THE PATHS TO EQUAL

Twin indices on women's empowerment and gender equality

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Foreword

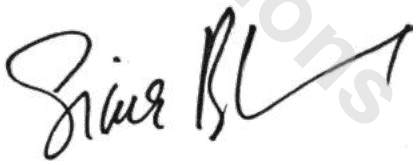
This report centres on the unfinished business of our time: delivering on the promise of gender equality, securing the human rights of women and girls and ensuring that their fundamental freedoms are fully realized. To address the empowerment of all women and girls and gender equality, the *human development* approach, rooted in capabilities, provides a conceptual framework. It pivots on enlarging opportunities for all people, equally. As progress towards gender equality stalls, the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the United Nations Development Programme (UNDP) have joined forces to expand measures that guide national and international policy action, research and advocacy on the empowerment of all women and girls and gender equality.

The result of this collaboration is the twin experimental gender indices in this report. The first, the new *Women's Empowerment Index*, focuses on measuring women's power and freedoms to make choices and seize opportunities in life. It is the first UN gender index to include violence against women and girls as a standalone dimension. The second, the *Global Gender Parity Index*, assesses the gender gap across four dimensions of human development: health, education, inclusion and decisionmaking. Together, they provide a more complete picture of countries' progress towards women's empowerment and gender equality. These indices are a key contribution to the Sustainable Development Goals (SDGs) stock-taking moment at the 2023 SDG Summit and a means of furthering efforts to achieve SDG 5 on gender equality.

Using these new lenses, the findings are sobering. Women's power and freedom to make choices and seize opportunities remain largely restricted, and no country has achieved full gender parity. Low women's empowerment and large gender gaps are commonplace. The analysis also shows that higher human development is not the answer in isolation. Some countries on the lower range of the Human Development Index have some of the smallest gender gaps.

The world is at a critical crossroads. Multiple and interlinked global crises, including continuing and new violent conflicts, intensifying societal polarization, climate change and the rise in disasters caused by natural hazards, as well as the ongoing cost-of-living crisis emanating from the aftershocks of the COVID-19 pandemic, have exacerbated women's disadvantages. The global community was already off track to achieve gender equality by 2030 before these cascading crises, but current trends have pushed progress farther off course. We hope the twin indices will provide a critical gender perspective as countries navigate this period of turmoil and vulnerability and support policy change and collective action to fulfil the promises of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development. The path to equal faces many obstacles. Yet it is the only path to a more peaceful, prosperous and sustainable world.

Achim Steiner
Administrator
United Nations Development Programme



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1. Overview

This report expands the measures for women and girls to exercise their potential, their opportunities and the choices available to them. Policies that seek to further empower women and girls and achieve gender parity require robust data and measures that are comparable across countries and based on a sound methodology. While some such measures are available, the picture has been incomplete.

Across the world men have been afforded advantages—including outsized roles in leadership and decisionmaking—that are unavailable to women. These disparities—sometimes underpinned by law, other times propagated through norms and practices—lead to unequal distribution of power, to unequal human capabilities and ultimately to unequal outcomes. They are harmful not just to women's well-being and advancement but also to human progress.

The report uses data for 114 countries, including new data on the progress towards the Sustainable Development Goals to fill some gaps. It introduces a new multidimensional framework to measure the status of women's empowerment and gender equality across the world, with the Women's Empowerment Index (WEI) and the Global Gender Parity Index (GGPI) as new twin indices.

The WEI focuses solely on women, measuring their power and freedoms to make choices and seize opportunities in life. The GGPI evaluates the status of women relative to men in core dimensions of human development and exposes gaps in parity between women and men.

The two indices are complementary. Each addresses a different set of issues, and together they provide a more complete picture of countries' achievements in women's empowerment and gender parity.[1] At a time when the world is facing multiple and interlinked health, climate and humanitarian crises—coupled with widespread and intensifying societal polarization that undermine human development and exacerbate existing power imbalances and gender disparities—these new twin indices aim to accelerate the reduction in existing power imbalances and gender disparities and to support policy change and collective action to fulfil the promises of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development.

Key findings

- Globally, women are empowered to achieve, on average, only 60 percent of their full potential, as measured by the WEI, and achieve, on average, 28 percent less than men across key human development dimensions, as measured by the GGPI.
- None of the 114 countries analysed has achieved full women's empowerment or complete gender parity. Moreover, less than 1 percent of women and girls live in countries with both high women's empowerment and high performance in achieving gender parity.
- 3.1 billion women and girls—more than 90 percent of the world's female population—live in countries characterized by low or middle women's empowerment and low or middle performance in achieving gender parity.
- About 8 percent of women and girls live in countries with low or middle women's empowerment but high performance in achieving gender parity. This suggests that small gender gaps do not automatically translate into high women's empowerment.
- No country has achieved high women's empowerment while maintaining a large gender gap. This suggests that women's and girls' empowerment will remain elusive until gender gaps are eliminated.
- Higher human development alone is insufficient to empower women and girls and bring about gender equality. Of the 114 countries analysed, 85 have low or middle women's empowerment and low or middle performance in achieving gender parity. More than half the countries in this group are in the high

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(21 countries) or very high human development group (26 countries), signifying that higher human development does not automatically translate into women's empowerment and gender equality.

- The WEI and GGPI offer different but complementary lenses for assessing progress in advancing women's human development, power and freedoms. In isolation each provides only a partial picture of progress. Together they shed light on the complex challenges faced by women worldwide and pave the way for targeted interventions and policy reforms.

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2. Paths to equal: Two new indices lead the way

Today, more girls are educated than ever before.[2] Harmful practices, including child marriage and female genital mutilation, are declining.[3] And fewer women are dying in childbirth.[4] Women are living longer[5] and are less likely than their mothers and grandmothers to have a child before age 18.[6] More women are entering public life, as representatives in parliament and as ministers and judges.[7] And a greater number are speaking out against gender-based violence, joined by more and more men.[8] Women and girls are also taking a stand in the struggle for racial justice; the rights of workers and people with disabilities; the rights of individuals who identify as lesbian, gay, bisexual, transgender, queer, intersex or another sexual orientation or gender identity; climate justice; and more.[9]

The paths to equal remain long and uncertain

Despite this progress, the path to a gender-equal world remains long and full of roadblocks. Fewer resources are invested in health and education for women than for men.[10] Women have less access to paid work than men, and when women are employed, they are paid less.[11] Less than two-thirds (61.8 percent) of prime-working-age (ages 25–54) women globally are in the labour force, a rate unchanged over the past three decades compared with more than 90 percent of prime-working-age men.[12] When family responsibilities and the unequal distribution of unpaid care and domestic work impede women's ability to join the labour force in the same way as men, this age group has the largest gap in labour force participation.[13]

Women and girls facing overlapping forms of discrimination remain excluded from fully and effectively participating in society.[14] Violence against women and girls remains pervasive even though many countries have passed laws to combat it: Globally, 245 million ever-married/partnered women and girls ages 15 and older are victims of physical and/or sexual violence from an intimate partner each year.[15] And biased gender social norms persist worldwide, driving discrimination against women and girls across different arenas: Close to 9 of 10 men and women hold biases against women.[16]

Multiple and interlinked global crises are pushing progress farther off course

In recent years, the COVID-19 pandemic, climate-related disasters, conflict and humanitarian crises across the globe, coupled with widespread and intensifying polarization, have exacerbated women's disadvantages.[17] As of 31 May 2023, more than 767 million cases of COVID-19 have been confirmed globally, and more than 6.9 million people have died due to COVID-19.[18] Climate change continues to have visible effects everywhere, with extreme weather events becoming more frequent and intense.[19] Women's vulnerability to climate change stems from their limited access to and control of land and environmental goods, exclusion from decisionmaking and higher likelihood of living in poverty.

Today, the global population of forcibly displaced women and girls has reached a record high. As of 14 June 2023, 35 million people globally are living as refugees, more than 50 percent of them from Afghanistan, Syrian Arab Republic and Ukraine.[20] By the end of 2023, close to 10 percent of the world's women and girls—396 million—will be living on less than $2.15 a day.[21] Women, disproportionately represented in vulnerable jobs, faced massive layoffs, reduced incomes and loss of livelihoods during the peak of the COVID-19 pandemic.[22] An estimated 64 million women worldwide lost their jobs in 2020.[23] And the pressure of balancing family care with paid work forced

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millions to exit the labour force altogether.[24] Challenges to women's economic empowerment persist today.[25] The world was never on track to achieve gender equality by 2030, but current trends have pushed it farther off course. A gender perspective is critical to building resilience to crises and shocks.[26]

Arriving at a twin-index approach

Global development frameworks—including the 1995 Beijing Declaration and Platform for Action, the 2000 Millennium Declaration and the 2030 Agenda for Sustainable Development in 2015—have raised the profile of women's and girls' empowerment and gender equality and the global community's commitment to them. Those frameworks have also elevated the importance of gender-sensitive monitoring and evaluation frameworks. As a result, more country-level gender statistics have become available.[27] Methodologies have improved, investments have been made in data collection and processing, and support has grown for data dissemination and use.[28] However, with just seven years remaining to achieve the Sustainable Development Goals (SDGs), greater efforts are needed to diagnose the root causes of structural gender inequality, identify game-changers and spur further commitments.

The Women's Empowerment Index (WEI) and the Global Gender Parity Index (GGPI)—which complement the United Nations Development Programme's existing composite gender indices (the Gender Development Index, the Gender Inequality Index and the Gender Social Norms Index)[29]—are powerful tools in this pursuit. Together, they help answer two interlinked yet distinct questions at the core of women's rights and human development: Are women and girls more empowered to make their own choices and seize opportunities in life, and has gender parity been achieved? These two questions are linked but should not be conflated. Gender parity can be achieved at various levels of achievement, including in the context of low overall achievement, where women's (and men's) full potential remains unrealized.

At the same time, there is no denying that the two measures are interrelated and interdependent. Women's and girls' full potential cannot be realized where women's rights and opportunities in society remain unequal to those of men. Eliminating inequality in outcomes between women and men is crucial to redistributing power, including the power to claim rights and realize their full potential.[30] For example, women and girls who have equal access to education will have more resources and opportunities in life, including greater opportunities to find decent work, to increase political representation and so on.[31] Likewise, women's power, including in the form of collective agency, is indispensable for promoting gender equality and ensuring accountability of decisionmakers to deliver on commitments.[32]

Human development, rooted in the capabilities approach, sets out a conceptual framework to address women's empowerment and gender equality. It envisions enlarging opportunities for all people equally, in fulfilment of their human rights and fundamental freedoms, so that every choice is available for everyone regardless of gender. The embrace of the capabilities approach in the 2030 Agenda for Sustainable Development—the idea that the "ultimate purpose of development is to improve people's well-being"—also supports measuring gender equality in capabilities in new gender indices.[33]

Grounded in human rights, the capabilities approach and the principles of gender equality embodied in key international human rights frameworks, the WEI and the GGPI incorporate capabilities that are universally valued as important human goals and that require a gender-sensitive agenda and policy intervention to be achieved.[34] Together the WEI and the GGPI serve as quick and useful tools for policymakers to examine how they are faring in meeting their obligations towards achieving women's empowerment and gender equality. The indices also allow policymakers to track and compare their progress with that of other countries facing similar challenges and constraints.

A multidimensional measurement framework for women's empowerment and gender equality

The final selection of WEI and GGPI dimensions and indicators relied on a delicate trade-off. They had to reflect core capabilities of human development and empowerment while being conceptually relevant, simple to interpret, methodologically transparent and reliable. The indicators needed to be comparable

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across countries, regularly updated and based on data with the greatest possible country coverage. And the selected dimensions and indicators also had to be effective in driving policy change.[35]

Five dimensions and 10 indicators were selected for the WEI, and four dimensions and 8 indicators were selected for the GGPI (figure 2.1). The methods for constructing both indices are elaborated in the *Technical note* at https://hdr.undp.org/content/paths-equal.

Not all relevant dimensions and indicators that can be used to assess women's status can, or should, be included in a summary composite index (box 2.1). In some cases relevant indicators cannot be used because data are available for only some countries. For countries with missing data, an index value cannot be produced. So, indicator dashboards are an important complement, showcasing data for countries that are not included in the indices because of missing data or for indicators that are not included in the indices because of limited country coverage. The WEI and the GGPI should thus be considered in the context of a broad dashboard of gender-relevant indicators (box 2.2).

The dimensions and indicators selected for the twin indices are universally relevant and reflected in the 2030 Agenda for Sustainable Development and its accompanying SDGs. The WEI and the GGPI use the new global data sources and indicators for monitoring the SDGs: 8 of their 11 indicators are SDG indicators. The indices are produced for 114 countries covering 86.2 percent of the world's female population.

Key dimensions and indicators of the twin indices

Life and good health

While the length of an individual's life is important for human development, equally essential is how those years are lived. Are they lived in good health? The life and good health dimension reflects the ability and freedom of all individuals to enjoy life, good health and bodily integrity.[36] This dimension also

Box 2.1 Process and outcome indicators—and why the two are not mixed

Achieving gender parity and expanding women's power and freedoms to make choices and seize opportunities require positive gender norms and the eradication of gender discrimination in legal frameworks. Monitoring both process indicators (which measure the reach of institutions, laws and policies) and outcome indicators (which measure individual and collective attainments at a point in time) is essential to tracking progress towards gender equality.[1] However, combining the two types of indicators in a single index is generally viewed as conceptually and methodologically imprudent.[2]

Process variables may point to a state's intent to influence future progress in a domain, whereas outcome variables give a concrete measure of the current situation in that domain. Including both types also runs the risk of double counting.[3] For example, an index with indicators on both social protection programme spending for care and on female labour force participation rates could overestimate a country's success or deficiency in this domain because the former is associated with the latter. Process indicators are also more sensitive to changes in political will and priorities, whereas outcome variables are often slow moving, consolidating the effects of multiple processes over time.

Mixing process indicators with outcome indicators in the same index leads to confusion about what the index measures and what it reveals; process indicators are thus intentionally left out of the Women's Empowerment Index (WEI) and the Global Gender Parity Index (GGPI). But process indicators provide important complementary analysis to outcome measures.[4] Correlating the GGPI with measures focused on legislation reform, for example, shows that where legal frameworks are in place to promote and enforce gender equality (Sustainable Development Goal [SDG] target 5.1), women's empowerment and performance in achieving gender parity are higher.[5]

Notes

1. Branisa and others 2013; UN-OHCHR 2012; Van Staveren 2013. **2.** UNDESA 2015. **3.** Bericat 2012; Joint Research Centre-European Commission 2008; UN-OHCHR 2012. **4.** Plantenga and others 2009. **5.** The correlation of the simple average of SDG indicator 5.1.1 achievement scores under area 1 (overarching legal frameworks and public life), area 2 (violence against women), area 3 (employment and economic benefits) and area 4 (marriage and family) with the WEI was .65, and the correlation with the GGPI was .62, based on 89 countries with data (UNDP and UN Women calculations; UNDESA 2023 for data on SDG indicator 5.1.1). Similarly strong associations are observed between the World Bank's Women, Business and the Law Index and the WEI (.79) and GGPI (.78), based on 114 countries with data (UNDP and UN Women calculations; World Bank 2023 for data on the Women, Business and the Law Index).

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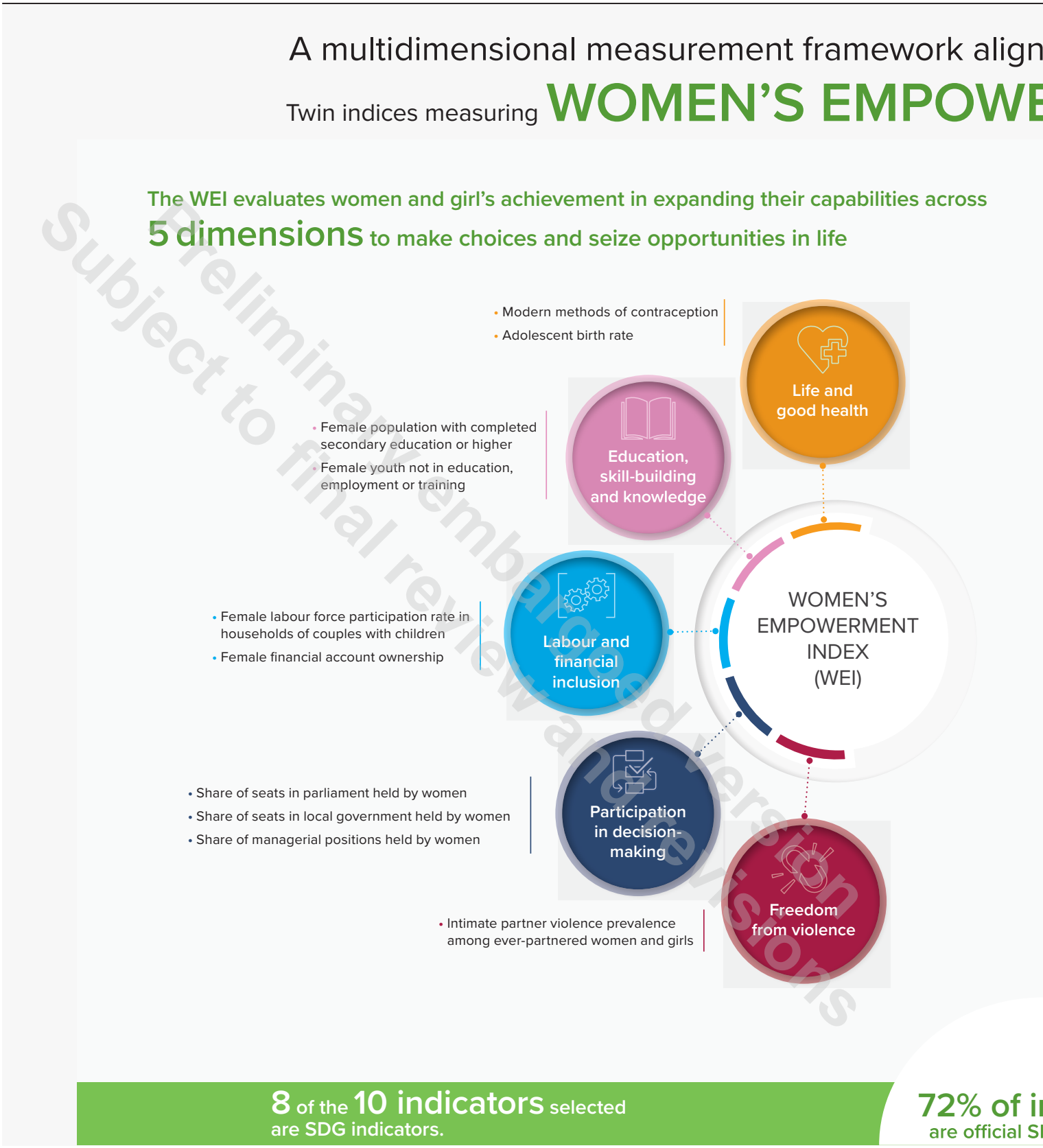
Figure 2.1 **The framework for measuring women's empowerment and gender equality**



