Value            |
|-----------|------------------|
| Education | 13.68 7.75 11.15 |

| Indicator                          | Value            |
|------------------------------------|------------------|
| Engineering, Manuf. & Construction | 8.58 42.90 23.25 |

| Indicator        | Value          |
|------------------|----------------|
| Health & Welfare | 6.34 2.89 4.87 |

| Indicator                        | Value          |
|----------------------------------|----------------|
| Information & Comm. Technologies | 2.56 5.01 3.61 |

| Indicator                              | Value          |
|----------------------------------------|----------------|
| Natural Sci., Mathematics & Statistics | 4.05 2.09 3.22 |

| Indicator                             | Value          |
|---------------------------------------|----------------|
| Social Sci., Journalism & Information | 5.37 4.73 5.09 |

| Indicator           | Value            |
|---------------------|------------------|
| Vocational training | 9.51 13.65 11.62 |

| Indicator     | Value          |
|---------------|----------------|
| PhD graduates | 0.10 0.14 0.12 |

| Indicator                         | Value            |
|-----------------------------------|------------------|
| Graduates from tertiary education | 9.51 13.65 11.62 |

| Indicator                                 | Value         |
|-------------------------------------------|---------------|
| Prevalence of gender violence in lifetime | % women 24.00 |

| Indicator                            | Value               |
|--------------------------------------|---------------------|
| Births attended by skilled personnel | % live births 99.10 |

| Indicator          | Value                                |
|--------------------|--------------------------------------|
| Maternal mortality | deaths per 100,000 live births 34.00 |

| Indicator            | Value                 |
|----------------------|-----------------------|
| Total fertility rate | births per woman 1.21 |

| Indicator             | Value        |
|-----------------------|--------------|
| Reproductive autonomy | Equal rights |

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

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

## Timor-Leste

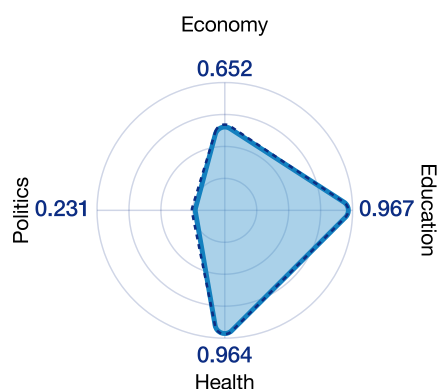
0.704

86th

2025

## Global Gender Gap Index 2025 Edition

Timor-Leste score  
average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.704 | 86th  | 0.704  | 86th  |
| Economic Participation and Opportunity | 0.652 | 102nd | 0.631  | 105th |
| Educational Attainment                 | 0.967 | 112th | 0.980  | 99th  |
| Health and Survival                    | 0.964 | 103rd | 0.965  | 105th |
| Political Empowerment                  | 0.231 | 76th  | 0.238  | 68th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 102nd | 0.652  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 79th  | 0.779  |                                | -11.59            | 40.87          | 52.46  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      | -                              | -                 | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 14th  | 0.797  |                                | -0.98             | 3.84           | 4.81   | 0-150      |
| Legislators, senior officials and managers %   | 113th | 0.295  |                                | -54.49            | 22.75          | 77.25  | 0-100      |
| Professional and technical workers %           | 107th | 0.616  |                                | -23.73            | 38.14          | 61.87  | 0-100      |
| <b>Educational Attainment</b>                  | 112th | 0.967  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 117th | 0.826  |                                | -12.58            | 59.61          | 72.18  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 4.08              | 92.85          | 96.93  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 9.14              | 80.26          | 89.39  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 1.17              | 30.38          | 31.55  | 0-200      |
| <b>Health and Survival</b>                     | 103rd | 0.964  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 135th | 0.934  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 72nd  | 1.034  |                                | -                 | -              | -      | 0-100      |
| <b>Political Empowerment</b>                   | 76th  | 0.231  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 42nd  | 0.548  |                                | -29.23            | 35.39          | 64.61  | 0-100      |
| Women in ministerial positions %               | 81st  | 0.250  |                                | -60.00            | 20.00          | 80.00  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0              | 50.00  | 0-50       |

Complementary Targets and Contextual Indicators2025

| General indicators     |                             |        |      |       |
|------------------------|-----------------------------|--------|------|-------|
| Indicator              | Unit                        | Value  |      |       |
| GDP                    | US\$ billions               | 2.08   |      |       |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 4.33   |      |       |
| Population sex ratio   | female/male, %              | 49.59  |      |       |
| Population growth rate | %                           | 1.09   |      |       |
| Indicator              | Million people              | Female | Male | Value |
| Total population       |                             | 0.69   | 0.70 | 1.38  |

| Work participation and leadership     |         |       |  |  |
|---------------------------------------|---------|-------|--|--|
| Indicator                             | Unit    | Value |  |  |
| Gender wage gap                       | %       | n. a. |  |  |
| Share of women's membership in boards | %       | n. a. |  |  |
| Firms with female majority ownership  | % firms | 23.40 |  |  |
| Firms with female top managers        | % firms | 32.20 |  |  |

| Indicator                                                 | 1-7 (best)                | Value  |       |       |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Advancement of women to leadership roles                  |                           | n. a.  |       |       |
| Indicator                                                 | Million people            | Female | Male  | Value |
| Labour-force                                              |                           | 0.15   | 0.20  | 0.35  |
| Indicator                                                 | Unit                      | Female | Male  | Value |
| Share of workers in informal sector                       | % workers                 | 83.56  | 78.59 | 80.59 |
| Unemployed adults                                         | % of labour force (15-64) | 1.69   | 1.65  | 1.67  |
| Workers employed part-time                                | % of employed people      | 43.49  | 35.54 | 38.74 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

| Access to finance                           |              |                   |  |  |
|---------------------------------------------|--------------|-------------------|--|--|
| Indicator                                   | Equal rights | Value             |  |  |
| Access to financial services                |              | Equal rights      |  |  |
| Inheritance rights for widows and daughters |              | Near-equal rights |  |  |
| Access to land assets                       |              | Near-equal rights |  |  |
| Access to non-land assets                   |              | Near-equal rights |  |  |

| Civil and political freedom              |               |              |  |  |
|------------------------------------------|---------------|--------------|--|--|
| Indicator                                | Unit          | Value        |  |  |
| Year women received right to vote        | year          | n. a.        |  |  |
| Number of female heads of state to date  | number        | n. a.        |  |  |
| 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                                | Equal rights  | Value        |  |  |
| Access to justice                        |               | Equal rights |  |  |
| Freedom of movement                      |               | Equal rights |  |  |

| Family and care                           |               |              |      |       |
|-------------------------------------------|---------------|--------------|------|-------|
| Indicator                                 | Unit          | Value        |      |       |
| Unmet family planning                     | % women 15-49 | 25.30        |      |       |
| Early marriage                            | %             | 8.20         |      |       |
| Mean age of women at birth of first child | years         | n. a.        |      |       |
| Indicator                                 | Equal rights  | Value        |      |       |
| Right to divorce                          |               | Equal rights |      |       |
| Indicator                                 | Shared days   | Female       | Male | Value |
| Length of paid parental leave             |               | 84           | 7    | 0     |

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

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 4.80   | 6.14 | 5.47   |
| PhD graduates                     |              | 0.08   | 0.13 | 0.10   |
| Graduates from tertiary education |              | 4.80   | 6.14 | 5.47   |

| Health                                    |                                |                   |  |  |
|-------------------------------------------|--------------------------------|-------------------|--|--|
| Indicator                                 | Unit                           | Value             |  |  |
| Prevalence of gender violence in lifetime | % women                        | 38.00             |  |  |
| Births attended by skilled personnel      | % live births                  | 56.70             |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 192.00            |  |  |
| Total fertility rate                      | births per woman               | 2.71              |  |  |
| Indicator                                 | 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, de finitions, sources and periods.

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

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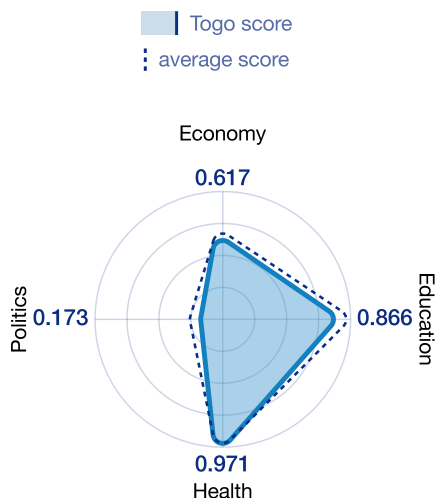
Togo

0.657

121st

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.657 | 121st | 0.710  | 77th  |
| Economic Participation and Opportunity | 0.617 | 110th | 0.796  | 11th  |
| Educational Attainment                 | 0.866 | 136th | 0.843  | 137th |
| Health and Survival                    | 0.971 | 66th  | 0.979  | 30th  |
| Political Empowerment                  | 0.173 | 96th  | 0.222  | 73rd  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 110th | 0.617  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 8th   | 0.950  |                                | -3.65             | 69.06          | 72.71  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -                 | -              | -      | -          |
| Estimated earned income int'l \$ 1,000         | 57th  | 0.659  |                                | -1.14             | 2.19           | 3.33   | 0-150      |
| Legislators, senior officials and managers %   | 105th | 0.327  |                                | -50.68            | 24.66          | 75.34  | 0-100      |
| Professional and technical workers %           | 131st | 0.348  |                                | -48.40            | 25.80          | 74.20  | 0-100      |
| <b>Educational Attainment</b>                  | 136th | 0.866  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 123rd | 0.768  |                                | -19.19            | 63.66          | 82.85  | 0-100      |
| Enrolment in primary education %               | 111th | 0.980  |                                | -1.92             | 95.34          | 97.26  | 0-100      |
| Enrolment in secondary education %             | 136th | 0.873  |                                | -8.57             | 59.09          | 67.66  | 0-200      |
| Enrolment in tertiary education %              | 132nd | 0.570  |                                | -8.14             | 10.79          | 18.93  | 0-200      |
| <b>Health and Survival</b>                     | 66th  | 0.971  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 76th  | 1.032  |                                | -                 | -              | -      | 0-100      |
| <b>Political Empowerment</b>                   | 96th  | 0.173  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 119th | 0.177  |                                | -69.91            | 15.04          | 84.96  | 0-100      |
| Women in ministerial positions %               | 45th  | 0.476  |                                | -35.48            | 32.26          | 67.74  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0              | 50.00  | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |        |      |       |
|------------------------|-----------------------------|--------|------|-------|
| Indicator              | Unit                        | Value  |      |       |
| GDP                    | US\$ billions               | 9.17   |      |       |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 2.77   |      |       |
| Population sex ratio   | female/male, %              | 49.68  |      |       |
| Population growth rate | %                           | 2.33   |      |       |
| Indicator              | Million people              | Female | Male | Value |
| Total population       |                             | 4.62   | 4.68 | 9.30  |

| Work participation and leadership                         |                           |        |       |       |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Indicator                                                 | Unit                      | Value  |       |       |
| Gender wage gap                                           | %                         | n. a.  |       |       |
| Share of women's membership in boards                     | %                         | n. a.  |       |       |
| Firms with female majority ownership                      | % firms                   | 10.90  |       |       |
| Firms with female top managers                            | % firms                   | 13.20  |       |       |
| Indicator                                                 | 1-7 (best)                | Value  |       |       |
| Advancement of women to leadership roles                  |                           | n. a.  |       |       |
| Indicator                                                 | Million people            | Female | Male  | Value |
| Labour-force                                              |                           | 1.52   | 1.37  | 2.89  |
| Indicator                                                 | Unit                      | Female | Male  | Value |
| Share of workers in informal sector                       | % workers                 | 93.87  | 90.64 | 92.34 |
| Unemployed adults                                         | % of labour force (15-64) | 2.23   | 1.93  | 2.09  |
| 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                                   | Equal rights      | Value |  |  |
| Access to financial services                | Equal rights      |       |  |  |
| Inheritance rights for widows and daughters | Near-equal rights |       |  |  |
| Access to land assets                       | Near-equal rights |       |  |  |
| Access to non-land assets                   | Near-equal rights |       |  |  |

| Civil and political freedom              |               |       |  |  |
|------------------------------------------|---------------|-------|--|--|
| Indicator                                | Unit          | Value |  |  |
| Year women received right to vote        | year          | 1960  |  |  |
| Number of female heads of state to date  | number        | n. a. |  |  |
| Seats held in upper house                | % total seats | 24.59 |  |  |
| Indicator                                | Yes/No        | Value |  |  |
| Election list quotas for women, national | Yes           |       |  |  |
| Party membership quotas, voluntary       | Yes           |       |  |  |
| Indicator                                | Equal rights  | Value |  |  |
| Access to justice                        | Equal rights  |       |  |  |
| Freedom of movement                      | Equal rights  |       |  |  |

| Family and care                           |                |        |      |       |
|-------------------------------------------|----------------|--------|------|-------|
| Indicator                                 | Unit           | Value  |      |       |
| Unmet family planning                     | % women 15-49  | 34.00  |      |       |
| Early marriage                            | %              | 11.20  |      |       |
| Mean age of women at birth of first child | years          | n. a.  |      |       |
| Indicator                                 | Equal rights   | Value  |      |       |
| Right to divorce                          | Unequal rights |        |      |       |
| Indicator                                 | Shared days    | Female | Male | Value |
| Length of paid parental leave             |                | 98     | 2    | 0     |

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

| Graduates                         | Attainment % | Female | Male | Parity |
|-----------------------------------|--------------|--------|------|--------|
| Vocational training               |              | 2.92   | 4.50 | 3.72   |
| PhD graduates                     |              | 0.15   | 0.31 | 0.22   |
| Graduates from tertiary education |              | 2.92   | 4.50 | 3.72   |

| Health                                    |                                |        |  |  |
|-------------------------------------------|--------------------------------|--------|--|--|
| Indicator                                 | Unit                           | Value  |  |  |
| Prevalence of gender violence in lifetime | % women                        | 25.00  |  |  |
| Births attended by skilled personnel      | % live births                  | 69.40  |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 349.00 |  |  |
| Total fertility rate                      | births per woman               | 4.19   |  |  |
| Indicator                                 | 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.