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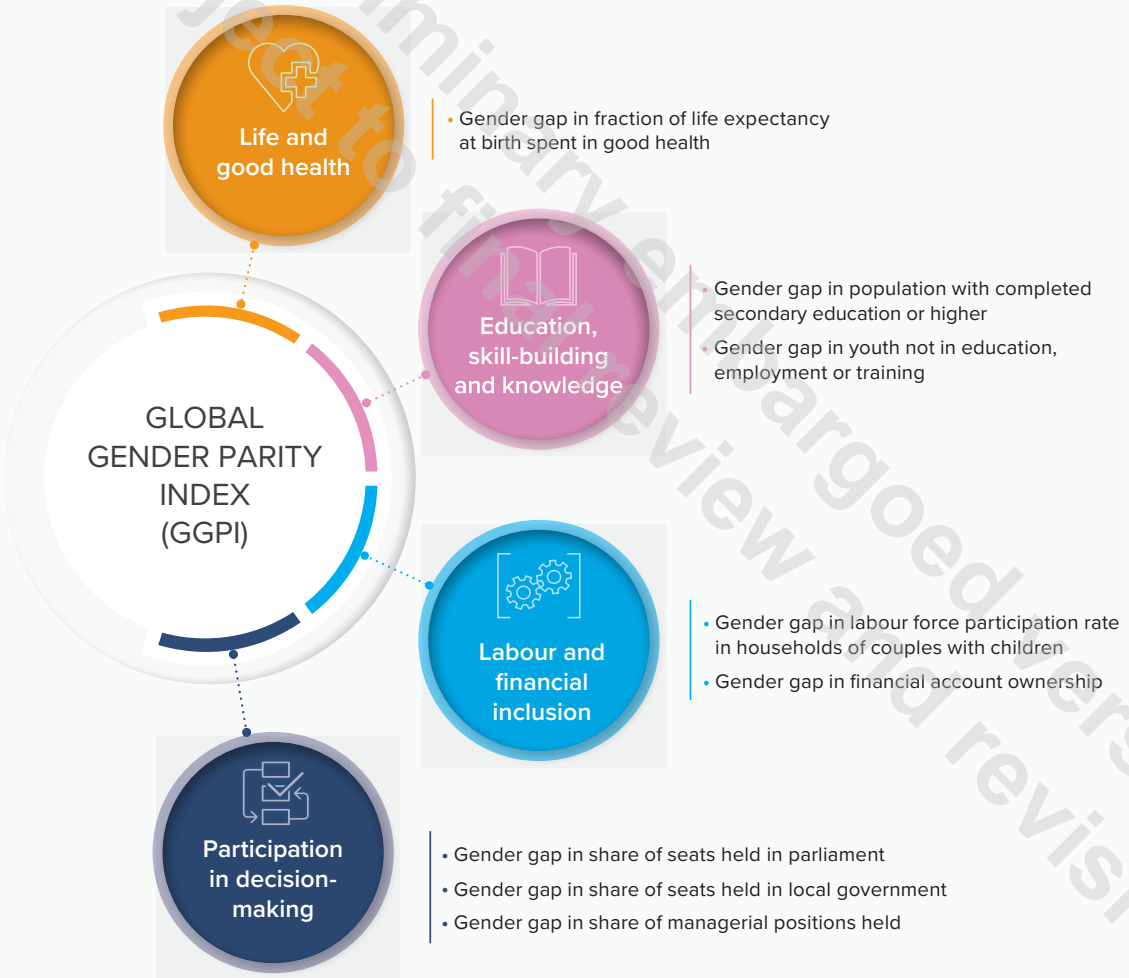
Source: Authors' elaborations.

ed with the Sustainable Development Goals (SDGs):

ERMENT and GENDER EQUALITY

The GGPI assess the gender gap across

4 dimensions of human development



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ndicators
DG indicators.

5 of the **8 indicators** selected are SDG indicators.

Box 2.2 Gender indices and gender dashboards

Indices can be useful for policy analysis and decisionmaking, particularly when they provide a good summary of otherwise complex issues. Composite indices are thus attractive for tracking women's empowerment and gender equality. The twin indices—the Women's Empowerment Index (WEI), measuring women's power and freedoms in absolute terms, and the Global Gender Parity Index (GGPI), measuring the performance in achieving parity between women and men in core dimensions of human development—can raise awareness, stimulate policy debate and support advocacy efforts. But they are not without limitations.

The indices do not reflect all areas relevant to women's empowerment and gender equality. For example, the wage gap, an important marker of gender disparities in the labour market, is not included because of comparability issues and low country coverage. Other areas that are similarly limited by large data gaps include violence by nonintimate partners, digital literacy, discriminatory social norms, power imbalances in household decisionmaking, and the gender and environment nexus.

As the availability, accessibility and use of quality gender-sensitive indicators gain momentum in the context of Sustainable Development Goal (SDG) monitoring, supplementing indices with indicator dashboards can provide a fruitful middle step in measuring gender equality as a complex, multidimensional concept.[1] Indeed, many advocates and scholars favour[2] a combination of indices and dashboards to maintain attention on the breadth and depth of the women's empowerment and gender equality agenda.[3]

For instance, UN Women's Women Count Data Hub contains numerous gender-specific indicators used to monitor the SDGs, including proxy indicators that touch on areas where further methodological work is needed, such as measures that bring visibility to the gender and environment nexus. UNDP's Human Development Report Office has, in addition to three composite gender indices (the Gender Development Index, the Gender Inequality Index and the Gender Social Norms Index), multiple dashboards on gender equality and women's empowerment, including Dashboard 2: Life-course gender gap and Dashboard 3: Women's empowerment. As data coverage improves, some of these supplemental indicators could be reassessed for inclusion in the WEI and the GGPI. Importantly, these indicator dashboards can draw attention to data gaps that need to be urgently addressed.

Notes
1. Bradley and Khor 1993; Mason 1986. **2.** Berik 2022. **3.** Azcona and others forthcoming b.

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encompasses the broader state of health in physical, mental and social wellbeing.[37]

Determinants of women's and men's health are distinct, complex and gender specific. Some are biological—women tend to outlive men, yet many of those additional years are spent in poor health.[38] Others are influenced by norms around masculinity, which might discourage men from seeking health care or encourage them to engage in risky behaviours.[39] Similarly, women and men face unique barriers in access to health care, including access to sexual and reproductive health services.[40] Assessing this dimension from a gender perspective therefore requires considering biological differences between women and men in life expectancy, accounting for the quality of life during those additional years and acknowledging that some aspects, such as sexual and reproductive health, cannot be assessed in a relative way. Different sets of indicators are therefore used in this dimension to construct the WEI and the GGPI.

The WEI includes two women-specific indicators that focus on sexual and reproductive health (SDG target 3.7). Women of reproductive age (ages 15–49) whose need for family planning is satisfied with modern contraceptive methods reflect how universal access to sexual and reproductive health and rights, including modern contraception, is an essential aspect of women's lives that allows them to fully realize their capabilities.[41] The adolescent birth rate (births to women ages 15–19 per 1,000 women ages 15–19) measures freedom from adolescent births. Early motherhood is directly linked to higher risk of maternal morbidity and mortality and is seen as an impediment to realizing capabilities in other dimensions of women's empowerment, such as labour force participation, access to decent work and education, poverty alleviation and freedom from gender-based

violence.[42] These two indicators are also relevant for capturing bodily integrity because they measure the extent to which women have the freedom to decide if and when to bear children and how many and whether they have the information, education and means (including access to services) to make those choices.

To capture the link between the length of life and a healthy life, the GGPI evaluates the difference between women and men in the fraction of life expectancy at birth spent in good health. This indicator is calculated as the ratio of healthy life expectancy to overall life expectancy and reflects the ability to live to the end of a human life of normal length in good health rather than dying prematurely due to disease or infirmity. The ratio, disaggregated by sex, is crucial to assessing whether and to what extent the generalized increases in longevity witnessed worldwide have been accompanied by improvements in the quality of life and whether women's longer life expectancy with respect to men conceals poor health.

Education, skill-building and knowledge

Education and skill-building are a human right and are intrinsically important for human development as means for expanding women's other capabilities. They represent an opportunity to gain knowledge, use senses, imagine, think and reason. As a key social and cultural right, education can also contribute to lower rates of poverty, child marriage and early pregnancy, further empowering girls and women.[43]

There have been big wins in this dimension. At the global level, on average, parity has been achieved in primary and secondary education.[44] But not all girls have benefited equally. Among the excluded, girls outnumber boys.[45] Poorer girls, especially those from rural poor areas or from marginalized groups, have seen little progress.[46] Education attainment gaps between the richest and poorest have widened in some countries, especially in attainment of secondary education.[47] The fallout of the COVID-19 pandemic has further exacerbated these gaps.[48]

The WEI and the GGPI include two indicators in this dimension. The population ages 25 and older who have completed secondary education or higher is an inclusion indicator that captures upper secondary education attainment and above, which is relevant for girls and young women to obtain the skills to access future employment. It is related to SDG target 4.4. Young people ages 15–24 who are not in education, employment or training (SDG target 8.6), an exclusion indicator, are a proxy for exclusion of women from broader learning and skill-building opportunities. Implicit in the selection of these indicators is the recognition that learning and skill-building are lifelong endeavours that can be acquired through various means outside formal education, such as through training or work experience.[49]

The WEI focuses on the level of women's achievement in these two indicators, while the GGPI captures the status of women relative to that of men.

Labour and financial inclusion

Human beings thrive when they have the opportunity to play, to work with dignity, to rest and enjoy leisure and to receive care and provide care for others. But unpaid care work is a well-known constraint on women's employment, affecting the type of jobs women hold, their earning potential, their ability to enjoy leisure and their health.[50] The trade-off between unpaid and paid work for women has public policy implications (related to SDG target 5.4) but is often missing from mainstream gender indices because of data gaps. Time-use surveys are an indispensable source of data for monitoring how women and men spend their time, but they are fielded infrequently, and methodologies vary considerably across countries. However, the link between the unequal division of labour in the household and the unequal access to the labour force offers an alternative approach.

The WEI and the GGPI include two indicators in this dimension. The first, labour force participation rate among prime-working-age individuals who are living in a household comprising a couple and at least one child under age 6 provides insights into the pervasiveness of biased gender norms that assign care work to women and breadwinning to men.[51] Prime-working-age adults (ages 25–54) represent the core of a country's labour force, its most economically productive demographic. But care responsibilities mean that many women in their prime working years are not afforded the same opportunities as men to engage in the labour force.[52] By focusing on the parity in participation of prime-working-age adults with young children, the

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indicator brings more visibility to the gendered and interconnected nature of paid and unpaid work.[53]

The second indicator, account ownership at a financial institution or with a mobile-money-service provider (SDG target 8.10), reflects women's ability to control their material environment and be economically independent. In many countries women are restricted from having a bank account, borrowing money, signing a contract or registering a business in their own name.[54] Access to a bank account gives women the ability to store their money safely and build savings for the future and is an entry point for accessing and using other financial services.[55] Account ownership and the ability to control earnings have also been found to directly influence female participation in the labour force,[56] while the equal right to control assets affects bargaining power within the home.[57]

The WEI focuses on the level of women's achievement in these two indicators, while the GGPI captures the status of women relative to that of men.

Participation in decisionmaking

Women's leadership and political engagement enable them to have a say, exercise control over their environment and shape decisions that affect them and their families and communities. In international human rights treaties and frameworks, women's participation in political decisionmaking is viewed both as a reflection of gender equality in participation and as a means to reduce gender inequalities.[58] In addition to political participation, women's participation in economic decisionmaking is also important for addressing women's empowerment and gender equality. Women continue to face obstacles that prevent them from being hired and promoted, including in managerial positions.[59]

The WEI and the GGPI include three indicators in this dimension to capture women's participation in political and economic decisionmaking in both absolute terms and relative terms (compared with men). The first two indicators, share of seats in parliament and share of seats in local government, capture women's access to national and local leadership positions in public life. The third, share of managerial positions, measures women's participation in economic decisionmaking.

Freedom from violence

Violence against women and girls has long been neglected in global monitoring and evaluation metrics of gender equality and women's empowerment. Freedom from violence is included in the WEI as a separate dimension, instead of being under the health dimension,[60] because violence against women and girls constitutes a violation of human rights with broad implications for women's empowerment that go beyond bodily integrity.

Safety from violence is a prerequisite for women's agency. As recognized by the Convention on the Elimination of All Forms of Discrimination against Women, violence against women and girls is a direct expression of unequal power relations and domination by men.[61] Its widespread and pervasive nature too often perpetuates gender inequalities in households, schools, workplaces and society as a whole. But data on violence against women and girls were scarcely collected and measured prior to the SDGs.[62] In 2015 the 2030 Agenda for Sustainable Development rectified this oversight by including eliminating all forms of violence against all women and girls as a target under SDG 5.[63]

The WEI incorporates a women-specific indicator capturing the prevalence of intimate partner violence. It focuses on the share of ever-married/partnered women and girls ages 15–49 who report having experienced physical and/or sexual violence at the hands of a current or former intimate partner in the last year (SDG target 5.2).[64] These age-restricted data likely represent a substantial undercount of the true prevalence. Stigma and fear keep many women and girls from reporting or speaking out. A recent study found that fewer than 40 percent of survivors of these crimes seek help of any sort and that fewer than 10 percent report them to the police.[65]

Despite the challenges with underreporting, this dimension and global measures aimed at capturing the prevalence of intimate partner violence are crucial to monitoring the status of women's empowerment. As data availability improves, this dimension could include data for a wider age group (women ages 50 and older) and other relevant indicators, including those measuring nonpartner violence.

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3. What is the status of women's empowerment and gender parity?

The Women's Empowerment Index (WEI) measures women's empowerment across five dimensions of human development: life and good health; education, skill-building and knowledge; labour and financial inclusion; participation in decisionmaking; and freedom from violence. The Global Gender Parity Index (GGPI) assesses the status of women relative to that of men in the first four dimensions, with some variation in indicators and variable treatment. This section discusses what these twin indices reveal about the status of women and girls across these dimensions and the patterns, if any, across countries.

The Women's Empowerment Index

Women's power and freedom to make choices and seize opportunities remain, in the aggregate, largely restricted. Globally, women are empowered to achieve, on average, only 60.7 percent of their full potential, as measured by the WEI—meaning that the deficit in women's empowerment stands at almost 40 percent (table 3.1). Women's empowerment ranges from 43.2 percent of their full potential in low human development countries to 73.4 percent in very high human development countries. In Northern Africa and Western Asia, the Sustainable Development Goal region with the lowest women's empowerment, women are empowered to achieve only 45.8 percent of their full potential.

The two women-specific indicators in the life and good health dimension focus on women's empowerment in sexual and reproductive health. The global average score for this dimension on the WEI is 0.769 out of 1.000 (see table 3.1), suggesting a deficit in achievement of more than 20 percent. There are large variations across human development groups[66] and regions. The average dimension score ranges from 0.531 for low human development countries to 0.859 for high human development countries. Countries in sub-Saharan Africa (0.519) and Oceania excluding Australia and New Zealand (0.630), on average, lag behind the rest of the world. Of 195 countries, 5 have reached or exceeded 90 percent of demand for family planning satisfied with modern contraceptive methods: Belgium, Canada, China, Finland and France. Much and faster progress is needed in Albania, Chad, Mauritania, Somalia and South Sudan and other countries to satisfy demand for family planning with modern contraceptive methods. In Angola, Central African Republic, Chad, Equatorial Guinea, Mali, Mozambique and Niger the adolescent birth rate exceeds 135 births to women ages 15–19 per 1,000 women ages 15–19, more than triple the world average of 41.9.

Education, skill-building and knowledge are another area in which women's potential is far from where it should be globally. Women's empowerment in this dimension remains low across all human development groups except very high human development countries. The global average score for this dimension on the WEI is 0.531 out of 1.000 (see table 3.1), and the score for Central Asia and Southern Asia, sub-Saharan Africa, Oceania excluding Australia and New Zealand, and Northern Africa and Western Asia is below 0.500, implying that women are achieving less than 50 percent of their full potential. Despite progress in basic education, access to secondary education or higher remains out of reach for many women and girls. Only 9 of 174 countries analysed have achieved a completion rate of 90 percent or higher: Armenia, Belarus, Georgia, Japan, Kazakhstan, Kyrgyzstan, Latvia, the United Sates and Uzbekistan. In Burundi, Chad, Guinea, Mali, Niger and United Republic of Tanzania, all Least Developed Countries, less than 5 percent of women ages 25 and older have completed secondary education or higher. In conflict and postconflict countries such as Afghanistan and Yemen, about more than two-thirds of young women and girls are not in education, employment or training.

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Table 3.1 Across human development groups and Sustainable Development Goal regions a diverse picture emerges, but no country has closed the empowerment deficit or eliminated the gender gap

	Overall score		Life and good health		Education, skill-building and knowledge		Labour and financial inclusion		Participation in decisionmaking		Freedom from violence
	WEI	GGPI	WEI	GGPI	WEI	GGPI	WEI	GGPI	WEI	GGPI	WEI
World	0.607	0.721	0.769	0.970	0.531	0.855	0.620	0.729	0.413	0.446	0.786
Human development groups											
Very high human development	0.734	0.793	0.855	0.972	0.796	0.978	0.790	0.830	0.446	0.501	0.891
High human development	0.641	0.733	0.859	0.969	0.557	0.908	0.675	0.780	0.396	0.422	0.846
Medium human development	0.533	0.629	0.772	0.968	0.404	0.715	0.502	0.579	0.384	0.390	0.713
Low human development	0.432	0.603	0.531	0.971	0.322	0.680	0.421	0.645	0.316	0.310	0.664
Sustainable Development Goal regions											
Australia and New Zealand	0.807	0.878	0.907	0.979	0.836	0.987	0.887	0.914	0.538	0.673	0.947
Central Asia and Southern Asia	0.507	0.575	0.799	0.967	0.372	0.678	0.471	0.521	0.342	0.320	0.701
Eastern Asia and South-eastern Asia	0.661	0.741	0.876	0.970	0.582	0.925	0.732	0.824	0.391	0.407	0.864
Europe and Northern America	0.763	0.823	0.871	0.972	0.833	0.986	0.822	0.859	0.479	0.558	0.907
Latin America and the Caribbean	0.633	0.751	0.784	0.971	0.584	0.937	0.587	0.721	0.437	0.484	0.865
Northern Africa and Western Asia	0.458	0.531	0.718	0.965	0.482	0.819	0.309	0.436	0.250	0.231	0.753
Oceania excluding Australia and New Zealand	..	..	0.630	0.973	0.403	0.929	..	..	..	..	0.506
Sub-Saharan Africa	0.498	0.697	0.519	0.972	0.402	0.740	0.558	0.776	0.399	0.422	0.657

.. indicates that the score is not available because of missing data.
Source: Authors' calculations.

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Much remains to be done to realize women's full inclusion in labour and financial inclusion. The global average score for this dimension on the WEI is 0.620 out of 1.000 (see table 3.1). Many women remain excluded from labour and financial inclusion in their peak productive and reproductive years because of gender norms, discriminatory laws and the disproportionate unpaid care and domestic work burden they shoulder. In Egypt only 22.5 percent of prime-working-age (ages 25–54) women who are living in a household comprising a couple and at least one child under age 6 participate in the labour force, and only 24.2 percent of women ages 15 or older have an account at a financial institution. This is a sharp contrast to women in the 8 of 158 countries, including Australia, Germany and Sweden, where access to an account at a financial institution is universal.

Participation in decisionmaking processes is essential for women's agency, for their empowerment and for transformative development, but it is in this area that women face the greatest obstacles. The global average score for this dimension on the WEI is 0.413 out of 1.000 (see table 3.1). This reflects women's low participation in decisionmaking at the national level—for example, in Yemen where women hold almost no seats in parliament—and at the local level, where in 12 countries women hold less than 10 percent of seats in local government (among them very high human development countries such as Oman, Panama and Saudi Arabia). The average score also reflects low participation in decisionmaking in the workplace more broadly, as women hold 50 percent or more of management positions in just nine countries. But some countries are bucking the trend, including Cabo Verde, Costa Rica and Sweden, where women's representation is at or above 40 percent across all three indicators of decisionmaking.

Finally, the global average score of 0.786 for the freedom from violence dimension on the WEI is unacceptable (see table 3.1). The average country score for this dimension ranges from 0.664 in low human development countries to 0.891 in very high human

development countries. Any score less than 1.000 in this important dimension is a violation of women's most basic human rights. The analysis by geographic region shows that in Oceania excluding Australia and New Zealand and in sub-Saharan Africa the score is below 0.700. In 19 countries at least one in four women has been subjected to intimate partner violence in the last 12 months.

The Global Gender Parity Index

Globally, women achieve, on average, only 72.1 percent of what men achieve across key human development dimensions—meaning that the average gender gap is almost 28 percent (see table 3.1). Very high human development countries have achieved the highest performance in gender parity, with the smallest gender gap (20.7 percent), followed by high human development countries (26.7 percent). The gap in low human development countries (39.7 percent gap) is similar to that in medium human development countries (37.1 percent).[67]

Northern Africa and Western Asia is farthest from gender parity (with a GGPI score of 0.531 out of 1.000), followed by Central Asia and Southern Asia (0.575; see table 3.1). Eastern Asia and South-eastern Asia (0.741) Latin America and the Caribbean (0.751) and sub-Saharan Africa (0.697) are close to the global average (0.721), while the smallest gender gaps are in Europe and Northern America (0.823) and Australia and New Zealand (0.878). The gender gap in the bottom-performing region is almost four times the gap in the top-performing one. Among the four dimensions included in the GGPI, the smallest gender gaps are in the life and good health dimension, with a global score of 0.970 and only small variations in score across human development groups and regions (see table 3.1).

Gender parity has not been achieved globally in the education, skill-building and knowledge dimension. The average gender gap for this dimension is 14.5 percent. The lowest score for this dimension on the GGPI—meaning the largest gender gap—is in low human development countries (0.680), followed by medium human development countries (0.715), high human development countries (0.908) and very high human development countries (0.978; see table 3.1). Central Asia and Southern Asia (0.678) and sub-Saharan Africa (0.740) are the regions with the lowest scores and the largest gender gaps. In Mali only 3.2 percent of women ages 25 and older have completed secondary education or higher compared with 7.8 percent of men, and 43.3 percent of young women ages 15–24 are not in school, employment or training compared with 15.2 percent of young men.

Gender parity in the labour and financial inclusion dimension on the GGPI is low across most regions. Northern Africa and Western Asia (0.436) has the lowest score—and thus the largest gender gap—in this dimension, with women achieving less than half of what men achieve (see table 3.1).

Gender gaps in participation in decisionmaking are pervasive across all human development groups and regions—and are larger than the gaps in the other three dimensions of the GGPI. In Northern Africa and Western Asia the average gender gap in this dimension is a staggering 77 percent—meaning that the vast majority of opportunities to effect change in society through political and economic power are out of reach for women in this region.

Combined analysis of the Women's Empowerment Index and the Global Gender Parity Index

Women's empowerment deficit and gender gap remain common. Across the 114 countries analysed, 3.1 billion women and girls (91.3 percent of all women and girls) live in countries characterized by low or middle women's empowerment (an empowerment deficit of 20 percent or higher) and low or middle performance in achieving gender parity (a gender gap of 20 percent or higher).[68] Some of the world's most populous regions, including Central Asia and Southern Asia, Eastern Asia and South-eastern Asia, Latin America and the Caribbean, Northern Africa and Western Asia, and sub-Saharan Africa, fall under this category. This category includes low, medium and high human development countries—as well as 26 very high human development countries.

About 8 percent of the world's women and girls live in countries with low or middle women's empowerment but high performance in achieving gender parity (a gender gap of less than 20 percent). Almost two-thirds (14 of 23) of the countries that meet these criteria are very high human development countries.

The remaining 1 percent of women and girls live in countries with high women's empowerment (an

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empowerment deficit of less than 20 percent) and high performance in achieving gender parity. These are all very high human development countries.

No country has achieved high women's empowerment while maintaining a large gender gap (see the empty bottom-right section of figure 3.1). This suggests that high women's empowerment is not possible with low or middle performance in achieving gender parity. In other words, women's and girls' empowerment will remain elusive until gender gaps are eliminated—and accelerating women's empowerment is key to achieving gender parity.

Women's empowerment and gender equality are fundamental components of human development,[69] but higher human development alone is not enough to secure either outcome. Of the 114 countries analysed, 85 have both low or middle women's empowerment and low or middle performance in achieving gender parity (figure 3.1). More than half these countries are in the high (21 countries) or very high human development group (26 countries). This shows that high human development does not automatically translate into women's empowerment and gender equality.

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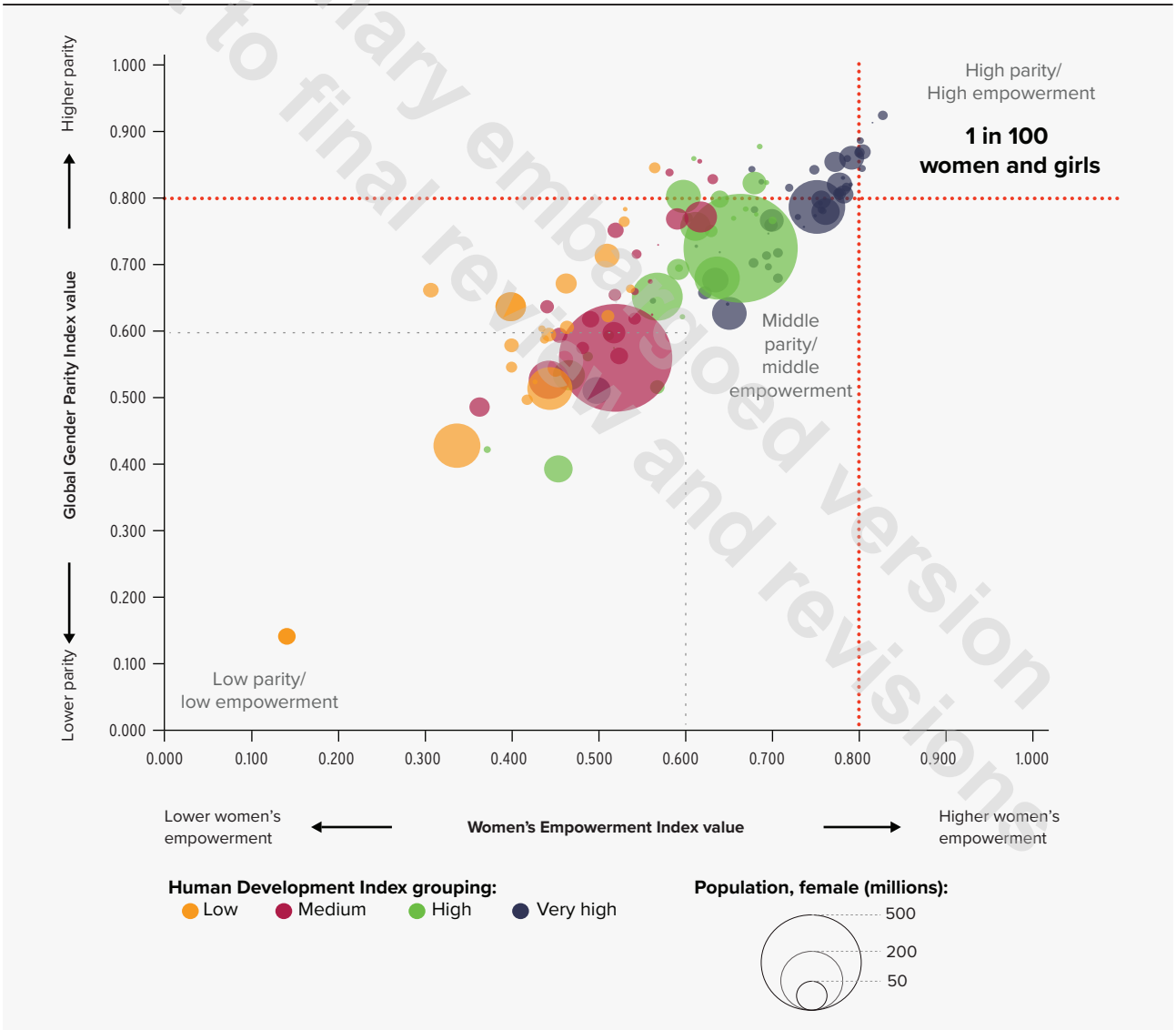
Figure 3.1 More than 90 percent of the world's women and girls live in a country with low or middle women's empowerment and low or middle performance in achieving gender parity



Source: Authors' calculations; UNDESA (2022b) for data on population.

Results by dimension

Long life is not enough—health and quality of life matter

Across all human development groups women have a slightly smaller fraction of life expectancy at birth spent in good health than men (85.6 percent compared with 88.3 percent globally; figure 3.2). The largest difference between women and men is in Northern Africa and Western Asia (85.4 percent for women compared with 88.5 for men). However, longevity varies, highlighting that not every woman and girl is afforded the same opportunity to live a long and healthy life across countries. For instance, a girl born in Lesotho today is expected to live, on average, 54.2 years, including 46.4 years in good health (85.6 percent), while a girl born in Japan is expected to live, on average, 86.9 years, including 75.5 years in good health (86.8 percent).

The global polycrisis and its impact on health

The COVID-19 pandemic, climate change and conflict are collectively impacting life expectancy and the number of years lived with disability. Between 2019 and 2021 life expectancy shortened by 1.6 years among women and by 1.8 years among men globally.[1] Women in Botswana, Oman and South Africa witnessed life expectancy losses exceeding 4 years.[2] As individuals grappled with isolation, grief, economic uncertainty and the disruption of normal routines, higher increases in rates of anxiety and depression were observed among women than among men.[3] Extreme climate events such as droughts and floods can also contribute to short- and long-term physical and mental disabilities. Globally, 108 of 191 countries and areas—home to 3.7 billion women and girls, or 94 percent of the world's female population—face high or very high exposure to floods. Similarly, 53 of 191 countries and areas—home to 1.5 billion women and girls, or 37.2 percent of the world's female population—face high or very high exposure to droughts.[4]

Notes
1. UNDESA 2022b. **2.** UNDESA 2022b. **3.** COVID-19 Mental Disorders Collaborators 2021. **4.** Azcona and others forthcoming a.

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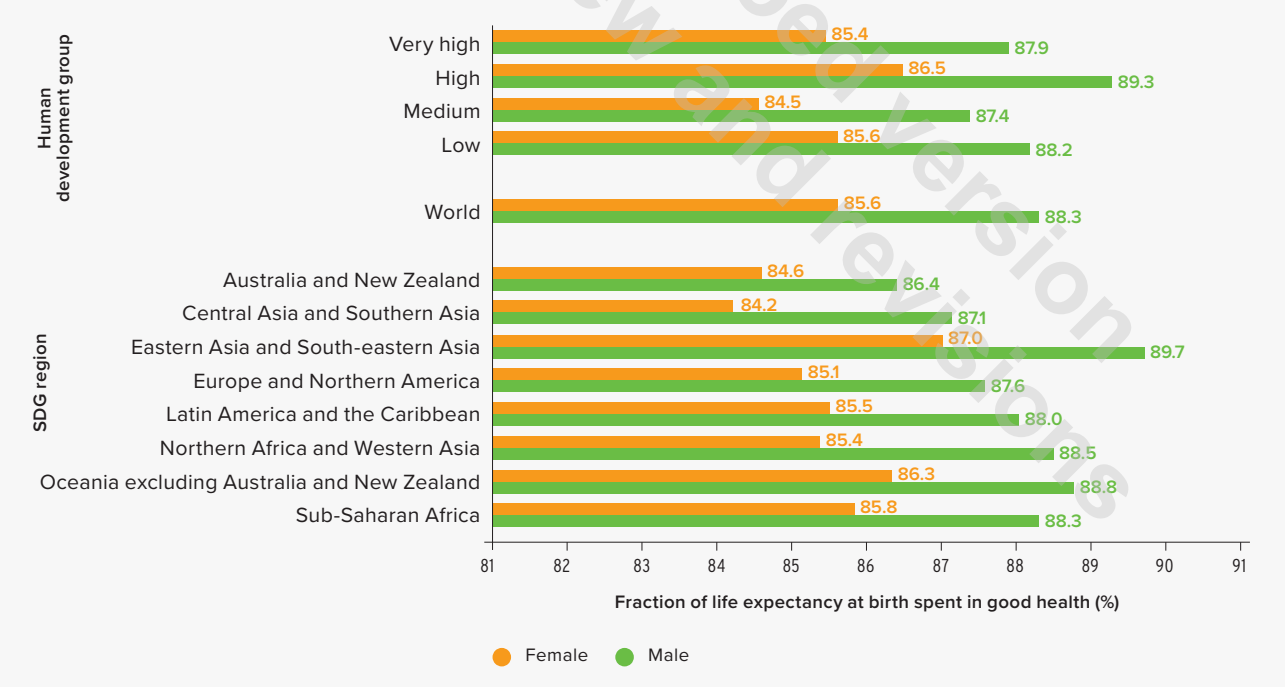
Figure 3.2 The opportunity for women and girls to live a long and healthy life varies across human development groups and geographic regions



Source: Authors' calculations based on WHO (2021d).

Large empowerment deficits in sexual and reproductive health in low and medium human development countries

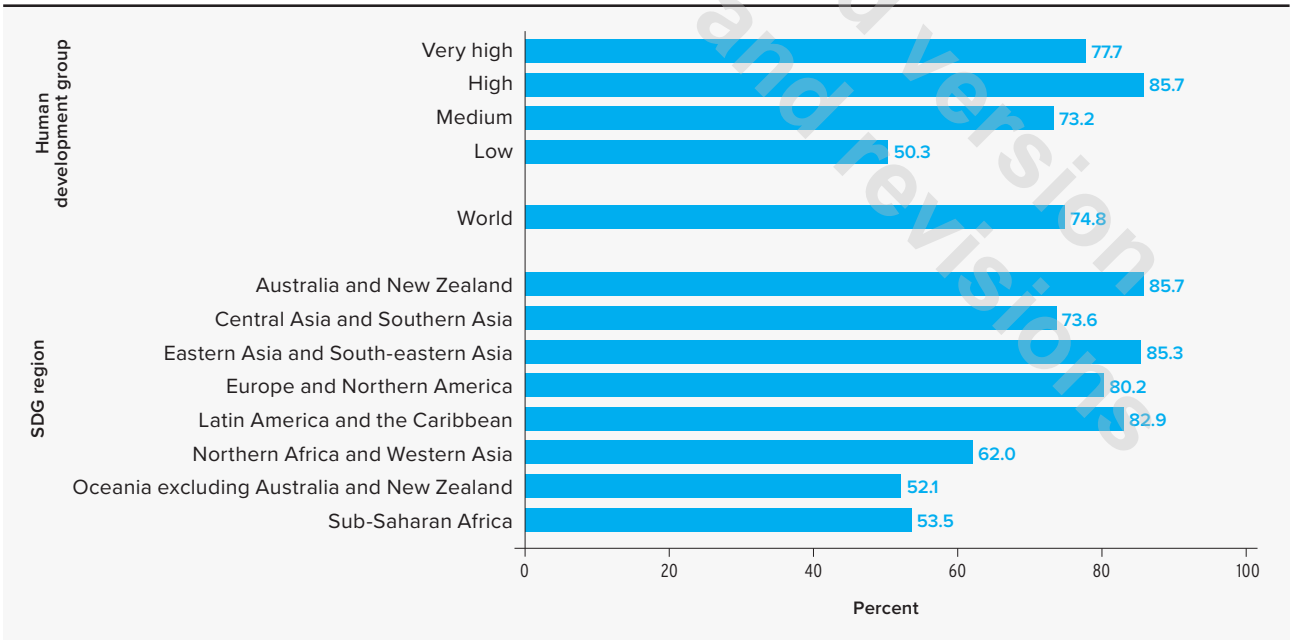
In addition to satisfying women´s right to a healthy and quality life, women's active participation in decisions over their own health can promote positive health outcomes in their families and communities. Progress in the demand for family planning satisfied by modern contraceptive methods among women of reproductive age and the adolescent birth rate can indicate the integration of sexual and reproductive health into national development strategies, as well as successes in family planning programmes.[70]

Average demand for family planning satisfied by modern contraceptive methods among women of reproductive age is low in low human development countries (50.3 percent) and medium human development countries (73.2 percent; figure 3.3). However, the experience of some countries shows that progress is possible with the right policies, irrespective of human development level. In Kenya the demand for family planning satisfied by modern contraceptive methods increased by 62 percent between 2000 and 2022, from 47.6 percent to 77.2 percent. This progress can be attributed to initiatives such as Tupange, which focuses on expanding and integrating family planning services into existing health services.[71] In partnership with health officials and community groups, Tupange has improved service-provider capacity and service quality and expanded the choice of modern contraceptive methods among women in urban areas.[72]

The disparities in the adolescent birth rate across human development groups are stark (figure 3.4). In 2022 the adolescent birth rate was 13.5 births to women ages 15–19 per 1,000 women ages 15–19 in very high human development countries—but was more than six times higher (88.0) in low human development countries.