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## Trinidad and Tobago

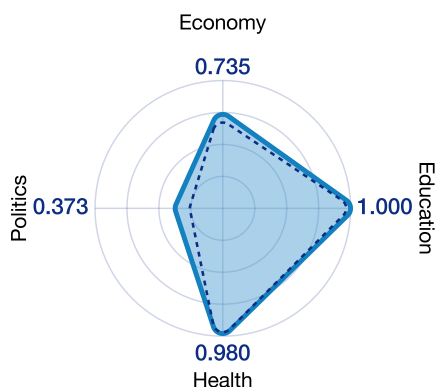
0.772

28th

2025

## Global Gender Gap Index 2025 Edition

Trinidad and Tobago score  
average score



## Overview

## Index and Subindex

2025

Score

Rank

## Global Gender Gap Index



## Economic Participation and Opportunity



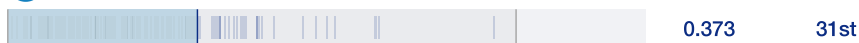
## Educational Attainment



## Health and Survival



## Political Empowerment



## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male | Min<br>Max |
|------------------------------------------------|------|--------|--------------------------------|-------------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 47th | 0.735  |                                | -                 | Min - Max      | -          |
| Labour-force participation rate %              | 95th | 0.728  |                                | -17.46            | 46.73 64.19    | 0-100      |
| Wage equality for similar work 1-7 (best)      | 80th | 0.627  |                                | -                 | -              | 0-100      |
| Estimated earned income int'l \$ 1,000         | 51st | 0.673  |                                | -12.42            | 25.57 37.99    | 0-150      |
| Legislators, senior officials and managers %   | 21st | 0.846  |                                | -8.32             | 45.84 54.16    | 0-100      |
| Professional and technical workers %           | 1st  | 1.000  |                                | 23.53             | 38.24 61.77    | 0-100      |
| <b>Educational Attainment</b>                  | 1st  | 1.000  |                                | -                 | -              | -          |
| Literacy rate %                                | 1st  | 1.000  |                                | -                 | -              | 0-100      |
| Enrolment in primary education %               | 1st  | 1.000  |                                | 1.45              | 69.99 71.44    | 0-100      |
| Enrolment in secondary education %             | 1st  | 1.000  |                                | 4.42              | 90.77 95.19    | 0-200      |
| Enrolment in tertiary education %              | -    | -      | -                              | -                 | -              | -          |
| <b>Health and Survival</b>                     | 1st  | 0.980  |                                | -                 | -              | -          |
| Sex ratio at birth** %                         | 1st  | 0.944  |                                | -                 | -              | 0-100      |
| Healthy life expectancy** years                | 1st  | 1.060  |                                | -                 | -              | 0-100      |
| <b>Political Empowerment</b>                   | 31st | 0.373  |                                | -                 | -              | -          |
| Women in parliament %                          | 77th | 0.367  |                                | -46.34            | 26.83 73.17    | 0-100      |
| Women in ministerial positions %               | 47th | 0.467  |                                | -36.36            | 31.82 68.18    | 0-100      |
| Years with female/male head of state (last 50) | 14th | 0.324  |                                | -25.51            | 12.25 37.75    | 0-50       |



## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 27.37 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 31.71 |
| Population sex ratio   | female/male, %              | 50.54 |
| Population growth rate | %                           | 0.12  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 0.69   | 0.68 | 1.37  |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 18.10 |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.77  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.23   | 0.30 | 0.53  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | n. a.  | n. a. | n. a. |
| Unemployed adults                                         | % of labour force (15-64) | 3.94   | 3.06  | 3.44  |
| Workers employed part-time                                | % of employed people      | 9.64   | 8.82  | 9.17  |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

## Civil and political freedom

| Indicator                                | Unit              | Value |
|------------------------------------------|-------------------|-------|
| Year women received right to vote        | year              | 1962  |
| Number of female heads of state to date  | number            | 3     |
| Seats held in upper house                | % total seats     | 32.26 |
| Indicator                                | Yes/No            | Value |
| Election list quotas for women, national |                   | n. a. |
| Party membership quotas, voluntary       |                   | n. a. |
| Indicator                                | Equal rights      | Value |
| Access to justice                        | Equal rights      | ◆     |
| Freedom of movement                      | Restricted rights | ◆     |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 23.43 |
| Early marriage                            | %             | 4.40  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator                     | Equal rights | Value                                                                                                 |                                                                                          |       |
|-------------------------------|--------------|-------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-------|
| Right to divorce              |              | Restricted rights  |                                                                                          |       |
| Indicator                     | Shared days  |  Female            |  Male | Value |
| Length of paid parental leave |              | 98                                                                                                    | 0                                                                                        | 0     |

## Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 17.03  | 35.20 | 24.36 |
| Agri., Forestry, Fisheries & Veterinary |   | 2.45   | 3.07  | 2.70  |
| Arts & Humanities                       |   | 6.15   | 4.72  | 5.57  |
| Business, Admin. & Law                  |   | 19.33  | 12.72 | 16.66 |
| Education                               |   | 15.72  | 4.38  | 11.14 |
| Engineering, Manuf. & Construction      |   | 7.35   | 22.48 | 13.45 |
| Health & Welfare                        |   | 24.43  | 9.73  | 18.50 |
| Information & Comm. Technologies        |   | 2.31   | 6.44  | 3.97  |
| Natural Sci., Mathematics & Statistics  |   | 7.37   | 6.27  | 6.93  |
| Social Sci., Journalism & Information   |   | 9.14   | 5.05  | 7.49  |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 1.40   | 2.26  | 1.84   |
| PhD graduates                     |              | n. a.  | n. a. | n. a.  |
| Graduates from tertiary education |              | 1.40   | 2.26  | 1.84   |

## Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 28.00  |
| Births attended by skilled personnel      | % live births                  | 100.00 |
| Maternal mortality                        | deaths per 100,000 live births | 54.00  |
| Total fertility rate                      | births per woman               | 1.53   |

| Indicator             | 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.

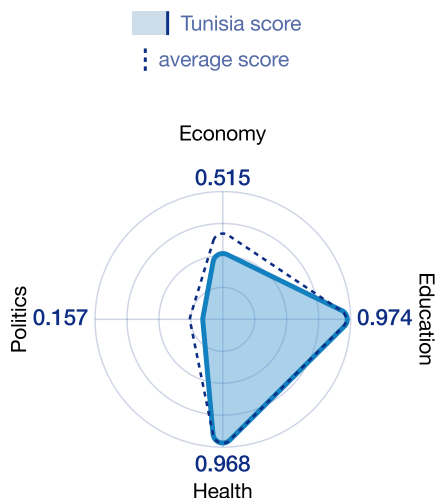
## Tunisia

0.654

123rd

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.654 | 123rd | 0.668  | 115th |
| Economic Participation and Opportunity | 0.515 | 135th | 0.517  | 131st |
| Educational Attainment                 | 0.974 | 105th | 0.970  | 106th |
| Health and Survival                    | 0.968 | 81st  | 0.969  | 81st  |
| Political Empowerment                  | 0.157 | 100th | 0.216  | 76th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|------------|
| <b>Economic Participation and Opportunity</b>  | 135th | 0.515  |                                | -                 | Min - Max      | -          |
| Labour-force participation rate %              | 140th | 0.411  |                                | -38.22            | 26.68 - 64.89  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 68th  | 0.655  |                                | -                 | -              | 0-100      |
| Estimated earned income int'l \$ 1,000         | 138th | 0.363  |                                | -11.80            | 6.72 - 18.52   | 0-150      |
| Legislators, senior officials and managers %   | 115th | 0.275  |                                | -56.89            | 21.56 - 78.44  | 0-100      |
| Professional and technical workers %           | 84th  | 0.903  |                                | -5.11             | 47.45 - 52.56  | 0-100      |
| <b>Educational Attainment</b>                  | 105th | 0.974  |                                | -                 | -              | -          |
| Literacy rate %                                | 111th | 0.864  |                                | -12.62            | 80.07 - 92.69  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 1.22              | 98.31 - 99.54  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 10.04             | 85.45 - 95.49  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 22.02             | 27.38 - 49.40  | 0-200      |
| <b>Health and Survival</b>                     | 81st  | 0.968  |                                | -                 | -              | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | 0-100      |
| Healthy life expectancy** years                | 93rd  | 1.023  |                                | -                 | -              | 0-100      |
| <b>Political Empowerment</b>                   | 100th | 0.157  |                                | -                 | -              | -          |
| Women in parliament %                          | 114th | 0.188  |                                | -68.42            | 15.79 - 84.21  | 0-100      |
| Women in ministerial positions %               | 65th  | 0.333  |                                | -50.00            | 25.00 - 75.00  | 0-100      |
| Years with female/male head of state (last 50) | 58th  | 0.037  |                                | -46.39            | 1.81 - 48.20   | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 48.53 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 12.55 |
| Population sex ratio   | female/male, %              | 50.55 |
| Population growth rate | %                           | 0.67  |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 6.17   | 6.03 | 12.20 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 5.10  |
| Firms with female top managers        | % firms | 10.40 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.43  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 1.09   | 2.57 | 3.66  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 30.32  | 39.30 | 36.91 |
| Unemployed adults                                         | % of labour force (15-64) | 20.61  | 13.06 | 15.34 |
| Workers employed part-time                                | % of employed people      | 17.90  | 12.35 | 13.83 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

## Access to finance

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

## Civil and political freedom

| Indicator                                | Unit              | Value      |
|------------------------------------------|-------------------|------------|
| Year women received right to vote        | year              | 1957, 1959 |
| Number of female heads of state to date  | number            | 1          |
| Seats held in upper house                | % total seats     | 12.99      |
| Indicator                                | Yes/No            | Value      |
| Election list quotas for women, national |                   | n. a.      |
| Party membership quotas, voluntary       |                   | n. a.      |
| Indicator                                | Equal rights      | Value      |
| Access to justice                        | Near-equal rights | ◇          |
| Freedom of movement                      | Equal rights      | ◆          |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 16.52 |
| Early marriage                            | %             | 0.60  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Restricted rights | ◇     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 30     | 1    | 0     |

## Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 30.65  | 52.41 | 37.93 |
| Agri., Forestry, Fisheries & Veterinary |   | 1.07   | 0.73  | 0.96  |
| Arts & Humanities                       |   | 15.18  | 8.39  | 12.91 |
| Business, Admin. & Law                  |   | 27.76  | 23.70 | 26.40 |
| Education                               |   | 6.24   | 1.56  | 4.68  |
| Engineering, Manuf. & Construction      |   | 11.27  | 27.33 | 16.64 |
| Health & Welfare                        |   | 11.13  | 9.36  | 10.54 |
| Information & Comm. Technologies        |   | 11.37  | 21.83 | 14.86 |
| Natural Sci., Mathematics & Statistics  |   | 8.01   | 3.25  | 6.42  |
| Social Sci., Journalism & Information   |   | 6.59   | 3.33  | 5.50  |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | n. a.  | n. a. | n. a.  |
| PhD graduates                     |              | 0.73   | 0.86  | 0.79   |
| Graduates from tertiary education |              | n. a.  | n. a. | n. a.  |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 25.00 |
| Births attended by skilled personnel      | % live births                  | 99.50 |
| Maternal mortality                        | deaths per 100,000 live births | 36.00 |
| Total fertility rate                      | births per woman               | 1.83  |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

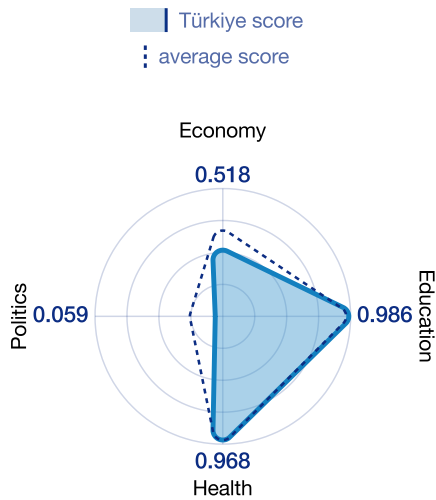
Türkiye

0.633

135th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.633 | 135th | 0.645  | 127th |
| Economic Participation and Opportunity | 0.518 | 133rd | 0.507  | 133rd |
| Educational Attainment                 | 0.986 | 92nd  | 0.987  | 90th  |
| Health and Survival                    | 0.968 | 82nd  | 0.966  | 98th  |
| Political Empowerment                  | 0.059 | 139th | 0.118  | 114th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 133rd | 0.518  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 132nd | 0.503  |                                | -35.38            | 35.80              | 71.18  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 95th  | 0.602  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 127th | 0.460  |                                | -25.38            | 21.59              | 46.97  | 0-150      |
| Legislators, senior officials and managers %   | 122nd | 0.236  |                                | -61.87            | 19.07              | 80.94  | 0-100      |
| Professional and technical workers %           | 97th  | 0.779  |                                | -12.45            | 43.77              | 56.23  | 0-100      |
| <b>Educational Attainment</b>                  | 92nd  | 0.986  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 90th  | 0.960  |                                | -4.00             | 95.00              | 99.00  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.41              | 99.09              | 99.51  | 0-100      |
| Enrolment in secondary education %             | 116th | 0.974  |                                | -3.09             | 114.46             | 117.54 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 4.79              | 125.24             | 130.03 | 0-200      |
| <b>Health and Survival</b>                     | 82nd  | 0.968  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 94th  | 1.023  |                                | -                 |                    |        | 0-100      |
| <b>Political Empowerment</b>                   | 139th | 0.059  |                                | -                 |                    |        | -          |
| Women in parliament %                          | -     | -      |                                | -                 |                    |        | -          |
| Women in ministerial positions %               | 136th | 0.063  |                                | -88.24            | 5.88               | 94.12  | 0-100      |
| Years with female/male head of state (last 50) | 53rd  | 0.057  |                                | -44.60            | 2.70               | 47.30  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value    |
|------------------------|-----------------------------|----------|
| GDP                    | US\$ billions               | 1,118.25 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 34.28    |
| Population sex ratio   | female/male, %              | 50.07    |
| Population growth rate | %                           | 0.41     |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 42.72  | 42.61 | 85.33 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | 17.30 |
| Firms with female majority ownership  | % firms | 4.80  |
| Firms with female top managers        | % firms | 3.90  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.15  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 10.33  | 19.88 | 30.21 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 34.42  | 23.85 | 27.31 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 12.10  | 7.20 | 8.90  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 31.59  | 19.86 | 23.69 |

| Indicator                                                 | Unit | Female | Male | Value |
|-----------------------------------------------------------|------|--------|------|-------|
| Proportion of time spent on unpaid domestic and care work | %    | 19.15  | 3.71 | n. a. |

## Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

## Civil and political freedom

| Indicator                               | Unit          | Value      |
|-----------------------------------------|---------------|------------|
| Year women received right to vote       | year          | 1930, 1934 |
| Number of female heads of state to date | number        | 1          |
| Seats held in upper house               | % total seats | n. a.      |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 11.60 |
| Early marriage                            | %             | 4.80  |
| Mean age of women at birth of first child | years         | 27.10 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 112    | 7    | 0     |

## Education and skills

| Graduates | % | Female | Male  | Value |
|-----------|---|--------|-------|-------|
| STEM      |   | 18.52  | 18.47 | 18.50 |

| Indicator                               | Value          |
|-----------------------------------------|----------------|
| Agri., Forestry, Fisheries & Veterinary | 2.47 2.60 2.53 |

| Indicator         | Value             |
|-------------------|-------------------|
| Arts & Humanities | 10.96 10.95 10.95 |

| Indicator              | Value             |
|------------------------|-------------------|
| Business, Admin. & Law | 21.90 20.84 21.38 |

| Indicator | Value          |
|-----------|----------------|
| Education | 6.74 6.73 6.74 |

| Indicator                          | Value             |
|------------------------------------|-------------------|
| Engineering, Manuf. & Construction | 13.25 13.19 13.22 |

| Indicator        | Value             |
|------------------|-------------------|
| Health & Welfare | 21.63 23.36 22.48 |

| Indicator                        | Value          |
|----------------------------------|----------------|
| Information & Comm. Technologies | 2.77 2.52 2.65 |

| Indicator                              | Value          |
|----------------------------------------|----------------|
| Natural Sci., Mathematics & Statistics | 2.50 2.76 2.63 |

| Indicator                             | Value          |
|---------------------------------------|----------------|
| Social Sci., Journalism & Information | 9.25 9.22 9.23 |

| Graduates           | Attainment % | Female | Male  | Parity |
|---------------------|--------------|--------|-------|--------|
| Vocational training |              | 21.22  | 24.27 | 22.79  |

| Indicator     | Value          |
|---------------|----------------|
| PhD graduates | 2.28 2.77 2.52 |

| Indicator                         | Value             |
|-----------------------------------|-------------------|
| Graduates from tertiary education | 21.22 24.27 22.79 |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 32.00 |
| Births attended by skilled personnel      | % live births                  | 97.00 |
| Maternal mortality                        | deaths per 100,000 live births | 15.00 |
| Total fertility rate                      | births per woman               | 1.51  |

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Near-equal rights | ◆     |

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

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

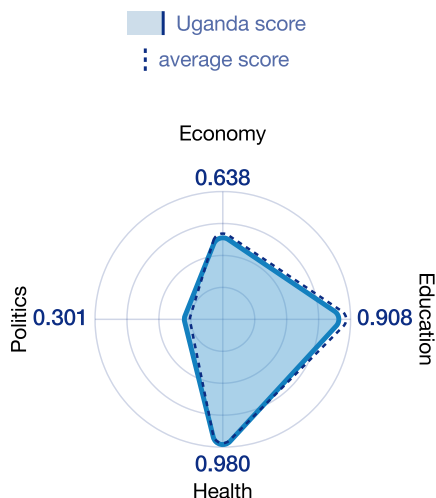
## Uganda

0.707

80th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.707 | 80th  | 0.706  | 83rd  |
| Economic Participation and Opportunity | 0.638 | 105th | 0.645  | 99th  |
| Educational Attainment                 | 0.908 | 130th | 0.931  | 128th |
| Health and Survival                    | 0.980 | 1st   | 0.980  | 1st   |
| Political Empowerment                  | 0.301 | 52nd  | 0.267  | 58th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 105th | 0.638  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 23rd  | 0.885  |                                | -9.71             | 74.55              | 84.26 | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -                 | -                  | -     | -          |
| Estimated earned income int'l \$ 1,000         | 118th | 0.507  |                                | -1.83             | 1.88               | 3.71  | 0-150      |
| Legislators, senior officials and managers %   | 67th  | 0.540  |                                | -29.90            | 35.05              | 64.95 | 0-100      |
| Professional and technical workers %           | 112th | 0.590  |                                | -25.81            | 37.10              | 62.90 | 0-100      |
| <b>Educational Attainment</b>                  | 130th | 0.908  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 122nd | 0.777  |                                | -17.50            | 61.00              | 78.50 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 2.13              | 87.93              | 90.07 | 0-100      |
| Enrolment in secondary education %             | 135th | 0.900  |                                | -2.54             | 22.89              | 25.43 | 0-200      |
| Enrolment in tertiary education %              | 121st | 0.779  |                                | -1.20             | 4.21               | 5.41  | 0-200      |
| <b>Health and Survival</b>                     | 1st   | 0.980  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 52nd  | 0.301  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 46th  | 0.516  |                                | -31.89            | 34.05              | 65.95 | 0-100      |
| Women in ministerial positions %               | 52nd  | 0.429  |                                | -40.00            | 30.00              | 70.00 | 0-100      |
| Years with female/male head of state (last 50) | 44th  | 0.080  |                                | -42.61            | 3.70               | 46.30 | 0-50       |

Complementary Targets and Contextual Indicators 2025

General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 48.77 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 2.79  |
| Population sex ratio   | female/male, %              | 50.42 |
| Population growth rate | %                           | 2.80  |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 24.53  | 24.12 | 48.66 |

Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 10.20 |
| Firms with female top managers        | % firms | n. a. |

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

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 6.13   | 6.51 | 12.65 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 97.40  | 93.14 | 95.21 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
|                   |                           |      |      |      |
| Unemployed adults | % of labour force (15-64) | 4.15 | 2.95 | 3.53 |

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
|                            |                      |       |       |       |
| Workers employed part-time | % of employed people | 21.50 | 23.20 | 22.37 |

|                                                           |   |       |      |       |
|-----------------------------------------------------------|---|-------|------|-------|
|                                                           |   |       |      |       |
| Proportion of time spent on unpaid domestic and care work | % | 14.58 | 7.50 | n. a. |

Access to finance

| Indicator                                   | Equal rights      | Value |
|---------------------------------------------|-------------------|-------|
| Access to financial services                | Equal rights      |       |
| Inheritance rights for widows and daughters | Uneven rights     |       |
| Access to land assets                       | Uneven rights     |       |
| Access to non-land assets                   | Near-equal rights |       |

Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1962  |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | n. a. |

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

| Indicator           | Equal rights | Value |
|---------------------|--------------|-------|
| Access to justice   | Equal rights |       |
| Freedom of movement | Equal rights |       |

Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 21.80 |
| Early marriage                            | %             | 19.90 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights  | Value |
|------------------|---------------|-------|
| Right to divorce | Uneven rights |       |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 84     | 4    | 0     |

Education and skills

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

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

Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 45.00  |
| Births attended by skilled personnel      | % live births                  | 74.20  |
| Maternal mortality                        | deaths per 100,000 live births | 170.00 |
| Total fertility rate                      | births per woman               | 4.28   |

| Indicator             | 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.

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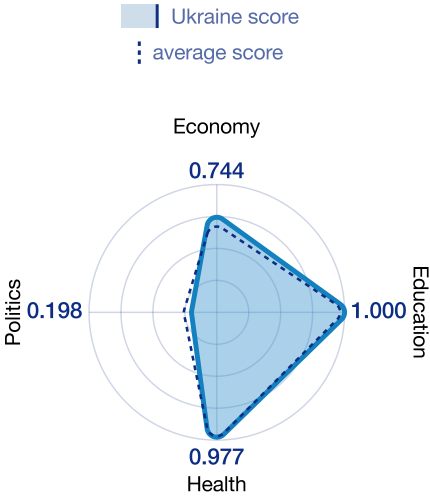
Ukraine

0.730

62nd

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.730 | 62nd | 0.722  | 63rd |
| Economic Participation and Opportunity | 0.744 | 39th | 0.737  | 40th |
| Educational Attainment                 | 1.000 | 1st  | 1.000  | 1st  |
| Health and Survival                    | 0.977 | 26th | 0.977  | 42nd |
| Political Empowerment                  | 0.198 | 87th | 0.175  | 91st |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 39th  | 0.744  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 86th  | 0.760  |                                | -15.10            | 47.77              | 62.87  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 16th  | 0.768  |                                | -                 |                    |        | 0-100      |
| Estimated earned income int'l \$ 1,000         | 93rd  | 0.589  |                                | -8.38             | 11.99              | 20.36  | 0-150      |
| Legislators, senior officials and managers %   | 40th  | 0.695  |                                | -18.00            | 41.00              | 59.00  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 23.62             | 38.19              | 61.81  | 0-100      |
| Educational Attainment                         | 1st   | 1.000  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0                 | 100.00             | 100.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.13              | 84.06              | 84.20  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.78              | 84.28              | 85.05  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 9.25              | 71.42              | 80.68  | 0-200      |
| Health and Survival                            | 26th  | 0.977  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 119th | 0.941  |                                | -                 |                    |        | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 |                    |        | 0-100      |
| Political Empowerment                          | 87th  | 0.198  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 100th | 0.269  |                                | -57.61            | 21.20              | 78.80  | 0-100      |
| Women in ministerial positions %               | 61st  | 0.357  |                                | -47.37            | 26.32              | 73.68  | 0-100      |
| Years with female/male head of state (last 50) | 51st  | 0.060  |                                | -44.33            | 2.83               | 47.17  | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |  |  |        |
|------------------------|-----------------------------|--|--|--------|
| Indicator              | Unit                        |  |  | Value  |
| GDP                    | US\$ billions               |  |  | 178.76 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 |  |  | 15.89  |
| Population sex ratio   | female/male, %              |  |  | 53.50  |
| Population growth rate | %                           |  |  | -8.42  |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 20.19  | 17.54 | 37.73 |

| Work participation and leadership     |         |  |  |       |
|---------------------------------------|---------|--|--|-------|
| Indicator                             | Unit    |  |  | Value |
| Gender wage gap                       | %       |  |  | n. a. |
| Share of women's membership in boards | %       |  |  | n. a. |
| Firms with female majority ownership  | % firms |  |  | 15.00 |
| Firms with female top managers        | % firms |  |  | 17.70 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.63  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 7.79   | 8.49 | 16.28 |

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

|                   |                           |       |      |       |
|-------------------|---------------------------|-------|------|-------|
| Unemployed adults | % of labour force (15-64) | 10.63 | 9.92 | 10.26 |
|-------------------|---------------------------|-------|------|-------|

|                            |                      |      |      |      |
|----------------------------|----------------------|------|------|------|
| Workers employed part-time | % of employed people | 9.83 | 5.07 | 7.33 |
|----------------------------|----------------------|------|------|------|

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

| Access to finance                           |              |              |   |       |
|---------------------------------------------|--------------|--------------|---|-------|
| Indicator                                   | Equal rights |              |   | Value |
| Access to financial services                |              | Equal rights | ◆ |       |
| Inheritance rights for widows and daughters |              | Equal rights | ◆ |       |
| Access to land assets                       |              | Equal rights | ◆ |       |
| Access to non-land assets                   |              | Equal rights | ◆ |       |

| Civil and political freedom             |               |  |  |       |
|-----------------------------------------|---------------|--|--|-------|
| Indicator                               | Unit          |  |  | Value |
| Year women received right to vote       | year          |  |  | n. a. |
| Number of female heads of state to date | number        |  |  | 2     |
| Seats held in upper house               | % total seats |  |  | n. a. |

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

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

| Family and care                           |               |  |  |       |
|-------------------------------------------|---------------|--|--|-------|
| Indicator                                 | Unit          |  |  | Value |
| Unmet family planning                     | % women 15-49 |  |  | n. a. |
| Early marriage                            | %             |  |  | 6.50  |
| Mean age of women at birth of first child | years         |  |  | n. a. |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 126    | 14   | 0     |

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | 11.67  | 37.78 | 24.07 |
| Agri., Forestry, Fisheries & Veterinary |   | 2.26   | 7.61  | 4.80  |
| Arts & Humanities                       |   | 10.32  | 3.54  | 7.10  |
| Business, Admin. & Law                  |   | 28.32  | 20.61 | 24.66 |
| Education                               |   | 16.60  | 6.46  | 11.78 |
| Engineering, Manuf. & Construction      |   | 6.43   | 20.47 | 13.09 |
| Health & Welfare                        |   | 13.70  | 4.74  | 9.45  |
| Information & Comm. Technologies        |   | 2.46   | 14.46 | 8.16  |
| Natural Sci., Mathematics & Statistics  |   | 2.78   | 2.85  | 2.81  |
| Social Sci., Journalism & Information   |   | 9.84   | 3.93  | 7.03  |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 4.58   | 7.01  | 5.84   |
| PhD graduates                     |              | n. a.  | n. a. | n. a.  |
| Graduates from tertiary education |              | 4.58   | 7.01  | 5.84   |

| Health                                    |                                |  |  |       |
|-------------------------------------------|--------------------------------|--|--|-------|
| Indicator                                 | Unit                           |  |  | Value |
| Prevalence of gender violence in lifetime | % women                        |  |  | 18.00 |
| Births attended by skilled personnel      | % live births                  |  |  | n. a. |
| Maternal mortality                        | deaths per 100,000 live births |  |  | 15.00 |
| Total fertility rate                      | births per woman               |  |  | 0.98  |

| Indicator             | 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.