The adolescent birth rate was highest in sub-Saharan Africa (99.4 births to women ages 15–19 per 1,000 women ages 15–19), followed by Latin America and the Caribbean (52.3) and Oceania excluding Australia and New Zealand (52.2; see figure 3.4). This not only heightens vulnerabilities over their life course but reinforces the social and economic inequalities they face. Limited access to modern contraceptive methods and early childbearing are more common among poor women and

Figure 3.3 Low and medium human development countries and four of eight Sustainable Development Goal regions continue to lag in demand for family planning satisfied by modern contraceptive methods



Source: UNDESA 2022a.

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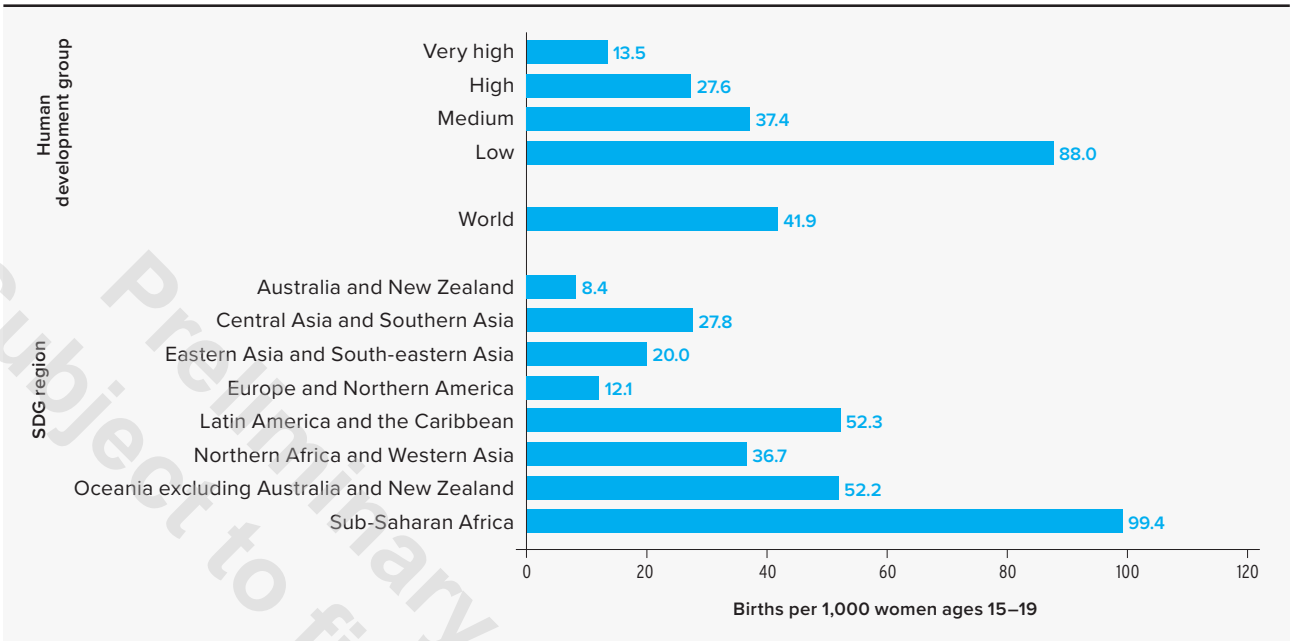
Figure 3.4 Low human development countries—including many in sub-Saharan Africa—have the highest adolescent birth rates



Source: UNDESA 2022b.

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Alarming erosion of women's sexual and reproductive health and rights

The world is witnessing a concerning backlash against women's sexual and reproductive health and rights. Legal restrictions, including the criminalization of abortion, continue to compound the challenges women face in accessing safe sexual and reproductive health care. In 2022 more than 1.2 billion women and girls of reproductive age (ages 15–49) lived in countries and areas with some restriction on access to safe abortion, including 102 million who live in countries where abortion is prohibited altogether.[1]

The COVID-19 pandemic strained health systems, preventing many women and girls from accessing quality sexual and reproductive health care services. Its direct and indirect effects on women's sexual and reproductive and mental health are undeniable, particularly among those least likely to receive adequate care before the pandemic. Maternal mortality increased by an estimated 50 percent in Peru and by 62 percent in Uganda as a result of the pandemic.[2] In Canada women who were pregnant during the pandemic were twice as likely to show symptoms of depression and anxiety—especially those from low-income households.[3] Overall, efforts need to be redoubled to achieve universal access to sexual and reproductive health care services,[4] including for family planning, information and education, by 2030.

Notes
1. UN Women and UNDESA 2022. **2.** Calvert and others 2021. **3.** Berthelot and others 2020. **4.** UNDP 2020a.

girls.[73] In Mauritania women in the richest quintile are five times more likely than women in the poorest quintile to have their need for family planning satisfied by modern contraceptive methods, while in the Philippines adolescent girls in the poorest quintile are eight times as likely as those in the richest quintile to give birth.[74]

High gender parity in education does not necessarily mean high education rates

Girls have been catching up to boys in basic capabilities in education over the past 20 years. Globally, the gender gap in enrolment and attendance at all three levels of education is less than 1 percentage point.[75] In

1995 about 90 girls were enrolled in primary and secondary education for every 100 boys globally; in 2018 parity was reached.[76] And according to Programme for International Student Assessment scores in 37 Organisation for Economic Co-operation and Development countries, among 15-year-old students, girls have overtaken boys in learning outcomes in reading and performed equally well in mathematics.[77] Even within this story of progress, the situation is worse for girls with intersecting disadvantages of poverty or disability: Many girls in the world's poorest countries still face some of the worst forms of exclusion.[78]

Completing secondary education helps girls and young women obtain the skills needed to access future employment, decent jobs and entrepreneurship. Today, 75.8 percent of women ages 25 and older in very high human development countries, where the gender gap is smallest, have completed secondary education or higher (figure 3.5). The share is considerably lower in high human development countries (40.4 percent), medium human development countries (27.2 percent) and low human development countries (14.5 percent).

Analysing women's empowerment in tandem with gender parity is essential to obtain a complete picture of both issues. For example, while the gender parity in completion of secondary education or higher in Northern Africa and Western Asia (0.939) is close to that in Australia and New Zealand (0.978), the level of women's achievement as measured by completion rates differs considerably in the two regions. The proportion of women and girls ages 25 and older who have completed secondary education or higher is 78.4 percent in Australia and New Zealand compared with 45.1 percent in Northern Africa and Western Asia.

Women's achievement in completing secondary education remains severely constrained. In 87 of 174 countries, fewer than half of women ages 25 or older have completed secondary education or higher (figure 3.6). In 22 of these countries, fewer than 10 percent have completed secondary education—including in six Least Developed Countries (Burundi, Chad, Guinea, Mali, Niger and United Republic of Tanzania) where fewer than 5 percent of women have done so.

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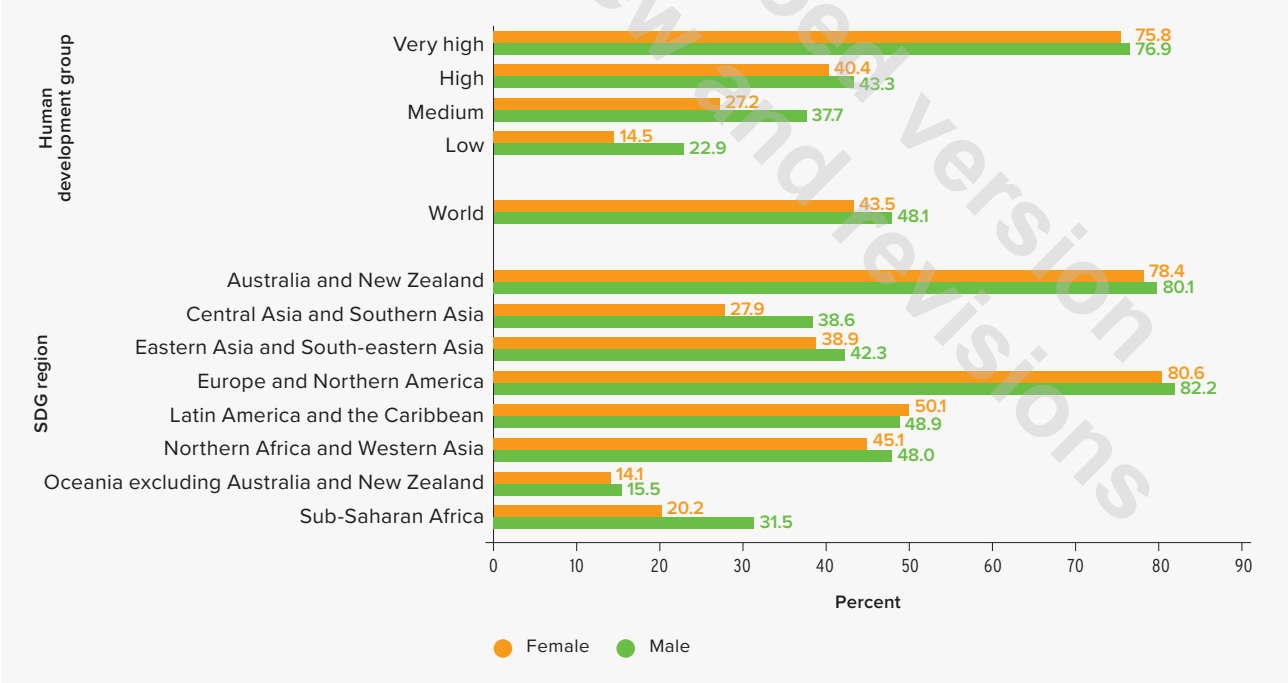
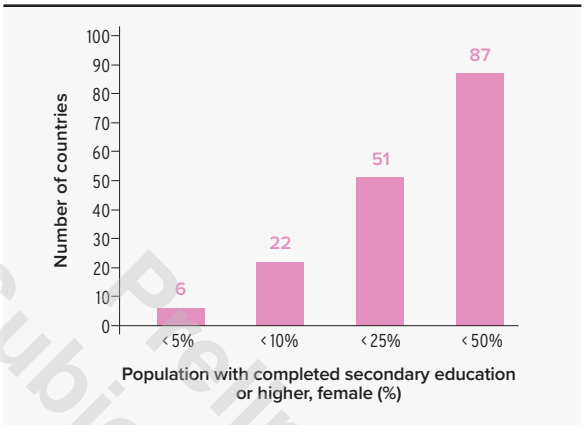
Figure 3.5 Very high human development countries and Europe and Northern America and Australia and New Zealand are closest to gender parity in completion of secondary education



Source: Authors' calculations based on Barro and Lee (2018), ICF Macro Demographic and Health Surveys, OECD (2023), UNESCO Institute for Statistics (2023c) and United Nations Children's Fund Multiple Indicator Cluster Surveys.

Figure 3.6 In 87 countries less than 50 percent of women have completed secondary education



Source: Authors' calculations based on Barro and Lee (2018), ICF Macro Demographic and Health Surveys, OECD (2023), UNESCO Institute for Statistics (2023c) and United Nations Children's Fund Multiple Indicator Cluster Surveys.

Tertiary education has followed a different pattern: In most regions female enrolment now exceeds male enrolment—except in Central Asia and Southern Asia, where there is parity, and in sub-Saharan Africa, where 76 women were enrolled for every 100 men in 2019.[79] But women are highly concentrated in education, health, arts, humanities and social sciences, consistent with traditional ideas of "feminine" and "masculine" fields.[80] In 107 countries women account, on average, for 36.8 percent of graduates in science, technology, engineering and mathematics.[81]

Young women are more likely to face barriers to skill-building opportunities

Capabilities in the education, skill-building and knowledge dimension can be acquired through training or work experiences as well. In 2022, close to one in three young women (ages 15–24) worldwide were not in education, employment or training. On the GGPI the gender gap among young people who are not in education, employment or training is largest in medium human development countries: 39.6 percent of young women in these countries are not in education, employment or training compared with 14.5 percent of young men (figure 3.7). In Central Asia and Southern Asia 45.5 percent of young women are not in education, employment or training compared with 14.2 percent of young men. Northern Africa and Western Asia follows with 41.4 percent of young women and 17.9 percent of young men. Young women are not only overrepresented among those not in education, employment or training, but they also tend to stay in that category longer.[82] This can be explained by the need to attend to family responsibilities and engage in household chores, combined with institutional barriers, including workplace discrimination and inadequate access to affordable childcare.[83]

Prime-working-age women with young children face high barriers to labour force participation

In most regions of the world, women's education attainment has caught up or even surpassed men's, but women's access to paid work remains unequal. Women must have equal access to quality paid work, but one of the barriers that women face is the unequal distribution of unpaid care and domestic work at home.[84] According to the WEI, globally women's empowerment stands at 62.0 percent of its full potential. On the GGPI women achieve, on average, only 72.9 percent of what men achieve in the labour and financial inclusion dimension. Gender differences in both paid and unpaid work, emanating from power imbalances and discriminatory social norms, combine to restrict women´s choices.[85] Globally, women spend an estimated 2.5 times as many hours on unpaid care and domestic work as men.[86] At the current pace it will take 209 years to close the gender gap in time spent in unpaid care work.[87]

The gaps in freedom and power play out in unequal occupational choices, income and financial independence as well as resilience to external shocks. Women are more likely than men to be employed in low-skilled occupations and to face worse working conditions.[88] For mothers of young children, there is a clear motherhood penalty. Globally, the labour force participation rate among prime-working-age (ages 25–54) coupled women with young children (women living in a household comprising a couple and at least one child under age 6) is 54.2 percent, 20.8 percentage points lower than women of the same ages living alone without a live-in partner or child (75.0 percent).[89] The respective figures for men are 95.9 percent and 90.2 percent.[90]

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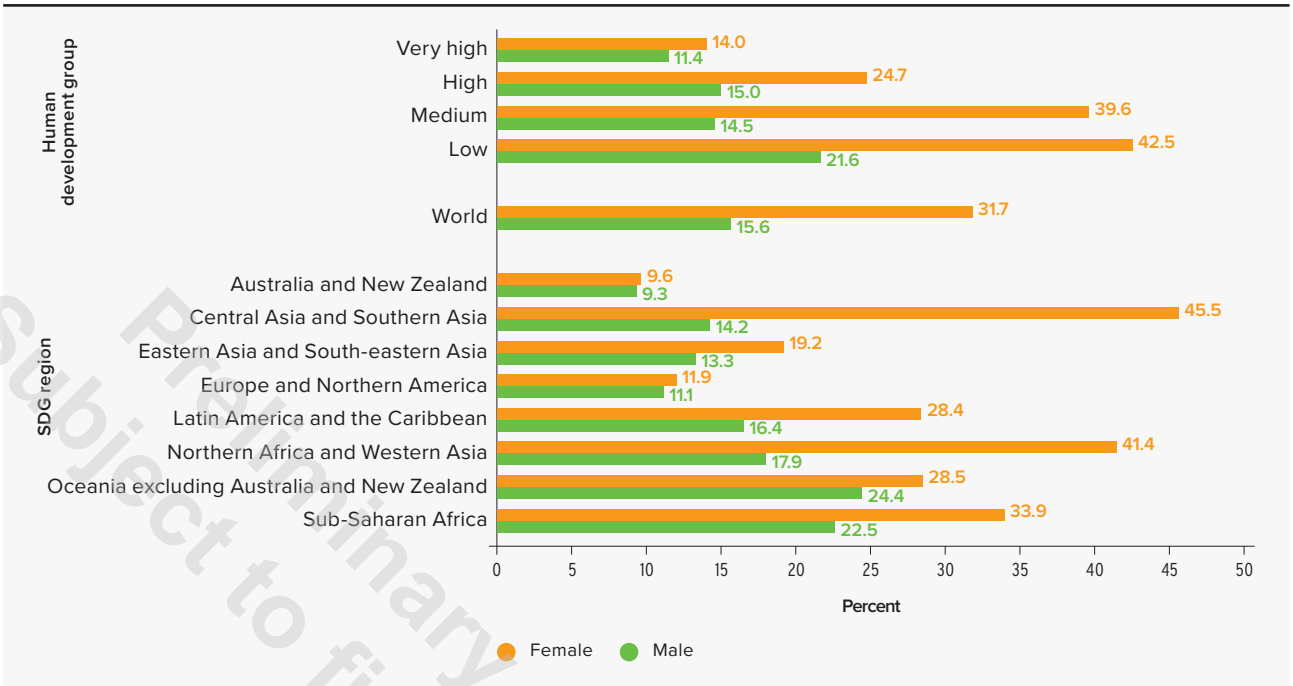
Figure 3.7 **Women are overrepresented among young people who are not in education, employment or training**



Source: ILO 2023.

The poorest and most marginalized girls bore the brunt of COVID-19 disruptions to schooling

The COVID-19 pandemic posed enormous challenges to girls' education, disrupting their access to school and exacerbating existing inequalities. School closures increased the care work delegated to girls, as well as the risk of violence, and health-economic shocks made girls shift to income-earning responsibilities—all driving school dropout.[1] Globally, the pandemic may have forced an estimated 11–20 million secondary school–age girls out of school. Furthermore, in some contexts poor infrastructure, including limited access to technology, and biased gender norms prevented girls from obtaining the necessary skills and tools to engage in remote learning.[2] An estimated one in seven girls globally (222 million in total) lacked access to distance learning programmes during school closures.[3] Learning losses due to COVID-19-related school closures have been observed in 4 out of 5 of the 104 countries that have carried out such studies.[4]

Notes

1. Burzynska and Contreras 2020; John and others 2020; Mendez Acosta and Evans 2020. **2.** Malala Fund 2020; UNDP 2020a. The statistic has been updated from 10 million to 20 million secondary school–age girls who could be out of school because of the pandemic. The United Nations Educational, Scientific and Cultural Organization estimates that more than 11 million girls might not return to school after the pandemic (UNESCO 2020b) **3.** UNICEF 2020. This is often due to poor infrastructure, lower levels of computer skills than boys and biased gender norms, which prioritize boys over girls when resources are scarce. **4.** United Nations General Assembly 2023.

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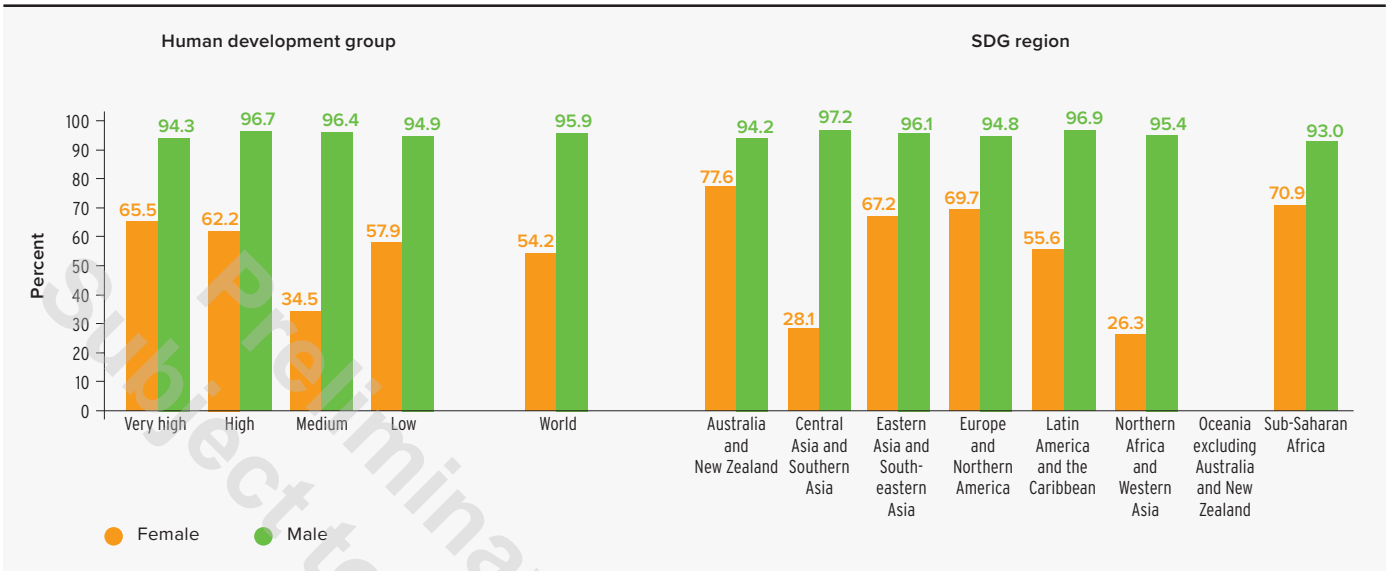
Low, high and very high human development countries have higher labour force participation rates among coupled women with young children than medium human development countries. This U-shape reflects how being in the labour force does not guarantee access to decent work (figure 3.8). The labour force participation rate among coupled women with young children is similar in sub-Saharan Africa (70.9 percent) and Europe and Northern America (69.7 percent), but in sub-Saharan Africa women are overrepresented as unpaid labourers in family farms and in work that involves low wages and poor conditions, likely because of economic distress.[91] In contrast, across all human development groups more than

Figure 3.8 **The female labour force participation rate among prime-working-age women who are living in a household comprising a couple and with at least one child under age 6 varies widely across regions**



Source: ILO 2023.

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90 percent of prime-working-age coupled men with young children participate in the labour force. Smaller gaps in the labour force participation rates of prime-working-age coupled women and men with young children signal important shifts in norms and policies that influence how care work is valued in society. Labour force participation rates for mothers with young children that remain low and show little to no change over time can indicate sticky social norms and a lack of policy support for unpaid care work.[92] The labour force participation rate among prime-working-age coupled women with young children is 26.3 percent in Northern Africa and Western Asia and 28.1 percent in Central Asia and Southern Asia.

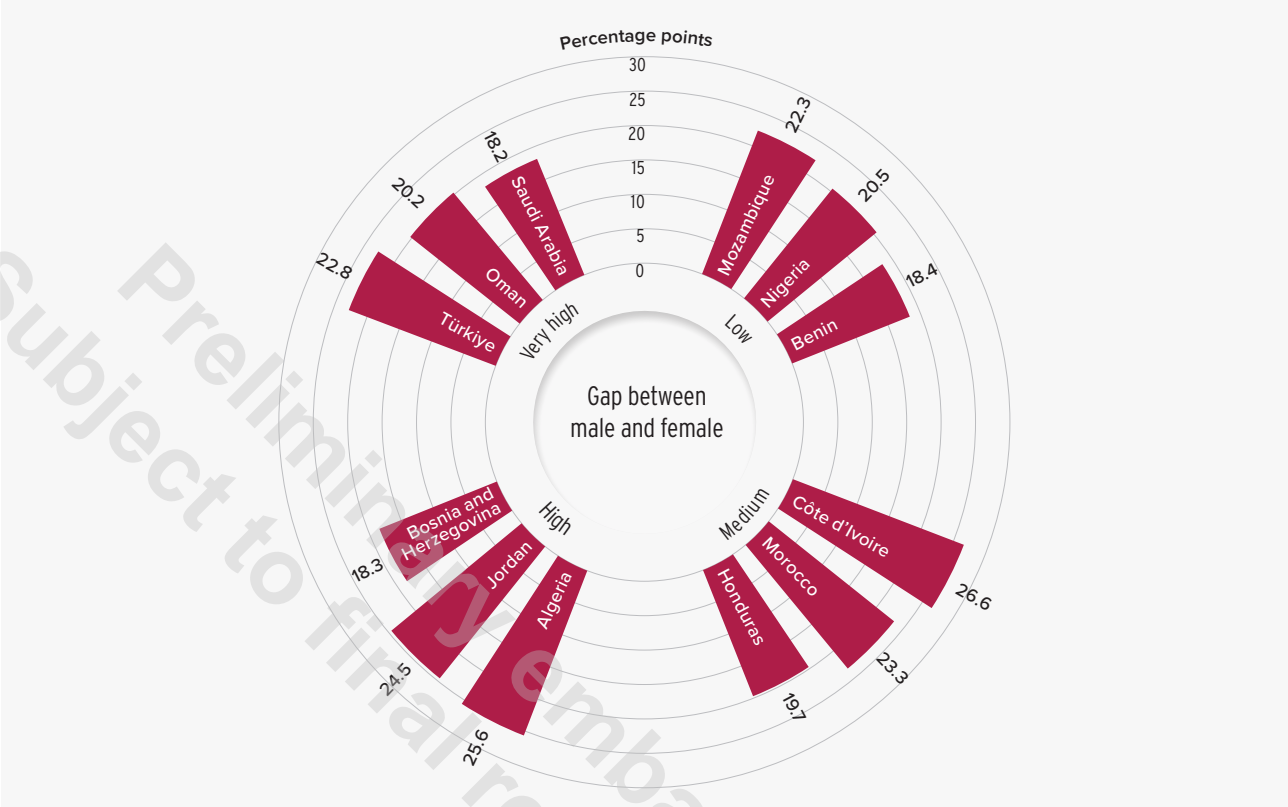
Notable gaps in financial account ownership remain across countries

An important indicator of women's access to economic resources is access to an account at a financial institution or with a mobile-money-service provider. The GGPI shows that gender parity has almost been achieved in very high human development countries, where the gender gap in account ownership is smallest (less than 1 percentage point); in more than a dozen countries account ownership is almost universal for both men and women. In low human development countries the gender gap averages more than 10 percentage points. In Algeria, Côte d'Ivoire, Jordan, Morocco, Mozambique, Nigeria, Oman and Türkiye it exceeds 20 percentage points (figure 3.9). Financial inclusion, critical for women with small businesses, is closely associated with poverty reduction.[93] In Bangladesh self-employed women and women working in the garment sector have been acutely affected by the COVID-19 pandemic. Lack of access to formal financing mechanisms and account ownership has made them more vulnerable to job loss.[94] Some countries are relying on new financial technology to enhance inclusion and close the gender gap. But the results of a survey in 28 major economies show that uptake of such products is unequal: 29 percent of men use financial technology products and services compared with only 21 percent of women.[95]

The leadership gap is a power gap

Women have a right to be equally heard, consulted and represented at all levels of decisionmaking, but they still face a glass ceiling for positions with greater responsibility, power, leadership and social payoffs in markets, social life and politics.[96] In access to

Figure 3.9 **There are countries with large gender gaps in financial account ownership across all human development groups**



Source: World Bank 2023.

political participation, men and women already vote at similar rates, and in some countries women participate more than men. But when it comes to positions where concentrated power is at stake, gender gaps are larger.[97]

Leadership positions in executive and legislative offices are rarely held by women.[98] The share of heads of state or heads of government who are women has averaged around 10 percent since 1995.[99] On the GGPI women achieve, on average, only 44.6 percent of what men achieve in this dimension—meaning that gender parity is far from being achieved. On the indicators included in this dimension, the difference between men's and women's share in leadership positions in parliament, local government and managerial roles is high across all human development groups, showing that higher human development does not secure gender equality (figure 3.10). The gender gap in parliaments is 41.3–55.2 percentage points across all human development groups and 7.2–87.1 percentage points across regions. Oceania excluding Australia and New Zealand (87.1 percentage points) and Northern Africa and Western Asia (64.0percentage points) have the largest gap, and Australia and New Zealand has the smallest gap (7.2 percentage points). While the variation in local government participation and employment in management is considerably higher, 23 countries have a gap larger than 80 percentage points in parliamentary participation, and 13 countries have that large a gap in local government participation. Cuba, Mexico, Nicaragua and Rwanda are the only countries where women hold a majority of seats in parliament, and Antigua and Barbuda, the Plurinational State of Bolivia and Iceland are the only countries where women outnumber men in local governments.

On economic participation in positions of leadership, the gender gap in share of employment in total

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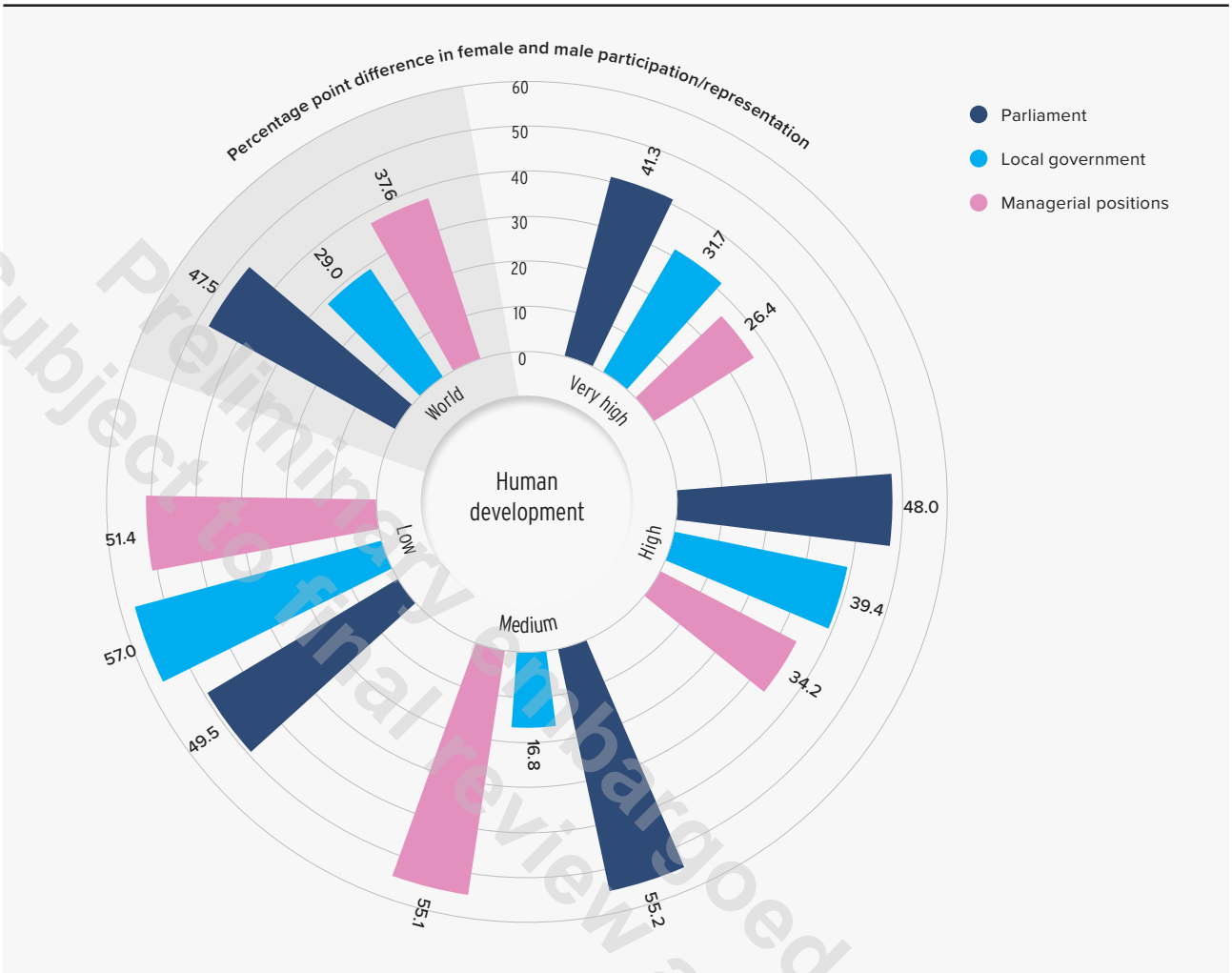
Figure 3.10 Higher human development does not secure gender equality in participation in parliament, local government or management



Note: The aggregate for local government for the low human development group is based on the imputed values for this indicator.
Source: Authors' calculations based on ILO (2023); IPU 2023; UN Women 2023.

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management is highest in medium human development countries. While 15 countries still have gaps larger than 70 percentage points, more women than men occupy management positions in Botswana, Burkina Faso, Comoros, Jamaica, Jordan, Lao People's Democratic Republic, Liberia, Philippines and Togo.

Despite the progress in representation, it is not enough to support women in getting to positions of greater power. It is important to address structural barriers as well as the backlash driven by discriminatory gender norms.[100] Female parliamentarians point to disruption of formal processes, technological barriers, lack of childcare and online harassment as new obstacles reversing progress in promoting gender-sensitive parliaments and gender-responsive legal reforms.[101]

Achieving gender equality in politics requires sustained and ambitious measures that support parity at all levels. In Mexico legislated quotas for female candidates at the federal and state levels culminated in the historic 2018 election, with women winning 48.2 percent of parliament seats, 49.2 percent of senate seats and 45.0 percent of local government seats.[102] In the United Arab Emirates—the only country in Western Asia and North Africa to reach parity in parliament representation—a quota set by presidential decree has boosted the share of parliamentary seats held by women to 50 percent since the 2019 election.[103]

Violence against women and girls hinders empowerment

Women and girls are subject to different and intersecting forms of violence (physical, sexual, economic and psychological), perpetrated mostly by men, in a variety of contexts, in peace or conflict—and in diverse spheres, in intimate relationships, the family, the community, as well as online and in public places.[104] Almost one in three women (736 million) ages 15 and older has experienced intimate partner violence and/or nonpartner sexual violence at least once in their lifetime (figure 3.11).[105] The WEI is the first UN global index on women's empowerment to include violence against women and girls as a standalone dimension, showing that as one of the most serious forms of capability deprivation, it affects and restricts other forms of capabilities and functionings in the remaining dimensions.

Women's empowerment in this dimension on the WEI is 78.6 percent, with substantial variation across human development groups and regions. Violence against women and girls should not be tolerated, and empowerment in this dimension should be nothing less than 100 percent. So, in real terms this value means that millions of women are not free of physical and sexual violence. The latest estimate puts the figure at 245 million ever-married/partnered women ages 15 and older who reported experiencing physical and/or sexual violence in the last 12 months.[106] Yet surveys and studies tend to underestimate the true prevalence of violence against women,[107] as more than 60 percent of women do not report these crimes or seek help of any sort. And of those who do, fewer than 10 percent appeal to the police.[108]

While violence affects women and girls in all countries regardless of income, location, education, disability status, ethnicity or race, some studies indicate that those suffering from multiple forms of discrimination and those who are particularly marginalized face a greater risk. This is the case for indigenous women; individuals who identify as lesbian, gay, bisexual, transgender, queer, intersex or another sexual orientation or gender identity; women living with a disability; and women with insecure migratory status.[109]

In recent years a growing number of global and national movements such as #MeToo, #Time'sUp, #UnViladorEnTuCamino and #NiUnaMenos have emerged to demand greater accountability and more action.[110] Transforming stereotyped attitudes and social norms remains paramount to creating

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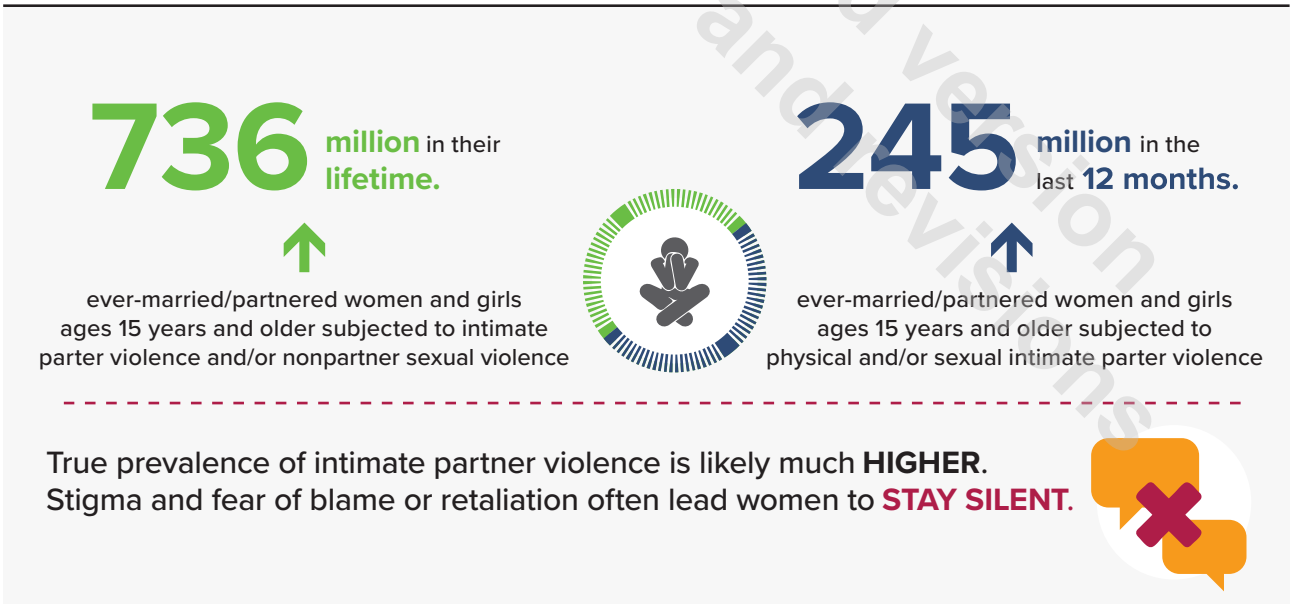
Figure 3.11 Global estimates of violence against women and girls



Source: Authors' elaborations based on WHO, on behalf of the United Nations Inter-Agency Working Group on Violence Against Women Estimation and Data (2021).

cultures of nonviolence and equality.[111] Yet large gaps remain in the development, implementation and enforcement of laws and policies. For example, in 2022, 28 countries and areas did not have laws on domestic violence,[112] and 43 lacked legislation specifically addressing sexual harassment in the workplace.[113]

Some improvements were seen in 2020 in Kuwait and Madagascar, where comprehensive legislation on domestic violence was introduced.[114] Kuwait's new law not only prohibits any form of physical, psychological, sexual or financial domestic abuse but also provides for protection orders and services for survivors of violence. It calls for shelters, a hotline, counselling services and legal assistance for survivors of domestic violence. Despite these efforts, victims and survivors too often lack protection and access to comprehensive support services.[115]

During the COVID-19 pandemic, the shadow pandemic of violence against women and girls, and particularly domestic violence, intensified.[116] With the implementation of lockdown measures, women with violent partners increasingly found themselves isolated from people and resources to help them.