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## United Arab Emirates

0.724

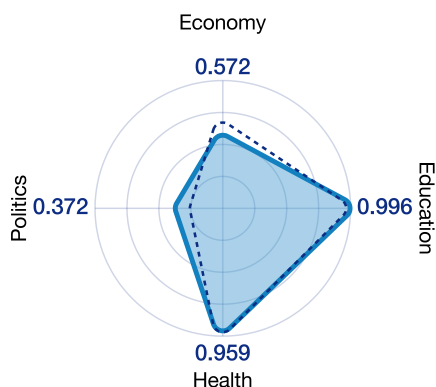
69th

2025

## Global Gender Gap Index 2025 Edition

United Arab Emirates score

average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.724 | 69th  | 0.713  | 74th  |
| Economic Participation and Opportunity | 0.572 | 122nd | 0.553  | 124th |
| Educational Attainment                 | 0.996 | 57th  | 0.996  | 57th  |
| Health and Survival                    | 0.959 | 133rd | 0.963  | 119th |
| Political Empowerment                  | 0.372 | 32nd  | 0.341  | 40th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| <b>Economic Participation and Opportunity</b>  | 122nd | 0.572  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 122nd | 0.600  |                                | -36.32            | 54.48          | 90.80  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 14th  | 0.777  |                                | -                 | -              | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 130th | 0.409  |                                | -51.60            | 35.67          | 87.27  | 0-150      |
| Legislators, senior officials and managers %   | 106th | 0.327  |                                | -50.70            | 24.65          | 75.35  | 0-100      |
| Professional and technical workers %           | 110th | 0.597  |                                | -25.23            | 37.38          | 62.62  | 0-100      |
| <b>Educational Attainment</b>                  | 57th  | 0.996  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 78th  | 0.980  |                                | -2.00             | 97.00          | 99.00  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.11              | 99.77          | 99.88  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 0.49              | 101.70         | 102.20 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 15.86             | 54.32          | 70.18  | 0-200      |
| <b>Health and Survival</b>                     | 133rd | 0.959  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 140th | 0.992  |                                | -                 | -              | -      | 0-100      |
| <b>Political Empowerment</b>                   | 32nd  | 0.372  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 1st   | 1.000  |                                | 0                 | 50.00          | 50.00  | 0-100      |
| Women in ministerial positions %               | 81st  | 0.250  |                                | -60.00            | 20.00          | 80.00  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 514.13 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 68.58  |
| Population sex ratio   | female/male, %              | 35.99  |
| Population growth rate | %                           | 3.98   |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 3.77     | 6.71   | 10.48 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | n. a. |
| Firms with female top managers        | % firms | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.69  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 1.91     | 5.98   | 7.89  |

| Indicator                                                 | Unit                      | ◆ Female | ◆ Male | Value |
|-----------------------------------------------------------|---------------------------|----------|--------|-------|
| Share of workers in informal sector                       | % workers                 | n. a.    | n. a.  | n. a. |
| Unemployed adults                                         | % of labour force (15-64) | 4.28     | 1.50   | 2.16  |
| Workers employed part-time                                | % of employed people      | 5.57     | 2.54   | 3.24  |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.    | n. a.  | n. a. |

## Access to finance

| Indicator                                   | Equal rights     | Value |
|---------------------------------------------|------------------|-------|
| Access to financial services                | Equal rights ◆   |       |
| Inheritance rights for widows and daughters | Unequal rights ◇ |       |
| Access to land assets                       | Equal rights ◆   |       |
| Access to non-land assets                   | Equal rights ◆   |       |

## Civil and political freedom

| Indicator                                | Unit                | Value |
|------------------------------------------|---------------------|-------|
| Year women received right to vote        | year                | 2005  |
| Number of female heads of state to date  | number              | n. a. |
| 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                                | Equal rights        | Value |
| Access to justice                        | Near-equal rights ◇ |       |
| Freedom of movement                      | Equal rights ◆      |       |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 6.80  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator                     | Equal rights | Value          |        |       |
|-------------------------------|--------------|----------------|--------|-------|
| Right to divorce              |              | Unequal rights | ◇      |       |
| Indicator                     | Shared days  | ◆ Female       | ◆ Male | Value |
| Length of paid parental leave |              | 60             | 0      | 0     |

## Education and skills

| Graduates                               | % | ◆ Female | ◆ Male | Value |
|-----------------------------------------|---|----------|--------|-------|
| STEM                                    |   | 32.14    | 40.52  | 36.21 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.48     | 0.90   | 0.68  |
| Arts & Humanities                       |   | 7.27     | 2.51   | 4.96  |
| Business, Admin. & Law                  |   | 33.20    | 42.87  | 37.89 |
| Education                               |   | 4.32     | 2.06   | 3.23  |
| Engineering, Manuf. & Construction      |   | 21.33    | 29.82  | 25.45 |
| Health & Welfare                        |   | 10.38    | 3.51   | 7.05  |
| Information & Comm. Technologies        |   | 7.26     | 8.47   | 7.85  |
| Natural Sci., Mathematics & Statistics  |   | 3.55     | 2.23   | 2.91  |
| Social Sci., Journalism & Information   |   | 10.77    | 6.43   | 8.67  |

| Graduates                         | Attainment % | ◆ Female | ◆ Male | Parity |
|-----------------------------------|--------------|----------|--------|--------|
| Vocational training               |              | 5.01     | 6.37   | 5.79   |
| PhD graduates                     |              | 0.87     | 1.11   | 1.00   |
| Graduates from tertiary education |              | 5.01     | 6.37   | 5.79   |

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | n. a. |
| Births attended by skilled personnel      | % live births                  | 99.20 |
| Maternal mortality                        | deaths per 100,000 live births | 3.00  |
| Total fertility rate                      | births per woman               | 1.20  |

| Indicator             | Equal rights        | Value |
|-----------------------|---------------------|-------|
| Reproductive autonomy | Restricted rights ◇ |       |

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

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

## United Kingdom

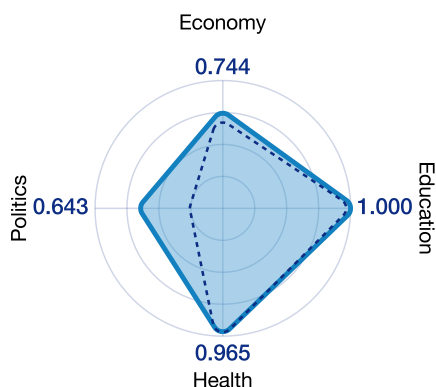
0.838

4th

2025

## Global Gender Gap Index 2025 Edition

United Kingdom score  
average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.838 | 4th   | 0.789  | 14th  |
| Economic Participation and Opportunity | 0.744 | 38th  | 0.717  | 58th  |
| Educational Attainment                 | 1.000 | 1st   | 1.000  | 1st   |
| Health and Survival                    | 0.965 | 102nd | 0.966  | 104th |
| Political Empowerment                  | 0.643 | 5th   | 0.474  | 18th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| <b>Economic Participation and Opportun...</b>  | 38th  | 0.744  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 32nd  | 0.873  |                                | -8.44             | 58.11              | 66.55  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 54th  | 0.675  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 72nd  | 0.632  |                                | -23.77            | 40.88              | 64.65  | 0-150      |
| Legislators, senior officials and managers %   | 42nd  | 0.673  |                                | -19.51            | 40.24              | 59.76  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 3.62              | 48.19              | 51.81  | 0-100      |
| <b>Educational Attainment</b>                  | 1st   | 1.000  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | -                 | -                  | -      | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.08              | 99.62              | 99.70  | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 3.64              | 111.49             | 115.12 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 24.94             | 67.49              | 92.43  | 0-200      |
| <b>Health and Survival</b>                     | 102nd | 0.965  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 114th | 1.012  |                                | -                 | -                  | -      | 0-100      |
| <b>Political Empowerment</b>                   | 5th   | 0.643  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 23rd  | 0.680  |                                | -19.08            | 40.46              | 59.54  | 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) | 10th  | 0.418  |                                | -20.52            | 14.74              | 35.26  | 0-50       |

## Complementary Targets and Contextual Indicators 2025

| General indicators     |                             |  |  |          |
|------------------------|-----------------------------|--|--|----------|
| Indicator              | Unit                        |  |  | Value    |
| GDP                    | US\$ billions               |  |  | 3,380.85 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 |  |  | 52.58    |
| Population sex ratio   | female/male, %              |  |  | 50.77    |
| Population growth rate | %                           |  |  | 0.82     |

| Indicator        | Million people | Female | Male  | Value |
|------------------|----------------|--------|-------|-------|
| Total population |                | 34.70  | 33.65 | 68.35 |

| Work participation and leadership     |         |  |  |       |
|---------------------------------------|---------|--|--|-------|
| Indicator                             | Unit    |  |  | Value |
| Gender wage gap                       | %       |  |  | 13.26 |
| Share of women's membership in boards | %       |  |  | 40.90 |
| Firms with female majority ownership  | % firms |  |  | 8.40  |
| Firms with female top managers        | % firms |  |  | n. a. |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.88  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 14.85  | 15.82 | 30.67 |

| Indicator                           | Unit      | Female | Male | Value |
|-------------------------------------|-----------|--------|------|-------|
| Share of workers in informal sector | % workers | 7.92   | 5.23 | 6.51  |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 4.22 | 4.66 | 4.45 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 52.27 | 28.51 | 40.05 |
|----------------------------|----------------------|-------|-------|-------|

|                                                           |   |       |       |       |
|-----------------------------------------------------------|---|-------|-------|-------|
| Proportion of time spent on unpaid domestic and care work | % | 16.01 | 12.25 | n. a. |
|-----------------------------------------------------------|---|-------|-------|-------|

| Access to finance                           |              |              |   |       |
|---------------------------------------------|--------------|--------------|---|-------|
| Indicator                                   | 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, 1928 |
| Number of female heads of state to date  | number        |     |  | 3          |
| Seats held in upper house                | % total seats |     |  | 29.96      |
| Indicator                                | Yes/No        |     |  | Value      |
| Election list quotas for women, national |               | Yes |  |            |
| Party membership quotas, voluntary       |               | Yes |  |            |

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

| Family and care                           |               |  |  |       |
|-------------------------------------------|---------------|--|--|-------|
| Indicator                                 | Unit          |  |  | Value |
| Unmet family planning                     | % women 15-49 |  |  | n. a. |
| Early marriage                            | %             |  |  | 3.00  |
| Mean age of women at birth of first child | years         |  |  | 29.00 |

| Indicator        | Equal rights | Value |
|------------------|--------------|-------|
| Right to divorce | Equal rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value  |
|-------------------------------|-------------|--------|------|--------|
| Length of paid parental leave |             | 42     | 14   | 231.00 |

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | 12.97  | 35.39 | 22.26 |
| Agri., Forestry, Fisheries & Veterinary |   | 0.90   | 0.48  | 0.73  |

|                   |  |       |       |       |
|-------------------|--|-------|-------|-------|
| Arts & Humanities |  | 15.37 | 12.51 | 14.18 |
|-------------------|--|-------|-------|-------|

|                        |  |       |       |       |
|------------------------|--|-------|-------|-------|
| Business, Admin. & Law |  | 23.75 | 27.55 | 25.32 |
|------------------------|--|-------|-------|-------|

|           |  |      |      |      |
|-----------|--|------|------|------|
| Education |  | 9.71 | 4.20 | 7.43 |
|-----------|--|------|------|------|

|                                    |  |      |       |      |
|------------------------------------|--|------|-------|------|
| Engineering, Manuf. & Construction |  | 4.22 | 16.14 | 9.16 |
|------------------------------------|--|------|-------|------|

|                  |  |       |      |       |
|------------------|--|-------|------|-------|
| Health & Welfare |  | 20.27 | 8.38 | 15.35 |
|------------------|--|-------|------|-------|

|                                  |  |      |      |      |
|----------------------------------|--|------|------|------|
| Information & Comm. Technologies |  | 1.74 | 8.12 | 4.38 |
|----------------------------------|--|------|------|------|

|                                        |  |      |       |      |
|----------------------------------------|--|------|-------|------|
| Natural Sci., Mathematics & Statistics |  | 7.01 | 11.14 | 8.72 |
|----------------------------------------|--|------|-------|------|

|                                       |  |       |       |       |
|---------------------------------------|--|-------|-------|-------|
| Social Sci., Journalism & Information |  | 16.14 | 10.80 | 13.93 |
|---------------------------------------|--|-------|-------|-------|

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 15.24  | 17.41 | 16.34  |
| PhD graduates                     |              | 1.67   | 2.17  | 1.92   |
| Graduates from tertiary education |              | 15.24  | 17.41 | 16.34  |

| 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 |  |  | 8.00  |
| Total fertility rate                      | births per woman               |  |  | 1.56  |

| Indicator             | Equal rights      | Value |
|-----------------------|-------------------|-------|
| Reproductive autonomy | Restricted rights | ◆     |

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

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

## United Republic of Tanzania

0.736

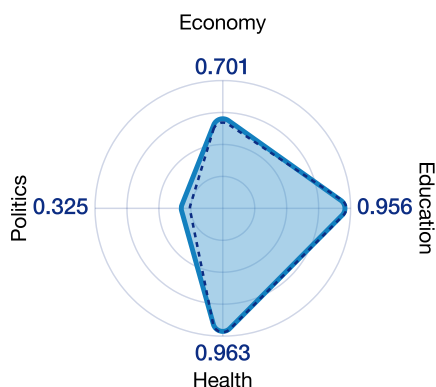
55th

2025

## Global Gender Gap Index 2025 Edition

United Republic of Tanzania score

average score



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.736 | 55th  | 0.734  | 54th  |
| Economic Participation and Opportunity | 0.701 | 73rd  | 0.705  | 69th  |
| Educational Attainment                 | 0.956 | 116th | 0.963  | 114th |
| Health and Survival                    | 0.963 | 109th | 0.970  | 74th  |
| Political Empowerment                  | 0.325 | 45th  | 0.300  | 49th  |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportun...</b>  | 73rd  | 0.701  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 10th  | 0.917  |                                | -7.16             | 79.42              | 86.58 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 61st  | 0.665  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 3rd   | 0.903  |                                | -0.37             | 3.44               | 3.81  | 0-150      |
| Legislators, senior officials and managers %   | 96th  | 0.387  |                                | -44.18            | 27.91              | 72.09 | 0-100      |
| Professional and technical workers %           | 123rd | 0.456  |                                | -37.39            | 31.31              | 68.69 | 0-100      |
| <b>Educational Attainment</b>                  | 116th | 0.956  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 108th | 0.880  |                                | -10.00            | 73.00              | 83.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 5.03              | 83.43              | 88.46 | 0-100      |
| Enrolment in secondary education %             | 1st   | 1.000  |                                | 1.94              | 27.27              | 29.21 | 0-200      |
| Enrolment in tertiary education %              | 120th | 0.823  |                                | -0.78             | 3.63               | 4.41  | 0-200      |
| <b>Health and Survival</b>                     | 109th | 0.963  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 120th | 1.008  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 45th  | 0.325  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 35th  | 0.607  |                                | -24.49            | 37.76              | 62.25 | 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) | 42nd  | 0.086  |                                | -42.09            | 3.95               | 46.05 | 0-50       |



Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |        |       |       |
|------------------------|-----------------------------|--------|-------|-------|
| Indicator              | Unit                        | Value  |       |       |
| GDP                    | US\$ billions               | 79.06  |       |       |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 3.62   |       |       |
| Population sex ratio   | female/male, %              | 50.44  |       |       |
| Population growth rate | %                           | 2.90   |       |       |
| Indicator              | Million people              | Female | Male  | Value |
| Total population       |                             | 33.60  | 33.01 | 66.62 |

| Work participation and leadership     |         |       |  |  |
|---------------------------------------|---------|-------|--|--|
| Indicator                             | Unit    | Value |  |  |
| Gender wage gap                       | %       | n. a. |  |  |
| Share of women's membership in boards | %       | n. a. |  |  |
| Firms with female majority ownership  | % firms | 9.50  |  |  |
| Firms with female top managers        | % firms | 17.50 |  |  |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.80  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 9.75   | 9.69 | 19.45 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 96.08  | 91.10 | 93.58 |

|                   |                           |      |      |      |
|-------------------|---------------------------|------|------|------|
| Unemployed adults | % of labour force (15-64) | 2.60 | 1.17 | 1.89 |
|-------------------|---------------------------|------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 51.25 | 35.90 | 43.54 |
|----------------------------|----------------------|-------|-------|-------|

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

| Access to finance                           |                   |       |  |  |
|---------------------------------------------|-------------------|-------|--|--|
| Indicator                                   | Equal rights      | Value |  |  |
| Access to financial services                | Near-equal rights |       |  |  |
| Inheritance rights for widows and daughters | Unequal rights    |       |  |  |
| Access to land assets                       | Near-equal rights |       |  |  |
| Access to non-land assets                   | Near-equal rights |       |  |  |

| Civil and political freedom             |               |       |  |  |
|-----------------------------------------|---------------|-------|--|--|
| Indicator                               | Unit          | Value |  |  |
| Year women received right to vote       | year          | 1961  |  |  |
| Number of female heads of state to date | number        | 1     |  |  |
| Seats held in upper house               | % total seats | n. a. |  |  |

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

| Indicator           | Equal rights      | Value |
|---------------------|-------------------|-------|
| Access to justice   | Near-equal rights |       |
| Freedom of movement | Equal rights      |       |

| Family and care                           |               |       |  |  |
|-------------------------------------------|---------------|-------|--|--|
| Indicator                                 | Unit          | Value |  |  |
| Unmet family planning                     | % women 15-49 | 21.00 |  |  |
| Early marriage                            | %             | 23.00 |  |  |
| Mean age of women at birth of first child | years         | n. a. |  |  |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Restricted rights |       |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 84     | 3    | 0     |

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | 9.08   | 18.08 | 13.69 |
| Agri., Forestry, Fisheries & Veterinary |   | 2.88   | 3.13  | 3.01  |
| Arts & Humanities                       |   | 3.59   | 4.06  | 3.83  |
| Business, Admin. & Law                  |   | 30.59  | 23.94 | 27.19 |
| Education                               |   | 26.94  | 26.51 | 26.72 |
| Engineering, Manuf. & Construction      |   | 3.11   | 8.03  | 5.63  |
| Health & Welfare                        |   | 8.60   | 10.17 | 9.40  |
| Information & Comm. Technologies        |   | 3.30   | 5.79  | 4.58  |
| Natural Sci., Mathematics & Statistics  |   | 2.67   | 4.26  | 3.48  |
| Social Sci., Journalism & Information   |   | 17.44  | 12.47 | 14.90 |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 0.04   | 0.08  | 0.06   |
| PhD graduates                     |              | n. a.  | n. a. | n. a.  |
| Graduates from tertiary education |              | 0.04   | 0.08  | 0.06   |

| Health                                    |                                |        |  |  |
|-------------------------------------------|--------------------------------|--------|--|--|
| Indicator                                 | Unit                           | Value  |  |  |
| Prevalence of gender violence in lifetime | % women                        | 38.00  |  |  |
| Births attended by skilled personnel      | % live births                  | 63.50  |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 276.00 |  |  |
| Total fertility rate                      | births per woman               | 4.61   |  |  |

| Indicator             | 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, de finitions, sources and periods.

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

Global Gender Gap Report 2025370

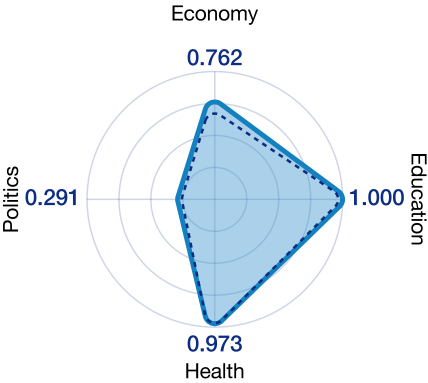
United States of America

0.756

42nd

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.756 | 42nd | 0.747  | 43rd |
| Economic Participation and Opportunity | 0.762 | 23rd | 0.765  | 22nd |
| Educational Attainment                 | 1.000 | 1st  | 1.000  | 1st  |
| Health and Survival                    | 0.973 | 58th | 0.970  | 77th |
| Political Empowerment                  | 0.291 | 55th | 0.251  | 63rd |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |      |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 23rd | 0.762  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 49th | 0.846  |                                | -10.46            | 57.50              | 67.95 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 40th | 0.714  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 71st | 0.633  |                                | -33.54            | 57.73              | 91.26 | 0-150      |
| Legislators, senior officials and managers %   | 32nd | 0.750  |                                | -14.29            | 42.86              | 57.14 | 0-100      |
| Professional and technical workers %           | 1st  | 1.000  |                                | 10.44             | 44.78              | 55.22 | 0-100      |
| Educational Attainment                         | 1st  | 1.000  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 1st  | 1.000  |                                | -                 | -                  | -     | 0-100      |
| Enrolment in primary education %               | 1st  | 1.000  |                                | 0.39              | 95.83              | 96.22 | 0-100      |
| Enrolment in secondary education %             | 1st  | 1.000  |                                | 2.30              | 96.35              | 98.65 | 0-200      |
| Enrolment in tertiary education %              | 1st  | 1.000  |                                | 30.31             | 64.54              | 94.85 | 0-200      |
| Health and Survival                            | 58th | 0.973  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 1st  | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 65th | 1.037  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 55th | 0.291  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 67th | 0.406  |                                | -42.26            | 28.87              | 71.13 | 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) | 81st | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators                                        |                             |              |        |        |
|-----------------------------------------------------------|-----------------------------|--------------|--------|--------|
| Indicator                                                 | Unit                        | Value        |        |        |
| GDP                                                       | US\$ billions               | 27,720.71    |        |        |
| GDP per capita, PPP                                       | constant '21, intl. \$ 1000 | 74.58        |        |        |
| Population sex ratio                                      | female/male, %              | 49.75        |        |        |
| Population growth rate                                    | %                           | 0.49         |        |        |
| Indicator                                                 | Million people              | Female       | Male   | Value  |
| Total population                                          |                             | 166.63       | 168.29 | 334.91 |
| Work participation and leadership                         |                             |              |        |        |
| Indicator                                                 | Unit                        | Value        |        |        |
| Gender wage gap                                           | %                           | 16.39        |        |        |
| Share of women's membership in boards                     | %                           | 31.30        |        |        |
| Firms with female majority ownership                      | % firms                     | 13.60        |        |        |
| Firms with female top managers                            | % firms                     | n. a.        |        |        |
| Indicator                                                 | 1-7 (best)                  | Value        |        |        |
| Advancement of women to leadership roles                  |                             | 4.93         |        |        |
| Indicator                                                 | Million people              | Female       | Male   | Value  |
| Labour-force                                              |                             | 68.43        | 77.90  | 146.33 |
| Indicator                                                 | Unit                        | Female       | Male   | Value  |
| Share of workers in informal sector                       | % workers                   | n. a.        | n. a.  | n. a.  |
| Unemployed adults                                         | % of labour force (15-64)   | 3.98         | 4.19   | 4.09   |
| Workers employed part-time                                | % of employed people        | 33.23        | 21.47  | 27.01  |
| Proportion of time spent on unpaid domestic and care work | %                           | 15.08        | 10.08  | n. a.  |
| Access to finance                                         |                             |              |        |        |
| Indicator                                                 | Equal rights                | Value        |        |        |
| Access to financial services                              |                             | Equal rights |        |        |
| Inheritance rights for widows and daughters               |                             | Equal rights |        |        |
| Access to land assets                                     |                             | Equal rights |        |        |
| Access to non-land assets                                 |                             | Equal rights |        |        |
| Civil and political freedom                               |                             |              |        |        |
| Indicator                                                 | Unit                        | Value        |        |        |
| Year women received right to vote                         | year                        | 1920, 1965   |        |        |
| Number of female heads of state to date                   | number                      | n. a.        |        |        |
| Seats held in upper house                                 | % total seats               | 26.00        |        |        |
| Indicator                                                 | Yes/No                      | Value        |        |        |
| Election list quotas for women, national                  |                             | n. a.        |        |        |
| Party membership quotas, voluntary                        |                             | n. a.        |        |        |
| Indicator                                                 | Equal rights                | Value        |        |        |
| Access to justice                                         |                             | Equal rights |        |        |
| Freedom of movement                                       |                             | Equal rights |        |        |

| Family and care                           |                                |                |       |        |
|-------------------------------------------|--------------------------------|----------------|-------|--------|
| Indicator                                 | Unit                           | Value          |       |        |
| Unmet family planning                     | % women 15-49                  | 7.20           |       |        |
| Early marriage                            | %                              | 2.10           |       |        |
| Mean age of women at birth of first child | years                          | 27.30          |       |        |
| Indicator                                 | Equal rights                   | Value          |       |        |
| Right to divorce                          |                                | Equal rights   |       |        |
| Indicator                                 | Shared days                    | Female         | Male  | Value  |
| Length of paid parental leave             |                                | 0              | 0     | 0      |
| Education and skills                      |                                |                |       |        |
| Graduates                                 | %                              | Female         | Male  | Value  |
| STEM                                      |                                | 12.71          | 31.18 | 20.07  |
| Agri., Forestry, Fisheries & Veterinary   |                                | 1.02           | 0.94  | 0.99   |
| Arts & Humanities                         |                                | 17.92          | 16.31 | 17.27  |
| Business, Admin. & Law                    |                                | 15.75          | 23.00 | 18.64  |
| Education                                 |                                | 8.82           | 3.26  | 6.60   |
| Engineering, Manuf. & Construction        |                                | 2.78           | 13.28 | 6.97   |
| Health & Welfare                          |                                | 26.15          | 10.18 | 19.78  |
| Information & Comm. Technologies          |                                | 2.18           | 9.28  | 5.01   |
| Natural Sci., Mathematics & Statistics    |                                | 7.75           | 8.62  | 8.10   |
| Social Sci., Journalism & Information     |                                | 14.62          | 10.66 | 13.04  |
| Graduates                                 | Attainment %                   | Female         | Male  | Parity |
| Vocational training                       |                                | n. a.          | n. a. | n. a.  |
| PhD graduates                             |                                | 1.92           | 2.48  | 2.20   |
| Graduates from tertiary education         |                                | n. a.          | n. a. | n. a.  |
| Health                                    |                                |                |       |        |
| Indicator                                 | Unit                           | Value          |       |        |
| Prevalence of gender violence in lifetime | % women                        | 26.00          |       |        |
| Births attended by skilled personnel      | % live births                  | 99.10          |       |        |
| Maternal mortality                        | deaths per 100,000 live births | 17.00          |       |        |
| Total fertility rate                      | births per woman               | 1.62           |       |        |
| Indicator                                 | 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, de finitions, sources and periods.