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4. Much progress has been made on women's and girls' empowerment and equality, but many challenges remain

The twin indices introduced in this report—the Women's Empowerment Index (WEI) and the Global Gender Parity Index (GGPI)—offer different but complementary lenses for assessing women's human development, power and freedom to make their own choices.

With less than a decade remaining to achieve the Sustainable Development Goals, the world has a long way to go to fully realize women's and girls' rights and fundamental freedoms. Today less than 1 percent of women and girls live in a country with high women's empowerment and a small gender gap. None of the 114 countries analysed has achieved full women's empowerment and gender parity. And no country has high women's empowerment alongside low or middle performance in achieving gender parity, suggesting that the two are incompatible. Although countries with higher human development tend to have smaller gender gaps, the new indices suggest that higher human development alone is insufficient to empower women and girls and bring about gender equality.

Going forward, it is essential to address data gaps in measuring emerging and long-standing dimensions of societal fragility, which disproportionately impact women and girls but are not yet included in the experimental WEI and GGPI due to data and methodological gaps. Key areas for future work include measurement of vulnerability resulting from climate change and climate emergencies, status and wellbeing of women and girls facing intersecting inequalities, and the role of artificial intelligence and other technology in combating or entrenching institutional gender bias. Though it is well known that women and girls have lower access to mobile phones, computers and the internet—and are even less likely to have the skills to use them[117]—information is lacking on the gendered aspects of other forms of technological advances and their propensity not only to reinforce existing biases but also to multiply them and perpetuate gender inequalities.[118]

Moreover, while women's participation in household decisionmaking and access to household income and other assets are vital,[119] data gaps have prevented information on these important areas from being included in the indices. A commitment at the national, regional and global levels to data, evidence and knowledge on women's status and wellbeing will be critical for advancing the women's empowerment and gender equality agenda. Similarly, an in-depth analysis of intersecting inequalities will require expanding information on different groups of women and girls, including those with disabilities, living with HIV or facing discrimination based on their race/ethnicity; those who are migrants, refugees or internally displaced; and those enduring discrimination based on their sexual orientation or gender identity.[120] Women's human development also requires positive gender norms and the eradication of gender discrimination in legal frameworks.[121] Gender biases embedded in institutions, laws, policies and budget allocations have a major bearing on prevailing gender inequalities.

Amid an increasingly uncertain future of intersecting crises, it is more important than ever to identify the obstacles to closing gender gaps and empowering women. Bold action is needed to address structural barriers and root out exclusion. The findings in this report focus on five areas where policy actions are urgently needed:

- Health policies must recognize the different needs of women and men across the lifecycle and support and promote long and healthy lives for all. Universal access to sexual and reproductive health must be fully integrated into national development strategies, including

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through universal rollout of family planning programmes.

- Equality in access to education and learning must go beyond parity in the aggregate. More efforts are needed to reach the most marginalized women and girls so that parity is achieved at the subnational level. Addressing gaps in skills and quality of education, especially in science, technology, engineering and mathematics fields and through digital learning, is important for empowering women and girls in the digital age.
- Greater investment is needed in policies and services that address work-life balance and support families with care needs. This includes recognizing the economic value of unpaid care work, investing in access to affordable quality childcare services, and implementing parental leave schemes and flexible working arrangements for mothers and fathers. Access to financial institutions and accounts is vital for women's economic security and autonomy. Equal pay for work of equal value is crucial for achieving gender equality and women's empowerment and can and should be accomplished.[122]
- More efforts are needed to support women's equal participation across all levels and spheres of public life. This includes setting targets, action plans and timelines for achieving gender parity; eliminating laws, policies and regulations that discriminate against women; and tackling biased gender social norms that hold women back from becoming leaders.
- Comprehensive measures focused on prevention, changing social norms and eliminating discriminatory laws and policies are needed to confront violence against women and girls. Essential services, including access to shelters, comprehensive health care and psychosocial support for survivors, are also critical.

These actions aim to bring about normative and structural shifts, enlarge opportunities and ensure capabilities for women and girls to lead a life they value and have reason to value. Coupled with other multisectoral investments in the dignity and human rights of women and girls throughout their life course, they set the basis for delivering on the promises of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development.

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Notes

1 Kabeer (1999) defines empowerment as people's ability to expand their choices in life, particularly where this ability had been previously limited or denied. The WEI similarly defines empowerment as the expansion of women's voice, choices and opportunities in life. It focuses on dimensions where women and girls face discrimination that impedes fundamental freedoms and human rights.

2 UNDP 2019. However, the situation across countries varies, with Afghanistan being a unique case. As of September 2021, girls over age 12 in the country are no longer allowed to attend school, and in December 2022 university education for female students was suspended until further notice (UNESCO 2023a).

3 UNDESA 2023; UNICEF 2018, 2021. The overall prevalence of female genital mutilation has declined over the past three decades, but not all countries have made progress, and the pace of decline has been uneven. The prevalence of child marriage is decreasing globally: The proportion of women who were married as children decreased from one in four to approximately one in five between 2001 and 2021.

4 UNDESA 2023.

5 WHO 2019a, 2023.

6 UNDESA 2020a.

7 UN Women 2021c.

8 UNDESA 2020b; UN Women 2020a.

9 UN Women 2020a.

10 Gordon and others 2019; Remme and others 2020.

11 UN Women 2020a.

12 ILO 2023.

13 ILO 2022; UN Women 2020b, 2020c; UN Women and UNDESA 2020.

14 UNDP 2022a; UN Women 2018a.

15 WHO 2021a.

16 UNDP 2023.

17 UNDP 2022b.

18 WHO 2021c.

19 The Human Climate Horizons platform developed by UNDP and the Climate Impact Lab (http://horizons.hdr.undp.org) provides detailed data and analysis on how climate change will exacerbate inequalities and widen gaps in human development.

20 UNHCR 2023.

21 UN Women (forthcoming), updated from UN Women (2020c).

22 UN Women 2020f.

23 ILO 2021a.

24 Bateman and Ross 2020; Cohen and Hsu 2020; Haridasani Gupta 2020; Power 2020; UN Women 2020c.

25 UNDP 2023.

26 Shulla and others 2021; UNDESA 2020d.

27 UN Women 2021b.

28 UN Women 2018a, 2021b.

29 Women's and girls' empowerment and gender equality are multidimensional challenges. A composite gender index encapsulates multidimensional policy-relevant data to provide a summary measure helpful for policymakers. The composite gender indices were pioneered by UNDP's Human Development Report Office and first published in the 1995 Human Development Report (UNDP 1995). UNDP's gender indices have undergone various revisions over the years, underscoring the conceptual and methodological evolution and improved data collection.

30 Guterres 2020.

31 UN-OHCHR 2017.

32 Evans and Nambiar 2013.

33 Fukuda-Parr and Cid-Martinez 2019.

34 The new gender indices join a long tradition of monitoring progress in key dimensions of human development through the capabilities approach. But they also draw inspiration from gender equality principles embodied in key international human rights treaties and frameworks, including the Universal Declaration of Human Rights (United Nations 1948), the Convention on the Elimination of All Forms of Discrimination against Women (United Nations 1979) and the Beijing Declaration and Platform for Action (United Nations 1995). The aspirations for gender equality in these foundational instruments overlap with those of later frameworks, including the 2030 Agenda for Sustainable Development (United Nations 2015). For further information on the conceptual aspects of the new indices, see Berik (2022).

35 The criteria of simplicity and transparency are crucial to ensure that the indices are easy to use and are fit to be decomposed into underlying indicators or values. See Azcona and others (forthcoming b) and OECD (2008).

36 Equal access to, and treatment of, women and men in and by health care services is recognized in the Convention on the Elimination of All Forms of Discrimination against Women (United Nations 1979) and the Beijing Declaration and Platform for Action (United Nations 1995). Moreover, the call for states to take action in this dimension is reaffirmed in Sustainable Development Goal 3 (United Nations 2015).

37 See the preamble to the constitution of the World Health Organization, as adopted by the International Health Conference, New York, 19 June–22 July 1946 (WHO 1948).

38 IHME 2018.

39 Ragonese and Barker 2019.

40 WHO 2019b.

41 UNDESA 2020c.

42 UNICEF 2021.

43 Kalamar and others 2016; Wodon and others 2017.

44 UNESCO 2020b, 2023b. Achieving equality in this domain has long been a priority of global leaders. For example, Article 10 of the Convention on the Elimination of All Forms of Discrimination against Women calls on states to ensure equal opportunity and treatment in education (United Nations 1979). Similarly, the Beijing Declaration and Platform for Action refers to reducing inequalities in access to and unequal content of education and training as one of the 12 areas of critical concern (United Nations 1995). These recommendations have been expanded in the agreed conclusions of the Commission on the Status of Women (United Nations 2021).

45 An estimated 32 million girls of primary school age are out of school compared with 27 million boys (UNESCO 2019).

46 UNESCO 2020b.

47 UN Women analysis using data from ICF International 2023 found that the gap in attaining secondary or higher education between women in the richest and poorest households has widened since the 1990s in 24 of 29 countries for which Demographic Health Surveys were available for 2014 or later and at least one survey round was done in the 1990s. In Mozambique in 2018, less than 4 percent of women in the poorest households had attained secondary education or higher compared with 68 percent of women in the richest households. In contrast, in 1997 attainment rates among poor and rich women were similarly abysmal (0.2 percent and 18 percent).

48 Mendez Acosta and Evans 2020; University of Oxford 2021.

49 The indicator young people who are not in education, employment or training is useful for understanding and addressing several vulnerabilities faced by young people around

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the world, including early school exit, but like labour force participation, it is a poor proxy for employment quality. The qualitative measures needed to gain a proper sense of employment quality are often lacking at the global level.

50 Article 11 of the Convention on the Elimination of All Forms of Discrimination against Women encourages states to support parents in combining family obligations with work responsibilities, including through provision of childcare facilities, access to maternity leave and protection from workplace discrimination on the basis of marriage or maternity (United Nations 1979).

51 Children are not the only household members who might require care; other adults, including older people, might require substantial care and supervision. But global data on labour force participation rates of women and men who provide full- or part-time unpaid care to other adults in the family or in the household are unavailable. Moreover, instead of requiring care, many older adults in the household provide support with care responsibilities (for example, grandparents caring for grandchildren). See UN Women (2019).

52 ILO 2018, 2022; OECD 2018; UN Women 2020b.

53 ILO 2018; OECD 2018; UN Women 2020b, 2020e. The labour force participation rate is sometimes used as a proxy measure of progress in living standards. This is problematic because being in the labour force says nothing about remuneration or access to decent income. Individuals might be in the labour force but be unemployed, underemployed, working part-time or working as an unpaid labourer in a family enterprise or farm. Still, when disaggregated simultaneously by sex, household composition and presence of young children, the labour force participation rate can be a good proxy for how the unequal distribution of domestic and care responsibility within the household contributes to unequal access to opportunities outside the household, specifically in the labour market.

54 World Bank 2023.

55 Demirgüç-Kunt and others 2017.

56 Field and others 2016.

57 Research on women's land rights, for example, points to greater bargaining power when women's land rights are secured. See Agarwal (2003), Daley and others (2010) and World Bank (2021).

58 Articles 7 and 8 of the Convention on the Elimination of All Forms of Discrimination against Women entrust states with ensuring equality between women and men in political and public life and in representation in governments (United Nations 1979). The Beijing Declaration and Platform for Action spells out the imperative for governments to promote the representation of women in power and decisionmaking at various levels and branches of government and in leadership positions in economic decisionmaking bodies (United Nations 1995). More recently, Sustainable Development Goal target 5.5 calls on states to ensure women's full and equal participation in leadership positions in political, economic and public life (United Nations 2015).

59 ILO 2019a; UN Women and UNDESA 2022.

60 Nussbaum (2011, p. 33), for instance, defines bodily integrity as being "secure against violent assault, including sexual assault and domestic violence; having opportunities for sexual satisfaction and for choice in matters of reproduction." Robeyns (2017, p. 41) describes violence in light of "bad" or negative functionings without the existence of which life would be better.

61 See General Recommendation 19 of the Convention on the Elimination of All Forms of Discrimination against Women (United Nations 1992, 2004), which asks states to compile and report information on the prevalence of violence against women and the provision of services for victims, as well as legislative and other measures taken to protect women against violence, including against harassment at the workplace, abuse in the family and sexual violence. See also the convention's more recent General Recommendation 35 on gender-based violence (United Nations 2017).

62 Hsu and Kovacevic 2017.

63 United Nations 2015.

64 Other forms of violence, including economic and psychological violence, are equally important; however, data on these forms of violence are not consistently collected across countries. Where data are collected on these forms of violence, they are captured using varying definitions and are thus not necessarily comparable across local contexts, countries and regions. For further information on the challenges related to producing global data on the prevalence of these forms of violence, see WHO (2021a).

65 UNDESA 2015.

66 The 2014 Human Development Report introduced fixed cutoff points for four categories of human development achievements (low, medium, high and very high). The cutoff points are the Human Development Index values calculated using the quartiles from the distributions of the component indicators averaged over 2004–2013 (UNDP 2014).

67 In general, higher human development (as measured by the HDI) is associated with higher GGPI scores. However, many countries with lower human development also perform well on the GGPI. This occurs where parity is being achieved but at low human development (see Azcona and others forthcoming b).

68 Countries and regions classified as having both low or middle women's empowerment and low or middle performance in achieving gender parity are those with a score of 0.800 or lower on both the WEI and the GGPI. The cutoff scores are based on the quartile scores for the GGPI for 114 countries.

69 Hsu and Kovacevic 2015.

70 Hellwig and others 2019.

71 Cahill and others 2018.

72 Cahill and others 2018.

73 WHO 2020.

74 UN Women and UNDP calculations based on data from WHO (2021e).

75 UNESCO 2020b, 2023b.

76 UNESCO 2020b.

77 In 47 non–Organisation for Economic Co-operation and Development countries included in the Programme for International Student Assessment, girls score higher in reading, and 9 out of 10 girls score as well as boys in mathematics (OECD 2019).

78 UNESCO 2020a.

79 UNESCO 2021, 2023b. At the global level female enrolment in tertiary education tripled between 1995 and 2018. But gaps in enhanced capabilities—such as enrolment in science, technology, engineering and mathematics fields—remain large. The gap in enrolment in tertiary education is highest in medium human development countries (UNESCO 2020c). These patterns are sustained later in life when women continue to be underrepresented in jobs in science, technology, engineering and mathematics fields, a phenomenon often compared to a "leaky pipeline" as they "leak out" of research and academia into alternative career paths (Grogan 2019; Sheltzer and Smith 2014). Based on data for 69 countries, women make up 38 percent of all those employed in science, technology, engineering and mathematics occupations (median value; data are an experimental series because there is no internationally agreed definition of science, technology, engineering and mathematics occupations, which include occupations from software developer to medical assistant; see ILO 2020a).

80 OECD 2017; UNDP 2019, 2020b; UNESCO 2020b.

81 UN Women and UNDP analysis based on data from UNESCO (2020c).

82 ILO 2019b.

83 Research in this area points to marriage and childbearing as a key moment of separation for young women, where they exit education and become young people who are not in education, employment or training (ILO 2019b).

84 ILO 2019a. Entrenched discriminatory gendered norms inhibit the equal distribution of care responsibilities between women and men and women's access to the labour market. For example, according to the Gender Social Norms Index, almost half the world's men do not think that women and men should have the same right to a job (UNDP 2023). But social norms can and do shift.

85 UNDP 2020b.

86 UNDESA 2023.

87 ILO 2019a.

88 ILO 2019a.

89 Based on 113 countries for which recent survey data (2010–2020) on labour force participation by sex and household composition were available. UN Women 2021a.

90 See annex table 3 and UN Women (2021a).

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91 Economic distress may push women into precarious, informal and low-paid activities (UN Women 2019, 2020b).

92 UN Women 2020b.

93 Gutiérrez-Romero and Ahamed 2021.

94 ILO 2020b; Jaim 2020.

95 Shin and others 2021.

96 UNDP 2023. It is critical to generate new measures and statistics, such as the Gender Social Norms Index, that make biases and attitudes towards gender equality visible to better inform norm aware policies, target social norms directly and change unequal power relationships. Tackling biases could be a game changer in the journey towards gender equality because this is not just a gender gap; it is a power gap (Rivera-Vázquez 2020).

97 As of 1 January 2023, women occupied the role of head of state or government in only 31 countries, only 22.8 percent of the world's cabinet ministers were women, only 22.5 percent of speakers of parliament were women and the number of countries with no women in government had increased over the previous year (IPU 2023; UN Women and IPU 2023). The lack of women's participation in decisionmaking limits the reach and impact of pandemic and other emergency recovery efforts and possibilities to revitalize economies and societies. Studies have shown that economies with greater female representation in the national legislature are more likely to pass laws on sexual harassment, rape, divorce and domestic violence (World Bank 2021). Only 8 of 137 countries studied have a COVID-19 task force with gender parity. In 26 countries the task force has no women at all (UNDP and UN Women 2021).

98 UNDP 2019, 2020b; UN Women 2021c.

99 UNDP 2023.

100 According to attitude surveys, 49 percent of people around the globe still think men make better political leaders than women, and more than 43 percent think that men make better business executives (UNDP 2023). Organized opposition to women's participation in public life can be strong and violent. Other barriers—including women's higher poverty rates; lower access to finance, sexual and reproductive health services, and rights; and greater care responsibilities—further limit their full participation.