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

Global Gender Gap Report 2025372

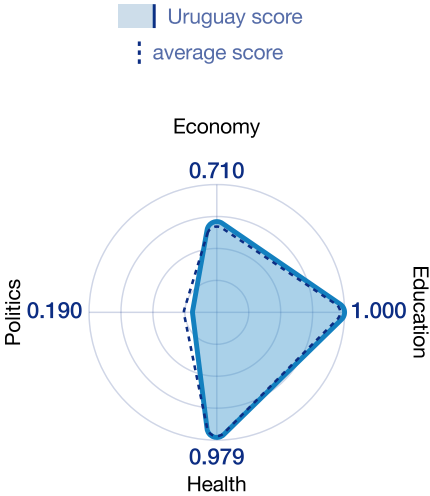
Uruguay

0.720

71st

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.720 | 71st | 0.715  | 71st |
| Economic Participation and Opportunity | 0.710 | 68th | 0.709  | 64th |
| Educational Attainment                 | 1.000 | 1st  | 1.000  | 31st |
| Health and Survival                    | 0.979 | 19th | 0.980  | 1st  |
| Political Empowerment                  | 0.190 | 89th | 0.172  | 95th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |      |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 68th | 0.710  |                                | -                 | -                  | -      | -          |
| Labour-force participation rate %              | 83rd | 0.770  |                                | -16.85            | 56.51              | 73.36  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 52nd | 0.681  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 48th | 0.676  |                                | -12.04            | 25.18              | 37.22  | 0-150      |
| Legislators, senior officials and managers %   | 79th | 0.502  |                                | -33.17            | 33.42              | 66.58  | 0-100      |
| Professional and technical workers %           | 1st  | 1.000  |                                | 10.21             | 44.90              | 55.10  | 0-100      |
| Educational Attainment                         | 1st  | 1.000  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st  | 1.000  |                                | 0                 | 99.00              | 99.00  | 0-100      |
| Enrolment in primary education %               | 1st  | 1.000  |                                | 0.28              | 98.73              | 99.01  | 0-100      |
| Enrolment in secondary education %             | 1st  | 1.000  |                                | 13.42             | 116.86             | 130.28 | 0-200      |
| Enrolment in tertiary education %              | 1st  | 1.000  |                                | 41.49             | 56.08              | 97.57  | 0-200      |
| Health and Survival                            | 19th | 0.979  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 1st  | 0.944  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 32nd | 1.060  |                                | -                 | -                  | -      | 0-100      |
| Political Empowerment                          | 89th | 0.190  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 71st | 0.394  |                                | -43.43            | 28.28              | 71.72  | 0-100      |
| Women in ministerial positions %               | 78th | 0.273  |                                | -57.14            | 21.43              | 78.57  | 0-100      |
| Years with female/male head of state (last 50) | 81st | 0.000  |                                | -50.00            | 0                  | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 77.24 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 31.02 |
| Population sex ratio   | female/male, %              | 51.51 |
| Population growth rate | %                           | -0.08 |

| Indicator        | Million people | Female | Male | Value |
|------------------|----------------|--------|------|-------|
| Total population |                | 1.75   | 1.64 | 3.39  |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 16.60 |
| Firms with female top managers        | % firms | 10.60 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.92  |

| Indicator    | Million people | Female | Male | Value |
|--------------|----------------|--------|------|-------|
| Labour-force |                | 0.74   | 0.88 | 1.62  |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | 30.25  | 32.99 | 31.76 |
| Unemployed adults                                         | % of labour force (15-64) | 9.65   | 7.67  | 8.58  |
| Workers employed part-time                                | % of employed people      | 53.54  | 33.47 | 42.50 |
| Proportion of time spent on unpaid domestic and care work | %                         | n. a.  | n. a. | n. a. |

### Access to finance

| Indicator                                   | Equal rights | Value |
|---------------------------------------------|--------------|-------|
| Access to financial services                | Equal rights | ◆     |
| Inheritance rights for widows and daughters | Equal rights | ◆     |
| Access to land assets                       | Equal rights | ◆     |
| Access to non-land assets                   | Equal rights | ◆     |

### Civil and political freedom

| Indicator                                | Unit          | Value |
|------------------------------------------|---------------|-------|
| Year women received right to vote        | year          | 1932  |
| Number of female heads of state to date  | number        | n. a. |
| Seats held in upper house                | % total seats | 32.26 |
| Indicator                                | Yes/No        | Value |
| Election list quotas for women, national | Yes           |       |
| Party membership quotas, voluntary       | Yes           |       |
| Indicator                                | Equal rights  | Value |
| Access to justice                        | Equal rights  | ◆     |
| Freedom of movement                      | Equal rights  | ◆     |

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | n. a. |
| Early marriage                            | %             | 7.40  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Restricted rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 98     | 13   | 0     |

### Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 10.40  | 22.50 | 14.54 |
| Agri., Forestry, Fisheries & Veterinary |   | 2.28   | 5.57  | 3.41  |
| Arts & Humanities                       |   | 3.04   | 2.43  | 2.83  |
| Business, Admin. & Law                  |   | 24.33  | 29.63 | 26.14 |
| Education                               |   | 26.02  | 14.06 | 21.93 |
| Engineering, Manuf. & Construction      |   | 6.33   | 10.70 | 7.82  |
| Health & Welfare                        |   | 24.06  | 12.16 | 19.99 |
| Information & Comm. Technologies        |   | 1.51   | 8.99  | 4.07  |
| Natural Sci., Mathematics & Statistics  |   | 2.55   | 2.82  | 2.64  |
| Social Sci., Journalism & Information   |   | 7.81   | 5.81  | 7.13  |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 8.25   | 12.07 | 10.20  |
| PhD graduates                     |              | 2.57   | 2.30  | 2.44   |
| Graduates from tertiary education |              | 8.25   | 12.07 | 10.20  |

### Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 18.00  |
| Births attended by skilled personnel      | % live births                  | 100.00 |
| Maternal mortality                        | deaths per 100,000 live births | 15.00  |
| Total fertility rate                      | births per woman               | 1.41   |

| Indicator             | Equal rights | Value |
|-----------------------|--------------|-------|
| Reproductive autonomy | Equal rights | ◆     |

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

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

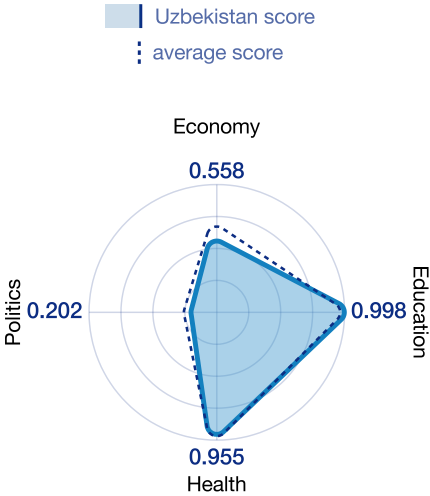
Uzbekistan

0.678

110th

2025

Global Gender Gap Index 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.678 | 110th | 0.681  | 108th |
| Economic Participation and Opportunity | 0.558 | 123rd | 0.598  | 115th |
| Educational Attainment                 | 0.998 | 43rd  | 0.990  | 87th  |
| Health and Survival                    | 0.955 | 141st | 0.959  | 136th |
| Political Empowerment                  | 0.202 | 82nd  | 0.176  | 89th  |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 123rd | 0.558  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 127th | 0.546  |                                | -33.23            | 39.92              | 73.14  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 45th  | 0.702  |                                | -                 | -                  | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 137th | 0.369  |                                | -9.20             | 5.37               | 14.56  | 0-150      |
| Legislators, senior officials and managers %   | -     | -      | -                              | -                 | -                  | -      | -          |
| Professional and technical workers %           | -     | -      | -                              | -                 | -                  | -      | -          |
| Educational Attainment                         | 43rd  | 0.998  |                                | -                 | -                  | -      | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0                 | 100.00             | 100.00 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.24              | 95.08              | 95.32  | 0-100      |
| Enrolment in secondary education %             | 100th | 0.993  |                                | -0.67             | 96.49              | 97.17  | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 6.78              | 52.89              | 59.67  | 0-200      |
| Health and Survival                            | 141st | 0.955  |                                | -                 | -                  | -      | -          |
| Sex ratio at birth** %                         | 143rd | 0.926  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 98th  | 1.020  |                                | -                 | -                  | -      | 0-100      |
| Political Empowerment                          | 82nd  | 0.202  |                                | -                 | -                  | -      | -          |
| Women in parliament %                          | 34th  | 0.613  |                                | -24.00            | 38.00              | 62.00  | 0-100      |
| Women in ministerial positions %               | 140th | 0.050  |                                | -90.48            | 4.76               | 95.24  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00  | 0-50       |

Complementary Targets and Contextual Indicators

2025

| General indicators     |                             |        |       |       |
|------------------------|-----------------------------|--------|-------|-------|
| Indicator              | Unit                        | Value  |       |       |
| GDP                    | US\$ billions               | 101.59 |       |       |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 10.01  |       |       |
| Population sex ratio   | female/male, %              | 49.56  |       |       |
| Population growth rate | %                           | 2.02   |       |       |
| Indicator              | Million people              | Female | Male  | Value |
| Total population       |                             | 17.67  | 17.98 | 35.65 |

| Work participation and leadership     |         |       |  |  |
|---------------------------------------|---------|-------|--|--|
| Indicator                             | Unit    | Value |  |  |
| Gender wage gap                       | %       | n. a. |  |  |
| Share of women's membership in boards | %       | n. a. |  |  |
| Firms with female majority ownership  | % firms | 12.50 |  |  |
| Firms with female top managers        | % firms | 12.40 |  |  |

| Indicator                                | 1-7 (best)     | Value  |      |       |
|------------------------------------------|----------------|--------|------|-------|
| Advancement of women to leadership roles |                | 4.55   |      |       |
| Indicator                                | Million people | Female | Male | Value |
| Labour-force                             |                | 4.39   | 7.80 | 12.20 |

| Indicator                                                 | Unit                      | Female | Male  | Value |
|-----------------------------------------------------------|---------------------------|--------|-------|-------|
| Share of workers in informal sector                       | % workers                 | n. a.  | n. a. | n. a. |
| Unemployed adults                                         | % of labour force (15-64) | 7.68   | 3.96  | 5.31  |
| 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                                   | Equal rights      | Value |  |  |
| Access to financial services                | Equal rights      |       |  |  |
| Inheritance rights for widows and daughters | Near-equal rights |       |  |  |
| Access to land assets                       | Near-equal rights |       |  |  |
| Access to non-land assets                   | Near-equal rights |       |  |  |

| Civil and political freedom              |                   |       |  |  |
|------------------------------------------|-------------------|-------|--|--|
| Indicator                                | Unit              | Value |  |  |
| Year women received right to vote        | year              | n. a. |  |  |
| Number of female heads of state to date  | number            | n. a. |  |  |
| Seats held in upper house                | % total seats     | 24.62 |  |  |
| Indicator                                | Yes/No            | Value |  |  |
| Election list quotas for women, national | Yes               |       |  |  |
| Party membership quotas, voluntary       | Yes               |       |  |  |
| Indicator                                | Equal rights      | Value |  |  |
| Access to justice                        | Near-equal rights |       |  |  |
| Freedom of movement                      | Equal rights      |       |  |  |

| Family and care                           |                   |        |      |        |
|-------------------------------------------|-------------------|--------|------|--------|
| Indicator                                 | Unit              | Value  |      |        |
| Unmet family planning                     | % women 15-49     | 10.96  |      |        |
| Early marriage                            | %                 | 11.90  |      |        |
| Mean age of women at birth of first child | years             | 23.50  |      |        |
| Indicator                                 | Equal rights      | Value  |      |        |
| Right to divorce                          | Restricted rights |        |      |        |
| Indicator                                 | Shared days       | Female | Male | Value  |
| Length of paid parental leave             |                   | 126    | 0    | 674.00 |

| Education and skills                    |   |        |       |       |
|-----------------------------------------|---|--------|-------|-------|
| Graduates                               | % | Female | Male  | Value |
| STEM                                    |   | 17.53  | 45.31 | 32.79 |
| Agri., Forestry, Fisheries & Veterinary |   | 3.92   | 8.29  | 6.32  |
| Arts & Humanities                       |   | 10.61  | 6.55  | 8.38  |
| Business, Admin. & Law                  |   | 5.04   | 13.35 | 9.60  |
| Education                               |   | 54.32  | 16.75 | 33.68 |
| Engineering, Manuf. & Construction      |   | 8.41   | 32.62 | 21.71 |
| Health & Welfare                        |   | 4.91   | 5.00  | 4.96  |
| Information & Comm. Technologies        |   | 2.11   | 7.06  | 4.83  |
| Natural Sci., Mathematics & Statistics  |   | 7.01   | 5.64  | 6.26  |
| Social Sci., Journalism & Information   |   | 1.19   | 0.63  | 0.88  |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 5.49   | 6.37  | 5.94   |
| PhD graduates                     |              | n. a.  | n. a. | n. a.  |
| Graduates from tertiary education |              | 5.49   | 6.37  | 5.94   |

| Health                                    |                                |       |  |  |
|-------------------------------------------|--------------------------------|-------|--|--|
| Indicator                                 | Unit                           | Value |  |  |
| Prevalence of gender violence in lifetime | % women                        | n. a. |  |  |
| Births attended by skilled personnel      | % live births                  | 99.00 |  |  |
| Maternal mortality                        | deaths per 100,000 live births | 26.00 |  |  |
| Total fertility rate                      | births per woman               | 3.50  |  |  |
| Indicator                                 | 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.

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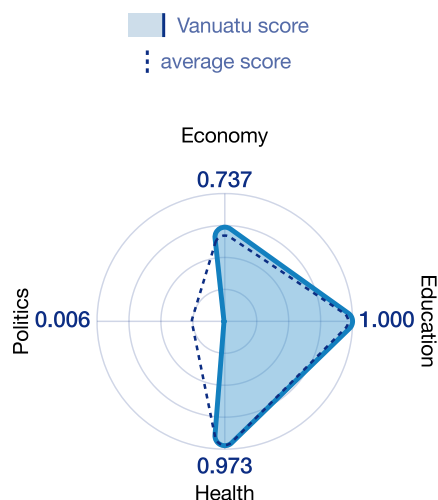
## Vanuatu

0.679

109th

2025

## Global Gender Gap Index 2025 Edition



## Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.679 | 109th | 0.673  | 111th |
| Economic Participation and Opportunity | 0.737 | 44th  | 0.719  | 55th  |
| Educational Attainment                 | 1.000 | 41st  | 0.997  | 51st  |
| Health and Survival                    | 0.973 | 53rd  | 0.971  | 64th  |
| Political Empowerment                  | 0.006 | 148th | 0.006  | 146th |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|--------|------------|
|                                                |       |        |                                |                   | Min                | Max    |            |
| Economic Participation and Opportun...         | 44th  | 0.737  |                                | -                 |                    |        | -          |
| Labour-force participation rate %              | 73rd  | 0.791  |                                | -10.03            | 37.91◆             | 47.94  | 0-100      |
| Wage equality for similar work 1-7 (best)      | -     | -      |                                | -                 | -                  | -      | -          |
| Estimated earned income int'l \$ 1,000         | 58th  | 0.656  |                                | -1.29             | 2.47◆              | 3.76   | 0-150      |
| Legislators, senior officials and managers %   | 61st  | 0.573  |                                | -27.14            | 36.43◆             | 63.57  | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 2.41              | 48.79◆             | 51.21  | 0-100      |
| Educational Attainment                         | 41st  | 1.000  |                                | -                 |                    |        | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0.45              | 87.73◆             | 88.18  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 0.65              | 96.80◆             | 97.46  | 0-100      |
| Enrolment in secondary education %             | 92nd  | 0.999  |                                | -0.18             | 127.27◆            | 127.45 | 0-200      |
| Enrolment in tertiary education %              | -     | -      |                                | -                 | -                  | -      | -          |
| Health and Survival                            | 53rd  | 0.973  |                                | -                 |                    |        | -          |
| Sex ratio at birth** %                         | 134th | 0.935  |                                | -                 | -                  | -      | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -                  | -      | 0-100      |
| Political Empowerment                          | 148th | 0.006  |                                | -                 |                    |        | -          |
| Women in parliament %                          | 141st | 0.020  |                                | -96.15            | 1.92◆              | 98.08  | 0-100      |
| Women in ministerial positions %               | 144th | 0.000  |                                | -100.00           | 0◆                 | 100.00 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0◆                 | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

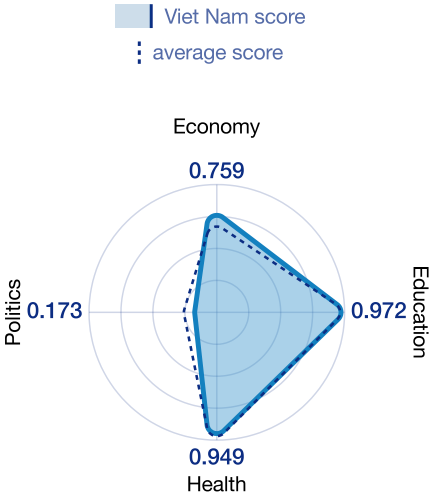
| General indicators                                        |                             |            |       |       |
|-----------------------------------------------------------|-----------------------------|------------|-------|-------|
| Indicator                                                 | Unit                        | Value      |       |       |
| GDP                                                       | US\$ billions               | 1.13       |       |       |
| GDP per capita, PPP                                       | constant '21, intl. \$ 1000 | 3.12       |       |       |
| Population sex ratio                                      | female/male, %              | 49.50      |       |       |
| Population growth rate                                    | %                           | 2.32       |       |       |
| Indicator                                                 | Million people              | Female     | Male  | Value |
| Total population                                          |                             | 0.16       | 0.16  | 0.32  |
| Work participation and leadership                         |                             |            |       |       |
| Indicator                                                 | Unit                        | Value      |       |       |
| Gender wage gap                                           | %                           | n. a.      |       |       |
| Share of women's membership in boards                     | %                           | n. a.      |       |       |
| Firms with female majority ownership                      | % firms                     | 19.40      |       |       |
| Firms with female top managers                            | % firms                     | 39.70      |       |       |
| Indicator                                                 | 1-7 (best)                  | Value      |       |       |
| Advancement of women to leadership roles                  |                             | n. a.      |       |       |
| Indicator                                                 | Million people              | Female     | Male  | Value |
| Labour-force                                              |                             | 0.03       | 0.04  | 0.06  |
| Indicator                                                 | Unit                        | Female     | Male  | Value |
| Share of workers in informal sector                       | % workers                   | 73.84      | 71.22 | 72.40 |
| <div><div></div><div></div><div></div></div>              |                             |            |       |       |
| Unemployed adults (15-64)                                 | % of labour force (15-64)   | 4.28       | 4.14  | 4.20  |
| <div><div></div><div></div><div></div></div>              |                             |            |       |       |
| Workers employed part-time                                | % of employed people        | 61.82      | 55.63 | 58.38 |
| <div><div></div><div></div><div></div></div>              |                             |            |       |       |
| Proportion of time spent on unpaid domestic and care work | %                           | n. a.      | n. a. | n. a. |
| <div><div></div><div></div><div></div></div>              |                             |            |       |       |
| Access to finance                                         |                             |            |       |       |
| Indicator                                                 | Equal rights                | Value      |       |       |
| Access to financial services                              |                             | n. a.      |       |       |
| Inheritance rights for widows and daughters               |                             | n. a.      |       |       |
| Access to land assets                                     |                             | n. a.      |       |       |
| Access to non-land assets                                 |                             | n. a.      |       |       |
| Civil and political freedom                               |                             |            |       |       |
| Indicator                                                 | Unit                        | Value      |       |       |
| Year women received right to vote                         | year                        | 1975, 1980 |       |       |
| Number of female heads of state to date                   | number                      | n. a.      |       |       |
| 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                                                 | Equal rights                | Value      |       |       |
| Access to justice                                         |                             | n. a.      |       |       |
| Freedom of movement                                       |                             | n. a.      |       |       |

| Family and care                           |                                |        |       |        |
|-------------------------------------------|--------------------------------|--------|-------|--------|
| Indicator                                 | Unit                           | Value  |       |        |
| Unmet family planning                     | % women 15-49                  | n. a.  |       |        |
| Early marriage                            | %                              | n. a.  |       |        |
| Mean age of women at birth of first child | years                          | n. a.  |       |        |
| Indicator                                 | Equal rights                   | Value  |       |        |
| Right to divorce                          |                                | n. a.  |       |        |
| Indicator                                 | Shared days                    | Female | Male  | Value  |
| Length of paid parental leave             |                                | 84     | 0     | 0      |
| Education and skills                      |                                |        |       |        |
| Graduates                                 | %                              | Female | Male  | Value  |
| STEM                                      |                                | n. a.  | n. a. | n. a.  |
| Agri., Forestry, Fisheries & Veterinary   |                                | n. a.  | n. a. | n. a.  |
| Arts & Humanities                         |                                | n. a.  | n. a. | n. a.  |
| Business, Admin. & Law                    |                                | n. a.  | n. a. | n. a.  |
| Education                                 |                                | n. a.  | n. a. | n. a.  |
| Engineering, Manuf. & Construction        |                                | n. a.  | n. a. | n. a.  |
| Health & Welfare                          |                                | n. a.  | n. a. | n. a.  |
| Information & Comm. Technologies          |                                | n. a.  | n. a. | n. a.  |
| Natural Sci., Mathematics & Statistics    |                                | n. a.  | n. a. | n. a.  |
| Social Sci., Journalism & Information     |                                | n. a.  | n. a. | n. a.  |
| Graduates                                 | Attainment %                   | Female | Male  | Parity |
| Vocational training                       |                                | 0.67   | 0.70  | 0.68   |
| PhD graduates                             |                                | 0.03   | 0.08  | 0.06   |
| Graduates from tertiary education         |                                | 0.67   | 0.70  | 0.68   |
| 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 | 100.00 |       |        |
| Total fertility rate                      | births per woman               | 3.60   |       |        |
| Indicator                                 | 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 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | ▼ 2024 |       |
|----------------------------------------|-------|-------|--------|-------|
|                                        | Score | Rank  | Score  | Rank  |
| Global Gender Gap Index                | 0.713 | 74th  | 0.715  | 72nd  |
| Economic Participation and Opportunity | 0.759 | 25th  | 0.751  | 29th  |
| Educational Attainment                 | 0.972 | 109th | 0.992  | 76th  |
| Health and Survival                    | 0.949 | 146th | 0.947  | 144th |
| Political Empowerment                  | 0.173 | 95th  | 0.168  | 96th  |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| Economic Participation and Opportun...         | 25th  | 0.759  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 22nd  | 0.886  |                                | -8.73             | 67.92              | 76.65 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 24th  | 0.740  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 13th  | 0.798  |                                | -3.04             | 12.00              | 15.04 | 0-150      |
| Legislators, senior officials and managers %   | 99th  | 0.375  |                                | -45.47            | 27.27              | 72.73 | 0-100      |
| Professional and technical workers %           | 1st   | 1.000  |                                | 11.54             | 44.23              | 55.77 | 0-100      |
| Educational Attainment                         | 109th | 0.972  |                                | -                 | -                  | -     | -          |
| Literacy rate %                                | 80th  | 0.979  |                                | -2.00             | 95.00              | 97.00 | 0-100      |
| Enrolment in primary education %               | 112th | 0.976  |                                | -2.37             | 97.49              | 99.86 | 0-100      |
| Enrolment in secondary education %             | 127th | 0.941  |                                | -5.66             | 90.55              | 96.21 | 0-200      |
| Enrolment in tertiary education %              | 1st   | 1.000  |                                | 1.22              | 44.15              | 45.37 | 0-200      |
| Health and Survival                            | 146th | 0.949  |                                | -                 | -                  | -     | -          |
| Sex ratio at birth** %                         | 147th | 0.900  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 1st   | 1.060  |                                | -                 | -                  | -     | 0-100      |
| Political Empowerment                          | 95th  | 0.173  |                                | -                 | -                  | -     | -          |
| Women in parliament %                          | 55th  | 0.457  |                                | -37.24            | 31.38              | 68.62 | 0-100      |
| Women in ministerial positions %               | 117th | 0.125  |                                | -77.78            | 11.11              | 88.89 | 0-100      |
| Years with female/male head of state (last 50) | 76th  | 0.002  |                                | -49.82            | 0.09               | 49.91 | 0-50       |

## Complementary Targets and Contextual Indicators

2025

### General indicators

| Indicator              | Unit                        | Value  |
|------------------------|-----------------------------|--------|
| GDP                    | US\$ billions               | 429.72 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 13.49  |
| Population sex ratio   | female/male, %              | 51.02  |
| Population growth rate | %                           | 0.67   |

| Indicator        | Million people | Female | Male  | Value  |
|------------------|----------------|--------|-------|--------|
| Total population |                | 51.20  | 49.15 | 100.35 |

### Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 19.70 |
| Firms with female top managers        | % firms | 19.40 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.76  |

| Indicator    | Million people | Female | Male  | Value |
|--------------|----------------|--------|-------|-------|
| Labour-force |                | 24.17  | 26.13 | 50.30 |

| Indicator                           | Unit      | Female | Male  | Value |
|-------------------------------------|-----------|--------|-------|-------|
| Share of workers in informal sector | % workers | 64.92  | 70.19 | 67.66 |

| Indicator         | Unit                      | Female | Male | Value |
|-------------------|---------------------------|--------|------|-------|
| Unemployed adults | % of labour force (15-64) | 1.61   | 1.86 | 1.75  |

| Indicator                  | Unit                 | Female | Male  | Value |
|----------------------------|----------------------|--------|-------|-------|
| Workers employed part-time | % of employed people | 21.44  | 18.58 | 19.95 |

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

### Access to finance

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

### Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1946  |
| Number of female heads of state to date | number        | 1     |
| Seats held in upper house               | % total seats | n. a. |

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

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

### Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 10.10 |
| Early marriage                            | %             | 7.40  |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights      | Value |
|------------------|-------------------|-------|
| Right to divorce | Restricted rights | ◆     |

| Indicator                     | Shared days | Female | Male | Value |
|-------------------------------|-------------|--------|------|-------|
| Length of paid parental leave |             | 180    | 5    | 0     |

### Education and skills

| Graduates                               | % | Female | Male  | Value |
|-----------------------------------------|---|--------|-------|-------|
| STEM                                    |   | 15.38  | 31.19 | 22.68 |
| Agri., Forestry, Fisheries & Veterinary |   | 4.44   | 4.60  | 4.52  |
| Arts & Humanities                       |   | 4.16   | 3.72  | 3.95  |
| Business, Admin. & Law                  |   | 32.32  | 25.62 | 29.23 |
| Education                               |   | 30.58  | 19.93 | 25.66 |
| Engineering, Manuf. & Construction      |   | 13.73  | 27.18 | 19.94 |
| Health & Welfare                        |   | 6.58   | 5.39  | 6.03  |
| Information & Comm. Technologies        |   | 1.01   | 3.28  | 2.06  |
| Natural Sci., Mathematics & Statistics  |   | 0.64   | 0.73  | 0.68  |
| Social Sci., Journalism & Information   |   | 4.09   | 3.57  | 3.85  |

| Graduates                         | Attainment % | Female | Male  | Parity |
|-----------------------------------|--------------|--------|-------|--------|
| Vocational training               |              | 10.20  | 21.05 | 15.67  |
| PhD graduates                     |              | 0.04   | 0.10  | 0.07   |
| Graduates from tertiary education |              | 10.20  | 21.05 | 15.67  |

### Health

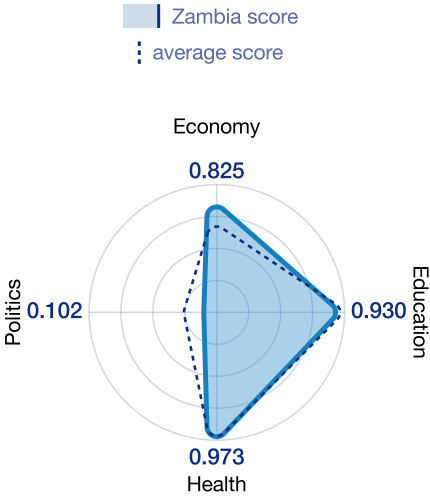
| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 25.00 |
| Births attended by skilled personnel      | % live births                  | 96.10 |
| Maternal mortality                        | deaths per 100,000 live births | 48.00 |
| Total fertility rate                      | births per woman               | 1.91  |

| Indicator             | 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 2025 Edition



Overview

| Index and Subindex                     | 2025  |       | 2024  |       |
|----------------------------------------|-------|-------|-------|-------|
|                                        | Score | Rank  | Score | Rank  |
| Global Gender Gap Index                | 0.707 | 79th  | 0.697 | 92nd  |
| Economic Participation and Opportunity | 0.825 | 6th   | 0.740 | 38th  |
| Educational Attainment                 | 0.930 | 126th | 0.979 | 101st |
| Health and Survival                    | 0.973 | 56th  | 0.980 | 1st   |
| Political Empowerment                  | 0.102 | 120th | 0.090 | 124th |

Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | Female vs Male |        | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|----------------|--------|------------|
|                                                |       |        |                                |                   | ◆ Female       | ◆ Male |            |
| Economic Participation and Opportun...         | 6th   | 0.825  |                                | -                 | Min            | Max    | -          |
| Labour-force participation rate %              | 59th  | 0.832  |                                | -11.40            | 56.37          | 67.77  | 0-100      |
| Wage equality for similar work 1-7 (best)      | 7th   | 0.814  |                                | -                 | -              | -      | 0-100      |
| Estimated earned income int'l \$ 1,000         | 9th   | 0.824  |                                | -0.71             | 3.32           | 4.03   | 0-150      |
| Legislators, senior officials and managers %   | 23rd  | 0.807  |                                | -10.68            | 44.66          | 55.34  | 0-100      |
| Professional and technical workers %           | 87th  | 0.865  |                                | -7.26             | 46.37          | 53.63  | 0-100      |
| Educational Attainment                         | 126th | 0.930  |                                | -                 | -              | -      | -          |
| Literacy rate %                                | 124th | 0.761  |                                | -19.54            | 62.18          | 81.72  | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 2.09              | 84.13          | 86.21  | 0-100      |
| Enrolment in secondary education %             | -     | -      | -                              | -                 | -              | -      | -          |
| Enrolment in tertiary education %              | -     | -      | -                              | -                 | -              | -      | -          |
| Health and Survival                            | 56th  | 0.973  |                                | -                 | -              | -      | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -              | -      | 0-100      |
| Healthy life expectancy** years                | 63rd  | 1.038  |                                | -                 | -              | -      | 0-100      |
| Political Empowerment                          | 120th | 0.102  |                                | -                 | -              | -      | -          |
| Women in parliament %                          | 120th | 0.176  |                                | -70.06            | 14.97          | 85.03  | 0-100      |
| Women in ministerial positions %               | 98th  | 0.190  |                                | -68.00            | 16.00          | 84.00  | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0              | 50.00  | 0-50       |

## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 27.58 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 3.67  |
| Population sex ratio   | female/male, %              | 50.51 |
| Population growth rate | %                           | 2.79  |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 10.47    | 10.26  | 20.72 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 16.50 |
| Firms with female top managers        | % firms | 12.90 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 5.96  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 2.59     | 3.04   | 5.63  |

| Indicator                           | Unit      | ◆ Female | ◆ Male | Value |
|-------------------------------------|-----------|----------|--------|-------|
| Share of workers in informal sector | % workers | 88.11    | 80.15  | 83.83 |

| Indicator         | Unit                      | ◆ Female | ◆ Male | Value |
|-------------------|---------------------------|----------|--------|-------|
| Unemployed adults | % of labour force (15-64) | 6.28     | 5.88   | 6.07  |

| Indicator                  | Unit                 | ◆ Female | ◆ Male | Value |
|----------------------------|----------------------|----------|--------|-------|
| Workers employed part-time | % of employed people | 17.24    | 16.02  | 16.58 |

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

## Access to finance

| Indicator                                   | Equal rights        | Value |
|---------------------------------------------|---------------------|-------|
| Access to financial services                | Near-equal rights ◆ |       |
| Inheritance rights for widows and daughters | Near-equal rights ◆ |       |
| Access to land assets                       | Uneven rights ◆     |       |
| Access to non-land assets                   | Uneven rights ◆     |       |

## Civil and political freedom

| Indicator                               | Unit          | Value |
|-----------------------------------------|---------------|-------|
| Year women received right to vote       | year          | 1962  |
| Number of female heads of state to date | number        | n. a. |
| 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           | Equal rights        | Value |
|---------------------|---------------------|-------|
| Access to justice   | Equal rights ◆      |       |
| Freedom of movement | Restricted rights ◆ |       |

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 19.70 |
| Early marriage                            | %             | 14.60 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights    | Value |
|------------------|-----------------|-------|
| Right to divorce | Uneven rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 98       | 0      | 0     |

## Education and skills

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
| STEM      |   | n. a.    | n. a.  | n. a. |

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

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

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

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

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

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

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

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

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

| Graduates           | Attainment % | ◆ Female | ◆ Male | Parity |
|---------------------|--------------|----------|--------|--------|
| Vocational training |              | n. a.    | n. a.  | n. a.  |

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

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

## Health

| Indicator                                 | Unit                           | Value |
|-------------------------------------------|--------------------------------|-------|
| Prevalence of gender violence in lifetime | % women                        | 41.00 |
| Births attended by skilled personnel      | % live births                  | 80.40 |
| Maternal mortality                        | deaths per 100,000 live births | 85.00 |
| Total fertility rate                      | births per woman               | 4.10  |

| Indicator             | 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.

## Zimbabwe

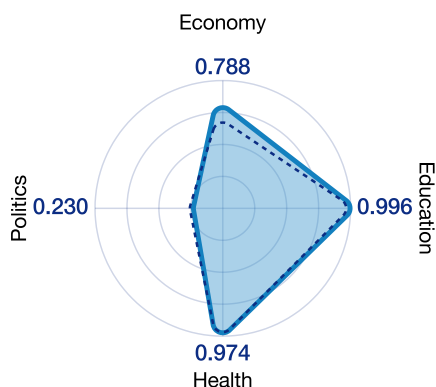
0.747

49th

2025

## Global Gender Gap Index 2025 Edition

■ Zimbabwe score  
⋮ average score



## Overview

| Index and Subindex                     | 2025  |      | ▼ 2024 |      |
|----------------------------------------|-------|------|--------|------|
|                                        | Score | Rank | Score  | Rank |
| Global Gender Gap Index                | 0.747 | 49th | 0.740  | 52nd |
| Economic Participation and Opportunity | 0.788 | 15th | 0.786  | 14th |
| Educational Attainment                 | 0.996 | 56th | 0.994  | 64th |
| Health and Survival                    | 0.974 | 47th | 0.980  | 1st  |
| Political Empowerment                  | 0.230 | 77th | 0.199  | 83rd |

## Global Gender Gap Index Indicators

2025

| Indicator                                      | Rank  | Score* | Compare with<br>Global average | Difference<br>F-M | ◆ Female vs ◆ Male |       | Min<br>Max |
|------------------------------------------------|-------|--------|--------------------------------|-------------------|--------------------|-------|------------|
|                                                |       |        |                                |                   | Min                | Max   |            |
| <b>Economic Participation and Opportunity</b>  | 15th  | 0.788  |                                | -                 |                    |       | -          |
| Labour-force participation rate %              | 57th  | 0.835  |                                | -12.25            | 62.10              | 74.35 | 0-100      |
| Wage equality for similar work 1-7 (best)      | 20th  | 0.752  |                                | -                 | -                  | -     | 0-100      |
| Estimated earned income int'l \$ 1,000         | 10th  | 0.824  |                                | -0.67             | 3.12               | 3.79  | 0-150      |
| Legislators, senior officials and managers %   | 47th  | 0.638  |                                | -22.10            | 38.95              | 61.05 | 0-100      |
| Professional and technical workers %           | 81st  | 0.919  |                                | -4.20             | 47.90              | 52.10 | 0-100      |
| <b>Educational Attainment</b>                  | 56th  | 0.996  |                                | -                 |                    |       | -          |
| Literacy rate %                                | 1st   | 1.000  |                                | 0.28              | 93.08              | 93.36 | 0-100      |
| Enrolment in primary education %               | 1st   | 1.000  |                                | 2.05              | 89.84              | 91.89 | 0-100      |
| Enrolment in secondary education %             | -     | -      |                                | -                 | -                  | -     | -          |
| Enrolment in tertiary education %              | 111th | 0.976  |                                | -0.26             | 10.57              | 10.84 | 0-200      |
| <b>Health and Survival</b>                     | 47th  | 0.974  |                                | -                 |                    |       | -          |
| Sex ratio at birth** %                         | 1st   | 0.944  |                                | -                 | -                  | -     | 0-100      |
| Healthy life expectancy** years                | 55th  | 1.041  |                                | -                 | -                  | -     | 0-100      |
| <b>Political Empowerment</b>                   | 77th  | 0.230  |                                | -                 |                    |       | -          |
| Women in parliament %                          | 61st  | 0.431  |                                | -39.78            | 30.11              | 69.89 | 0-100      |
| Women in ministerial positions %               | 58th  | 0.389  |                                | -44.00            | 28.00              | 72.00 | 0-100      |
| Years with female/male head of state (last 50) | 81st  | 0.000  |                                | -50.00            | 0                  | 50.00 | 0-50       |



## Complementary Targets and Contextual Indicators

2025

## General indicators

| Indicator              | Unit                        | Value |
|------------------------|-----------------------------|-------|
| GDP                    | US\$ billions               | 35.23 |
| GDP per capita, PPP    | constant '21, intl. \$ 1000 | 3.44  |
| Population sex ratio   | female/male, %              | 52.38 |
| Population growth rate | %                           | 1.68  |

| Indicator        | Million people | ◆ Female | ◆ Male | Value |
|------------------|----------------|----------|--------|-------|
| Total population |                | 8.56     | 7.78   | 16.34 |

## Work participation and leadership

| Indicator                             | Unit    | Value |
|---------------------------------------|---------|-------|
| Gender wage gap                       | %       | n. a. |
| Share of women's membership in boards | %       | n. a. |
| Firms with female majority ownership  | % firms | 13.90 |
| Firms with female top managers        | % firms | 16.30 |

| Indicator                                | 1-7 (best) | Value |
|------------------------------------------|------------|-------|
| Advancement of women to leadership roles |            | 4.82  |

| Indicator    | Million people | ◆ Female | ◆ Male | Value |
|--------------|----------------|----------|--------|-------|
| Labour-force |                | 2.40     | 2.39   | 4.79  |

| Indicator                           | Unit      | ◆ Female | ◆ Male | Value |
|-------------------------------------|-----------|----------|--------|-------|
| Share of workers in informal sector | % workers | 90.93    | 85.33  | 88.07 |

|                   |                           |       |      |      |
|-------------------|---------------------------|-------|------|------|
| Unemployed adults | % of labour force (15-64) | 10.28 | 9.65 | 9.96 |
|-------------------|---------------------------|-------|------|------|

|                            |                      |       |       |       |
|----------------------------|----------------------|-------|-------|-------|
| Workers employed part-time | % of employed people | 15.12 | 13.40 | 14.25 |
|----------------------------|----------------------|-------|-------|-------|

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

## Access to finance

| Indicator                                   | 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          | 1957, 1980 |
| Number of female heads of state to date | number        | n. a.      |
| Seats held in upper house               | % total seats | 44.30      |

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

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

## Family and care

| Indicator                                 | Unit          | Value |
|-------------------------------------------|---------------|-------|
| Unmet family planning                     | % women 15-49 | 10.40 |
| Early marriage                            | %             | 21.20 |
| Mean age of women at birth of first child | years         | n. a. |

| Indicator        | Equal rights   | Value |
|------------------|----------------|-------|
| Right to divorce | Equal rights ◆ |       |

| Indicator                     | Shared days | ◆ Female | ◆ Male | Value |
|-------------------------------|-------------|----------|--------|-------|
| Length of paid parental leave |             | 98       | 0      | 0     |

## Education and skills

| Graduates | % | ◆ Female | ◆ Male | Value |
|-----------|---|----------|--------|-------|
| STEM      |   | 20.95    | 36.81  | 30.22 |

|                                         |      |      |      |
|-----------------------------------------|------|------|------|
| Agri., Forestry, Fisheries & Veterinary | 4.08 | 2.80 | 3.33 |
|-----------------------------------------|------|------|------|

|                   |      |      |      |
|-------------------|------|------|------|
| Arts & Humanities | 8.00 | 6.62 | 7.19 |
|-------------------|------|------|------|

|                        |       |       |       |
|------------------------|-------|-------|-------|
| Business, Admin. & Law | 33.57 | 22.20 | 26.92 |
|------------------------|-------|-------|-------|

|           |      |       |       |
|-----------|------|-------|-------|
| Education | 9.73 | 10.20 | 10.00 |
|-----------|------|-------|-------|

|                                    |      |       |       |
|------------------------------------|------|-------|-------|
| Engineering, Manuf. & Construction | 9.02 | 24.91 | 18.31 |
|------------------------------------|------|-------|-------|

|                  |      |      |      |
|------------------|------|------|------|
| Health & Welfare | 2.10 | 3.35 | 2.83 |
|------------------|------|------|------|

|                                  |      |      |      |
|----------------------------------|------|------|------|
| Information & Comm. Technologies | 9.37 | 7.78 | 8.44 |
|----------------------------------|------|------|------|

|                                        |      |      |      |
|----------------------------------------|------|------|------|
| Natural Sci., Mathematics & Statistics | 2.56 | 4.13 | 3.48 |
|----------------------------------------|------|------|------|

|                                       |       |       |       |
|---------------------------------------|-------|-------|-------|
| Social Sci., Journalism & Information | 16.20 | 13.70 | 14.74 |
|---------------------------------------|-------|-------|-------|

| Graduates                         | Attainment % | ◆ Female | ◆ Male | Parity |
|-----------------------------------|--------------|----------|--------|--------|
| Vocational training               |              | n. a.    | n. a.  | n. a.  |
| PhD graduates                     |              | 0.02     | 0.07   | 0.04   |
| Graduates from tertiary education |              | n. a.    | n. a.  | n. a.  |

## Health

| Indicator                                 | Unit                           | Value  |
|-------------------------------------------|--------------------------------|--------|
| Prevalence of gender violence in lifetime | % women                        | 35.00  |
| Births attended by skilled personnel      | % live births                  | 86.00  |
| Maternal mortality                        | deaths per 100,000 live births | 358.00 |
| Total fertility rate                      | births per woman               | 3.72   |

| Indicator             | 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.

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The Centre for the New Economy and Society aims to empower decision-making among leaders in business and policy by providing fresh, actionable insight through collaboration with leading experts and data-holding companies. We are pleased to have collaborated with and thank the following contributors:

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| BRANDi and Companies               | IBM Corporation                                 | Publicis Groupe                              |
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|                                                   |                            |                        |
|---------------------------------------------------|----------------------------|------------------------|
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