101 IPU and UN Women 2021.

102 IPU 2021; UN Women 2021d. The quotas had been progressively raised from 30 percent in 2003 to 50 percent in 2014—alongside strict rules on how parties could fill the quotas (Hinojosa and Piscopo 2018).

103 The country is already the first in the region to have had a female speaker of parliament (IPU 2022, 2023).

104 United Nations 2004.

105 WHO 2021b.

106 WHO 2021a.

107 Hsu and Kovacevic 2017. There are several reasons, not least that it is notoriously difficult to collect such data when the victims can fear coming forward or even, tragically, feel ashamed. Data can also be politically sensitive, especially in some cultures.

108 UNDESA 2015.

109 Manjoo 2012; UN Women 2020g.

110 UN Women 2018b.

111 Evidence from Demographic and Health Surveys shows that in 21 of 23 countries with at least three surveys since the early 2000s, fewer men justify wife beating today (2013 or later). The pace of change, however, varies considerably at the country level. For instance, in Ethiopia the share of men that justified wife beating for at least one reason declined from 74.8 percent in 2000 to 27.6 percent in 2016. During the same period smaller, yet substantial gains, were observed in Uganda (from 63.6 percent to 40.1 percent). The 23 countries covered are Armenia, Benin, Dominican Republic, Ethiopia, Ghana, Haiti, Indonesia, Kenya, Lesotho, Madagascar, Malawi, Mali, Mozambique, Namibia, Nepal, Nigeria, Rwanda, Senegal, Sierra Leone, United Republic of Tanzania, Uganda, Zambia and Zimbabwe (ICF International 2023).

112 World Bank 2021.

113 World Bank 2021.

114 World Bank 2021. Madagascar's new law establishes criminal penalties for different forms of gender-based violence, such as physical, psychological, emotional or economic abuse in the private and public spheres, as well as a process to obtain protection orders. Furthermore, the new law stipulates that the state must support survivors through health care, psychological and legal aid services, and allocation of necessary resources.

115 Starrs and others 2018.

116 UN Women 2020d.

117 UNESCO and EQUALS Skills Coalition 2019.

118 D'Ignazio and Klein 2020.

119 Baland and Ziparo 2018.

120 No international standard currently exists for collecting and measuring gender identity data. But several countries, including Australia, Bangladesh, Canada, India, Nepal, New Zealand, Pakistan, the United Kingdom and the United States, are developing and testing different approaches (see UN Women 2018a).

121 Hyland and others 2020. There are important positive correlations between more equal laws pertaining to women in the labour force and more equal labour market outcomes, such as higher female labour force participation and a smaller wage gap between men and women.

122 A recent inspiring example of achieving equal pay for work of equal value is the US women's soccer team reaching a historical deal with the US Soccer Federation in May 2022 to be paid the same as the US men's soccer team (Hernandez 2022).

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Statistical annex

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Readers guide

The three annex tables depict the state of women's empowerment and gender parity based on available data for 2022 and earlier years.

For indicators that are global Sustainable Development Goal (SDG) indicators or that can be used in monitoring progress towards specific goals, the table headers include the relevant goals and targets.

Unless otherwise noted, the tables use data available to UNDP and UN Women as of 31 March 2023. All indices and indicators, along with a technical note on the calculation of the twin indices and additional source information, are available at https://hdr.undp.org/content/paths-equal.

Robustness and reliability analysis has shown that for most countries differences in Women's Empowerment Index (WEI) and Global Gender Parity Index (GGPI) values are not statistically significant at the fourth decimal place. Thus, both WEI and GGPI values are presented at three decimal places.

Statistical tables

Table 1, Twin indices, human development group and Sustainable Development Goal region, summarizes performance on the WEI and the GGPI. It presents the 2022 value and performance grouping on the WEI and on the GGPI. It also presents each country's human development group and SDG region.

Table 2, Women's Empowerment Index and its components, presents a composite measure of the level of women's empowerment using five dimensions: life and good health (two indicators); education, skill-building and knowledge (two indicators); labour and financial inclusion (two indicators); participation in decisionmaking (three indicators); and freedom from violence (one indicator). A WEI value close to 1 indicates higher empowerment across the five dimensions, and a value close to 0 indicates lower empowerment.

Table 3, Global Gender Parity Index and its components, assesses the relative achievements between women and men in four dimensions: life and good health (one indicator); education, skill-building and knowledge (two indicators); labour and financial inclusion (two indicators); and participation in decisionmaking (three indicators). A GGPI value below 1 means that, on average, women perform worse than men across the four dimensions, and a value above 1 indicates that women perform better than men.

Sources and definitions

Unless otherwise noted, UNDP and UN Women use data from international data agencies with the mandate, resources and expertise to collect national data on specific indicators. Definitions of indicators and sources for original data components are given at the end of each table, with full source details in *Statistical references*.

To ensure sufficient country coverage such that a substantial set of countries can be ranked for the indices, additional efforts to use new data sources have been made through collaboration with UN regional commissions and bodies (the United Nations Economic Commission for Africa, the United Nations Economic Commission for Europe, the United Nations Economic Commission for Latin America and the Caribbean, the United Nations Economic and Social Commission for Asia and the Pacific and the United Nations Economic and Social Commission for Western Asia) as well as with UN Women Regional offices and national statistical office focal points nominated to represent their countries in the Inter-agency and Expert Group on SDG Indicators.

Due to data availability, time series values for the twin indices are not presented in this report.

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Women Empowerment Index groupings

WEI groupings are based on fixed cutoff points derived from the quartiles of the distribution of GGPI scores (see below) to reflect the aspirational level of women's empowerment that countries should strive for. The cutoff points are WEI value of less than 0.600 for low women's empowerment, 0.600–0.699 for lower-middle women's empowerment, 0.700–0.799 for upper-middle women's empowerment and 0.800 or greater for high women's empowerment.

Global Gender Parity Index groupings

GGPI groupings are based on fixed cutoff points derived from the quartiles of the distribution of GGPI scores. The cutoff points are GGPI value of less than 0.600 for low performance in achieving gender parity, 0.600–0.699 for lower-middle performance in achieving gender parity, 0.700–0.799 for upper-middle performance in achieving gender parity and 0.800 or greater for high performance in achieving gender parity. Countries with a GGPI value greater than or equal to 1 are categorized as high performance in achieving gender parity.

Country groupings and aggregates

The tables present weighted aggregates for several country groupings. In general, an aggregate is shown only when data are available for at least half the countries and represent at least two-thirds of the population in that grouping. Aggregates for each grouping cover only the countries for which data are available.

Human development classifications

HDI classifications are based on HDI fixed cutoff points, which are derived from the quartiles of distributions of the component indicators. The cutoff points are HDI of less than 0.550 for low human development, 0.550–0.699 for medium human development, 0.700–0.799 for high human development and 0.800 or greater for very high human development. The data reference year for HDI is 2021.

Regional groupings

SDG regional groupings are based on the United Nations Statistics Division's SDG regional classifications (see https://unstats.un.org/sdgs/indicators/regional-groups/).

Least Developed Countries and Small Island Developing States are defined according to UN classifications (see https://www.un.org/ohrlls/).

The Organisation for Economic Co-operation and Development (OECD) aggregate refers to the 38 member countries of the OECD (see https://www.oecd.org/about/members-and-partners/).

Country notes

Data for China do not include Hong Kong Special Administrative Region of China, Macao Special Administrative Region of China or Taiwan Province of China.

As of 2 May 2016, Czechia is the short name to be used for the Czech Republic.

As of 1 June 2018, the Kingdom of Eswatini is the name of the country formerly known as Swaziland.

As of 14 February 2019, the Republic of North Macedonia (short form: North Macedonia) is the name of the country formerly known as the former Yugoslav Republic of Macedonia.

As of 1 June 2022, Türkiye is the name of the country formerly known as Turkey.

Symbols

A dash between two years, as in 2012–2022, indicates that the data are from the most recent year available during the period specified.

The following symbols are used in the tables:

..	Not available
0 or 0.0	Nil or negligible
—	Not applicable.

Statistical acknowledgements

The report's composite indices and other statistical resources draw on a wide variety of the most respected international data providers in their specialized

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TABLE 1

Twin indices, human development group and Sustainable Development Goal region

	Women's Empowerment Index (WEI) Value	Women's empowerment group	Global Gender Parity Index (GGPI) Value	Gender parity group	Human development group	Sustainable Development Goal region
	2022	2022	2022	2022	2021	
Australia	0.805	High	0.870	High	Very high	Australia and New Zealand
Belgium	0.801	High	0.869	High	Very high	Europe and Northern America
Denmark	0.804	High	0.845	High	Very high	Europe and Northern America
Iceland	0.816	High	0.914	High	Very high	Europe and Northern America
Norway	0.802	High	0.887	High	Very high	Europe and Northern America
Sweden	0.828	High	0.925	High	Very high	Europe and Northern America
Austria	0.778	Upper-middle	0.808	High	Very high	Europe and Northern America
Bulgaria	0.701	Upper-middle	0.767	Upper-middle	High	Europe and Northern America
Canada	0.783	Upper-middle	0.806	High	Very high	Europe and Northern America
Croatia	0.730	Upper-middle	0.772	Upper-middle	Very high	Europe and Northern America
Czechia	0.707	Upper-middle	0.680	Lower-middle	Very high	Europe and Northern America
Estonia	0.750	Upper-middle	0.774	Upper-middle	Very high	Europe and Northern America
Finland	0.787	Upper-middle	0.860	High	Very high	Europe and Northern America
France	0.792	Upper-middle	0.861	High	Very high	Europe and Northern America
Germany	0.762	Upper-middle	0.780	Upper-middle	Very high	Europe and Northern America
Hungary	0.707	Upper-middle	0.718	Upper-middle	Very high	Europe and Northern America
Ireland	0.759	Upper-middle	0.781	Upper-middle	Very high	Europe and Northern America
Italy	0.700	Upper-middle	0.767	Upper-middle	Very high	Europe and Northern America
Latvia	0.782	Upper-middle	0.831	High	Very high	Europe and Northern America
Lithuania	0.756	Upper-middle	0.793	Upper-middle	Very high	Europe and Northern America
Luxembourg	0.737	Upper-middle	0.757	Upper-middle	Very high	Europe and Northern America
Netherlands	0.778	Upper-middle	0.807	High	Very high	Europe and Northern America
Poland	0.757	Upper-middle	0.798	Upper-middle	Very high	Europe and Northern America
Portugal	0.749	Upper-middle	0.843	High	Very high	Europe and Northern America
Serbia	0.720	Upper-middle	0.816	High	Very high	Europe and Northern America
Singapore	0.757	Upper-middle	0.783	Upper-middle	Very high	Eastern Asia and South-Eastern Asia
Slovenia	0.791	Upper-middle	0.821	High	Very high	Europe and Northern America
Spain	0.773	Upper-middle	0.855	High	Very high	Europe and Northern America
Switzerland	0.786	Upper-middle	0.817	High	Very high	Europe and Northern America
United Kingdom	0.778	Upper-middle	0.821	High	Very high	Europe and Northern America
United States	0.752	Upper-middle	0.787	Upper-middle	Very high	Europe and Northern America
Albania	0.610	Lower-middle	0.860	High	High	Europe and Northern America
Armenia	0.656	Lower-middle	0.770	Upper-middle	High	Northern Africa and Western Asia
Bolivia (Plurinational State of)	0.632	Lower-middle	0.829	High	Medium	Latin America and the Caribbean
Brazil	0.637	Lower-middle	0.680	Lower-middle	High	Latin America and the Caribbean
Chile	0.699	Lower-middle	0.760	Upper-middle	Very high	Latin America and the Caribbean
China	0.664	Lower-middle	0.725	Upper-middle	High	Eastern Asia and South-Eastern Asia
Costa Rica	0.677	Lower-middle	0.844	High	Very high	Latin America and the Caribbean
Cyprus	0.649	Lower-middle	0.641	Lower-middle	Very high	Northern Africa and Western Asia
Dominican Republic	0.603	Lower-middle	0.771	Upper-middle	High	Latin America and the Caribbean
Ecuador	0.630	Lower-middle	0.751	Upper-middle	High	Latin America and the Caribbean
Greece	0.679	Lower-middle	0.703	Upper-middle	Very high	Europe and Northern America
Israel	0.694	Lower-middle	0.714	Upper-middle	Very high	Northern Africa and Western Asia
Jamaica	0.694	Lower-middle	0.824	High	High	Latin America and the Caribbean
Japan	0.651	Lower-middle	0.627	Lower-middle	Very high	Eastern Asia and South-Eastern Asia
Malta	0.696	Lower-middle	0.747	Upper-middle	Very high	Europe and Northern America
Mauritius	0.613	Lower-middle	0.728	Upper-middle	Very high	Sub-Saharan Africa
Moldova (Republic of)	0.686	Lower-middle	0.878	High	High	Europe and Northern America
Mongolia	0.670	Lower-middle	0.784	Upper-middle	High	Eastern Asia and South-Eastern Asia
Montenegro	0.640	Lower-middle	0.719	Upper-middle	Very high	Europe and Northern America
Namibia	0.617	Lower-middle	0.856	High	Medium	Sub-Saharan Africa
North Macedonia	0.682	Lower-middle	0.776	Upper-middle	High	Europe and Northern America
Peru	0.640	Lower-middle	0.799	Upper-middle	High	Latin America and the Caribbean
Philippines	0.618	Lower-middle	0.772	Upper-middle	Medium	Eastern Asia and South-Eastern Asia
Romania	0.623	Lower-middle	0.658	Lower-middle	Very high	Europe and Northern America
Slovakia	0.696	Lower-middle	0.697	Lower-middle	Very high	Europe and Northern America
South Africa	0.680	Lower-middle	0.823	High	High	Sub-Saharan Africa
Thailand	0.635	Lower-middle	0.677	Lower-middle	Very high	Eastern Asia and South-Eastern Asia
United Arab Emirates	0.680	Lower-middle	0.783	Upper-middle	Very high	Northern Africa and Western Asia
Uruguay	0.688	Lower-middle	0.825	High	Very high	Latin America and the Caribbean
Viet Nam	0.612	Lower-middle	0.758	Upper-middle	High	Eastern Asia and South-Eastern Asia
Bangladesh	0.443	Low	0.527	Low	Medium	Central Asia and Southern Asia

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TABLE 1

	Women's Empowerment Index (WEI) Value	Women's empowerment group	Global Gender Parity Index (GGPI) Value	Gender parity group	Human development group	Sustainable Development Goal region
	2022	2022	2022	2022	2021	
Belize	0.569	Low	0.730	Upper-middle	Medium	Latin America and the Caribbean
Benin	0.418	Low	0.497	Low	Low	Sub-Saharan Africa
Bhutan	0.562	Low	0.625	Lower-middle	Medium	Central Asia and Southern Asia
Bosnia and Herzegovina	0.597	Low	0.622	Lower-middle	High	Europe and Northern America
Botswana	0.560	Low	0.675	Lower-middle	Medium	Sub-Saharan Africa
Burkina Faso	0.443	Low	0.595	Low	Low	Sub-Saharan Africa
Burundi	0.530	Low	0.765	Upper-middle	Low	Sub-Saharan Africa
Cambodia	0.542	Low	0.619	Lower-middle	Medium	Eastern Asia and South-Eastern Asia
Cameroon	0.520	Low	0.752	Upper-middle	Medium	Sub-Saharan Africa
Colombia	0.592	Low	0.693	Lower-middle	High	Latin America and the Caribbean
Congo (Democratic Republic of the)	0.399	Low	0.637	Lower-middle	Low	Sub-Saharan Africa
Côte d'Ivoire	0.455	Low	0.594	Low	Medium	Sub-Saharan Africa
Egypt	0.466	Low	0.534	Low	High	Northern Africa and Western Asia
El Salvador	0.542	Low	0.660	Lower-middle	Medium	Latin America and the Caribbean
Gambia	0.427	Low	0.524	Low	Low	Sub-Saharan Africa
Ghana	0.524	Low	0.563	Low	Medium	Sub-Saharan Africa
Guatemala	0.482	Low	0.575	Low	Medium	Latin America and the Caribbean
Guinea	0.400	Low	0.546	Low	Low	Sub-Saharan Africa
Honduras	0.544	Low	0.716	Upper-middle	Medium	Latin America and the Caribbean
India	0.520	Low	0.560	Low	Medium	Central Asia and Southern Asia
Indonesia	0.568	Low	0.652	Lower-middle	High	Eastern Asia and South-Eastern Asia
Iran (Islamic Republic of)	0.454	Low	0.393	Low	High	Central Asia and Southern Asia
Iraq	0.363	Low	0.486	Low	Medium	Northern Africa and Western Asia
Jordan	0.488	Low	0.562	Low	High	Northern Africa and Western Asia
Kenya	0.591	Low	0.769	Upper-middle	Medium	Sub-Saharan Africa
Lao People's Democratic Republic	0.582	Low	0.839	High	Medium	Eastern Asia and South-Eastern Asia
Lebanon	0.372	Low	0.422	Low	High	Northern Africa and Western Asia
Lesotho	0.531	Low	0.784	Upper-middle	Low	Sub-Saharan Africa
Liberia	0.435	Low	0.604	Lower-middle	Low	Sub-Saharan Africa
Malawi	0.464	Low	0.606	Lower-middle	Low	Sub-Saharan Africa
Maldives	0.518	Low	0.575	Low	High	Central Asia and Southern Asia
Mali	0.400	Low	0.579	Low	Low	Sub-Saharan Africa
Mexico	0.598	Low	0.803	High	High	Latin America and the Caribbean
Myanmar	0.518	Low	0.598	Low	Medium	Eastern Asia and South-Eastern Asia
Nepal	0.491	Low	0.618	Lower-middle	Medium	Central Asia and Southern Asia
Niger	0.307	Low	0.662	Lower-middle	Low	Sub-Saharan Africa
Nigeria	0.444	Low	0.514	Low	Low	Sub-Saharan Africa
Pakistan	0.337	Low	0.428	Low	Low	Central Asia and Southern Asia
Panama	0.563	Low	0.646	Lower-middle	Very high	Latin America and the Caribbean
Paraguay	0.593	Low	0.695	Lower-middle	High	Latin America and the Caribbean
Rwanda	0.565	Low	0.846	High	Low	Sub-Saharan Africa
Senegal	0.511	Low	0.623	Lower-middle	Low	Sub-Saharan Africa
Sierra Leone	0.438	Low	0.588	Low	Low	Sub-Saharan Africa
Sri Lanka	0.568	Low	0.516	Low	High	Central Asia and Southern Asia
Tanzania (United Republic of)	0.510	Low	0.714	Upper-middle	Low	Sub-Saharan Africa
Togo	0.537	Low	0.664	Lower-middle	Low	Sub-Saharan Africa
Tunisia	0.512	Low	0.594	Low	High	Northern Africa and Western Asia
Türkiye	0.498	Low	0.511	Low	Very high	Northern Africa and Western Asia
Uganda	0.463	Low	0.672	Lower-middle	Low	Sub-Saharan Africa
Yemen	0.141	Low	0.141	Low	Low	Northern Africa and Western Asia
Zambia	0.441	Low	0.637	Lower-middle	Medium	Sub-Saharan Africa
Zimbabwe	0.519	Low	0.655	Lower-middle	Medium	Sub-Saharan Africa
Countries or territories with incomplete data						
Afghanistan	..	..	..	..	Low	Central Asia and Southern Asia
Algeria	..	..	..	..	High	Northern Africa and Western Asia
Andorra	..	..	..	..	Very high	Europe and Northern America
Angola	..	..	..	..	Medium	Sub-Saharan Africa
Antigua and Barbuda	..	..	..	..	High	Latin America and the Caribbean
Argentina	..	..	..	..	Very high	Latin America and the Caribbean
Azerbaijan	..	..	..	..	High	Northern Africa and Western Asia
Bahamas	..	..	..	..	Very high	Latin America and the Caribbean

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	Women's Empowerment Index (WEI) Value	Women's empowerment group	Global Gender Parity Index (GGPI) Value	Gender parity group	Human development group	Sustainable Development Goal region
	2022	2022	2022	2022	2021	
Bahrain	..	..	..	..	Very high	Northern Africa and Western Asia
Barbados	..	..	..	..	High	Latin America and the Caribbean
Belarus	..	..	..	..	Very high	Europe and Northern America
Brunei Darussalam	..	..	..	..	Very high	Eastern Asia and South-Eastern Asia
Cabo Verde	..	..	..	..	Medium	Sub-Saharan Africa
Central African Republic	..	..	..	..	Low	Sub-Saharan Africa
Chad	..	..	..	..	Low	Sub-Saharan Africa
Comoros	..	..	..	..	Medium	Sub-Saharan Africa
Congo	..	..	..	..	Medium	Sub-Saharan Africa
Cuba	..	..	..	..	High	Latin America and the Caribbean
Djibouti	..	..	..	..	Low	Sub-Saharan Africa
Dominica	..	..	..	..	High	Latin America and the Caribbean
Equatorial Guinea	..	..	..	..	Medium	Sub-Saharan Africa
Eritrea	..	..	..	..	Low	Sub-Saharan Africa
Eswatini (Kingdom of)	..	..	..	..	Medium	Sub-Saharan Africa
Ethiopia	..	..	..	..	Low	Sub-Saharan Africa
Fiji	..	..	..	..	High	Oceania (excluding Australia and New Zealand)
Gabon	..	..	..	..	High	Sub-Saharan Africa
Georgia	..	..	..	..	Very high	Northern Africa and Western Asia
Grenada	..	..	..	..	High	Latin America and the Caribbean
Guinea-Bissau	..	..	..	..	Low	Sub-Saharan Africa
Guyana	..	..	..	..	High	Latin America and the Caribbean
Haiti	..	..	..	..	Low	Latin America and the Caribbean
Hong Kong, China (SAR)	..	..	..	..	Very high	Eastern Asia and South-Eastern Asia
Kazakhstan	..	..	..	..	Very high	Central Asia and Southern Asia
Kiribati	..	..	..	..	Medium	Oceania (excluding Australia and New Zealand)
Korea (Democratic People's Rep. of)	..	..	..	..	Other countries or territories	Eastern Asia and South-Eastern Asia
Korea (Republic of)	..	..	..	..	Very high	Eastern Asia and South-Eastern Asia
Kuwait	..	..	..	..	Very high	Northern Africa and Western Asia
Kyrgyzstan	..	..	..	..	Medium	Central Asia and Southern Asia
Libya	..	..	..	..	High	Northern Africa and Western Asia
Liechtenstein	..	..	..	..	Very high	Europe and Northern America
Madagascar	..	..	..	..	Low	Sub-Saharan Africa
Malaysia	..	..	..	..	Very high	Eastern Asia and South-Eastern Asia
Marshall Islands	..	..	..	..	Medium	Oceania (excluding Australia and New Zealand)
Mauritania	..	..	..	..	Medium	Sub-Saharan Africa
Micronesia (Federated States of)	..	..	..	..	Medium	Oceania (excluding Australia and New Zealand)
Monaco	..	..	..	..	Other countries or territories	Europe and Northern America
Morocco	..	..	..	..	Medium	Northern Africa and Western Asia
Mozambique	..	..	..	..	Low	Sub-Saharan Africa
Nauru	..	..	..	..	Other countries or territories	Oceania (excluding Australia and New Zealand)
New Zealand	..	..	..	..	Very high	Australia and New Zealand
Nicaragua	..	..	..	..	Medium	Latin America and the Caribbean
Oman	..	..	..	..	Very high	Northern Africa and Western Asia
Palau	..	..	..	..	High	Oceania (excluding Australia and New Zealand)
Palestine, State of	..	..	..	..	High	Northern Africa and Western Asia
Papua New Guinea	..	..	..	..	Medium	Oceania (excluding Australia and New Zealand)
Qatar	..	..	..	..	Very high	Northern Africa and Western Asia
Russian Federation	..	..	..	..	Very high	Europe and Northern America
Saint Kitts and Nevis	..	..	..	..	High	Latin America and the Caribbean
Saint Lucia	..	..	..	..	High	Latin America and the Caribbean
Saint Vincent and the Grenadines	..	..	..	..	High	Latin America and the Caribbean
Samoa	..	..	..	..	High	Oceania (excluding Australia and New Zealand)
San Marino	..	..	..	..	Very high	Europe and Northern America
Sao Tome and Principe	..	..	..	..	Medium	Sub-Saharan Africa
Saudi Arabia	..	..	..	..	Very high	Northern Africa and Western Asia
Seychelles	..	..	..	..	High	Sub-Saharan Africa
Solomon Islands	..	..	..	..	Medium	Oceania (excluding Australia and New Zealand)
Somalia	..	..	..	..	Other countries or territories	Sub-Saharan Africa
South Sudan	..	..	..	..	Low	Sub-Saharan Africa
Sudan	..	..	..	..	Low	Northern Africa and Western Asia

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TABLE 1

	Women's Empowerment Index (WEI) Value	Women's empowerment group	Global Gender Parity Index (GGPI) Value	Gender parity group	Human development group	Sustainable Development Goal region
	2022	2022	2022	2022	2021	
Suriname	..	..	..	..	High	Latin America and the Caribbean
Syrian Arab Republic	..	..	..	..	Medium	Northern Africa and Western Asia
Tajikistan	..	..	..	..	Medium	Central Asia and Southern Asia
Timor-Leste	..	..	..	..	Medium	Eastern Asia and South-Eastern Asia
Tonga	..	..	..	..	High	Oceania (excluding Australia and New Zealand)
Trinidad and Tobago	..	..	..	..	Very high	Latin America and the Caribbean
Turkmenistan	..	..	..	..	High	Central Asia and Southern Asia
Tuvalu	..	..	..	..	Medium	Oceania (excluding Australia and New Zealand)
Ukraine	..	..	..	..	High	Europe and Northern America
Uzbekistan	..	..	..	..	High	Central Asia and Southern Asia
Vanuatu	..	..	..	..	Medium	Oceania (excluding Australia and New Zealand)
Venezuela (Bolivarian Republic of)	..	..	..	..	Medium	Latin America and the Caribbean
Human development groups						
Very high human development	0.734	–	0.793	–	–	–
High human development	0.641	–	0.733	–	–	–
Medium human development	0.533	–	0.629	–	–	–
Low human development	0.432	–	0.603	–	–	–
Sustainable Development Goal regions						
Australia and New Zealand	0.807	–	0.878	–	–	–
Central Asia and Southern Asia	0.507	–	0.575	–	–	–
Eastern Asia and South-eastern Asia	0.661	–	0.741	–	–	–
Europe and Northern America	0.763	–	0.823	–	–	–
Latin America and the Caribbean	0.633	–	0.751	–	–	–
Northern Africa and Western Asia	0.458	–	0.531	–	–	–
Oceania excluding Australia and New Zealand	..	–	..	–	–	–
Sub-Saharan Africa	0.498	–	0.697	–	–	–
Least developed countries	0.459	–	0.649	–	–	–
Small island developing states	..	–	..	–	–	–
Organisation for Economic Co-operation and Development	0.733	–	0.802	–	–	–
World	0.607	–	0.721	–	–	–

Definitions

Women's Empowerment Index (WEI): A composite index measuring women's empowerment in five dimensions: life and good health (including bodily integrity); education, skill-building and knowledge; labour and financial inclusion; participation in decisionmaking; and freedom from violence. See *Technical note* at https://hdr.undp.org/content/paths-equal for details on how the WEI is calculated.

Women's empowerment group: Groupings are based on fixed cutoff points derived from the quartiles of the distribution of GGPI scores to reflect the aspirational level of women's empowerment that countries should strive for. The cutoff points are WEI value of less than 0.600 for low women's empowerment, 0.600–0.699 for lower-middle women's empowerment, 0.700–0.799 for upper-middle women's empowerment and 0.800 or greater for high women's empowerment.

Global Gender Parity Index (GGPI): A composite index showing the status of women's achievements relative to men's in four dimensions of human development: life and good health; education, skill-building and knowledge; labour and financial inclusion; and participation in decisionmaking. See *Technical note* at https://hdr.undp.org/content/paths-equal for details on how the GGPI is calculated.

Gender parity group: Grouping based on fixed cutoff points derived from the quartiles of the distribution of GGPI scores. The cutoff points are GGPI value of less than 0.600 for low performance in achieving gender parity, 0.600–0.699 for lower-middle performance in achieving gender parity, 0.700–0.799 for upper-middle performance in achieving gender parity and 0.800 or greater for high performance in achieving gender parity.

Human development group: Grouping based on Human Development Index (HDI) fixed cutoff points, which are derived from the quartiles of distributions of the component indicators. The cutoff points are HDI of less than 0.550 for low human development, 0.550–0.699 for medium human development, 0.700–0.799 for high human development and 0.800 or greater for very high human development.

Sustainable Development Goal region: Regions are based on Sustainable Development Goal regional classifications from the United Nations Statistics Division. For the complete list of countries in each region, see https://unstats.un.org/sdgs/indicators/regional-groups/.

Main data sources

Columns 1 and 2: UNDP and UN Women calculations based on data from Barro and Lee (2018), ILO (2023), IPU (2023), UNDESA (2022a, 2022b), UNESCO Institute for Statistics (2023), UN Women (2023), WHO, on behalf of the United Nations Inter-Agency Working Group on Violence Against Women Estimation and Data (2021) and World Bank (2023).

Columns 3 and 4: UNDP and UN Women calculations based on data from Barro and Lee (2018), ILO (2023), IPU (2023), UNESCO Institute for Statistics (2023), UN Women (2023), WHO (2021) and World Bank (2023).

Column 5: UNDP calculations based on 2021 HDI data from UNDP (2022).

Column 6: Based on Sustainable Development Goal regional classifications from the United Nations Statistics Division

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TABLE 2

Women's Empowerment Index and its components

	Women's Empowerment Index (WEI)	SDG 3.7 Life and good health: Women of reproductive age whose need for family planning is satisfied with modern methods	SDG 3.7 Life and good health: Adolescent birth rate	SDG 8.6 Education, skill-building and knowledge: Population with completed secondary education or higher, female	SDG 8.6 Education, skill-building and knowledge: Youth not in education, employment or training, female	SDG 8.10 Labour and financial inclusion: Labour force participation rate among prime-working-age individuals who are living in a household comprising a couple and at least one child under age 6, female	SDG 8.10 Labour and financial inclusion: Account ownership at a financial institution or with a mobile-money-service provider, female	SDG 5.5 Participation in decisionmaking: Share of seats held by women (%): In parliament	SDG 5.5 Participation in decisionmaking: Share of seats held by women (%): In local government	SDG 5.5 Participation in decisionmaking: Share of managerial positions held by women	SDG 5.2 Freedom from violence: Ever-partnered women and girls subjected to physical and/or sexual violence by a current or former intimate partner in the previous 12 months
	Value	(% ages 15–49)	(births per 1,000 women ages 15–19)	(% ages 25 and older)	(% ages 15–24)	(% ages 25–54)	(% of population ages 15 and older)			(%)	(% ages 15–49)
	2022	2022	2022	2022[a]	2012-2022[b]	2012-2022[b]	2021	2023	2015-2022[b]	2012-2022[b]	2018
High women's empowerment											
Australia	0.805	85.3	7.7	79.1	9.0	77.6[c,d]	100.0	44.5	33.9	39.7	3
Belgium	0.801	90.3	5.1	72.3[e]	6.6	79.6	98.7	43.3	39.0	35.4	5
Denmark	0.804	87.8	1.8	80.2	7.2	81.9[f,g]	100.0	43.6	37.0	28.2	3
Iceland	0.816	80.1[h]	5.1	73.8	4.6	68.2[i,j]	100.0	47.6	51.3	37.6	3
Norway	0.802	88.6	2.2	79.3[e]	5.7	63.8	100.0	46.2	40.8	33.5	4
Sweden	0.828	86.7	3.3	77.9[e]	4.7	82.8[i,j]	100.0	46.4	44.0	43.0	6
Upper-middle women's empowerment											
Austria	0.778	88.7	5.2	76.2[e]	10.3	76.5	100.0	40.6	26.3	35.5	4
Bulgaria	0.701	70.9	38.2	76.9	15.4	72.0	84.3	24.2	27.2	38.3	6
Canada	0.783	92.5	6.6	86.6[e]	10.6	74.3[k,l,m]	99.5	35.2	26.6	35.5	3
Croatia	0.730	63.6	8.2	81.2[n]	13.3	77.4	90.0	31.8	30.0	28.9	4
Czechia	0.707	83.3	9.4	87.8[e]	8.4	39.0	93.4	23.8	29.0	28.4	4
Estonia	0.750	77.8	8.1	86.1	9.7	53.7	99.6	27.7	29.5	41.2	4
Finland	0.787	90.5	4.1	79.4[e]	6.9	60.2[i,j]	99.1	45.5	40.2	36.5	8
France	0.792	91.2	9.4	70.9[e]	10.4	77.4	100.0	36.8	42.3	37.8	5
Germany	0.762	87.3	7.2	80.7	7.7	70.1	100.0	35.5	30.3	29.2	5.4[o]
Hungary	0.707	79.2	21.9	76.4	13.2	76.5	86.9	13.1	30.5	36.6	6
Ireland	0.759	88.4	5.9	75.7[e]	6.8	71.8	99.5	27.4	23.9	38.0	3
Italy	0.700	74.1	3.9	51.8	20.0	59.6	97.1	33.0	32.4	28.6	4
Latvia	0.782	80.9	10.5	93.5[e]	9.1	75.2	97.6	29.0	30.5	45.9	6
Lithuania	0.756	72.6	9.7	89.0	10.9	83.2	90.4	28.4	29.4	37.0	5
Luxembourg	0.737	80.1[h]	4.2	72.5[n]	7.4	77.6	98.2[p]	35.0	25.1	21.9	4
Netherlands	0.778	88.4	2.7	69.8	5.0	85.0	99.5	37.8	35.0	26.0	5
Poland	0.757	72.1	9.2	85.9	11.9	66.9	95.7	27.5	30.4	43.0	3
Portugal	0.749	78.8	7.1	44.4	7.4	91.1	90.2	36.1	31.7[q,r]	38.0	4
Serbia	0.720	49.7	14.4	69.9[e]	15.7	74.1	89.8	34.8	37.6	33.0	4
Singapore	0.757	77.5	2.5	72.3	6.0	67.7[c,s]	96.9	29.1	–[t]	38.1	2
Slovenia	0.791	78.6	4.4	80.3[e]	6.4	93.0[u]	98.2	31.5	34.9	34.0	3
Spain	0.773	86.3	6.3	53.4	10.1	81.0	97.5	41.0	38.6	33.3	3
Switzerland	0.786	88.6	2.2	84.4[e]	9.1	57.1[i,j]	99.0	39.3	39.0	31.5	2
United Kingdom	0.778	85.9	10.0	80.1	10.6	75.0	99.9	31.5	35.3	36.8	4
United States	0.752	80.3	15.1	91.3	11.7	68.3	96.8	27.9	26.2[r,v]	41.0	6
Lower-middle women's empowerment											
Albania	0.610	10.5	14.5	54.4[n]	25.5	70.0	45.7	35.7	43.6	34.1	6
Armenia	0.656	44.5	18.3	90.0	17.4	59.2	52.2	35.5	28.0	29.7	5
Bolivia (Plurinational State of)	0.632	59.9	63.1	45.9	15.0	54.3	63.3	48.2	50.4	35.2	18
Brazil	0.637	89.3	43.6	55.5	28.3	60.9	80.9	17.7	15.7	38.8	6
Chile	0.699	84.8	22.8	62.9	18.3	54.2	86.6	32.7	33.6	30.4	6
China	0.664	92.0	11.1	32.4[n]	18.5[w]	70.8[c]	87.3	24.9	32.2	25.0[c]	8
Costa Rica	0.677	83.7	35.7	41.5	22.6	53.1	61.1	47.4	45.5	40.2	7
Cyprus	0.649	63.6[h]	6.8	73.4	13.7	75.5	92.7	14.3	16.1	21.0	3
Dominican Republic	0.603	81.9	63.2	47.2	33.6	60.2	49.0	25.7	29.2	42.8	10
Ecuador	0.630	81.3	62.1	45.2	27.2	59.3	58.0	38.7	27.2	37.8	8
Greece	0.679	66.0	8.3	62.3	12.0	69.6	93.4	21.0	21.8[q,r]	29.6	5
Israel	0.694	68.6	7.4	85.0[e]	17.2	76.7[c,x]	91.9	24.2	17.1	29.0	6
Jamaica	0.694	79.1	32.0	63.1	31.5	78.8	71.6	31.0	18.3	56.7	7
Japan	0.651	68.0	2.8	91.6	3.8	65.4[c,y]	98.8	15.5	15.6	12.9	4
Malta	0.696	75.0	11.5	47.1	13.7	75.8	95.3	27.8	26.3	28.9	4
Mauritius	0.613	56.9	24.0	52.6[n]	33.3	56.1	89.4	20.0	24.4	39.4	13.2[o]
Moldova (Republic of)	0.686	63.7	27.2	73.6[e]	13.3	51.3[c,x,z]	62.9	38.6	35.6	44.6	9
Mongolia	0.670	69.8	25.0	50.5	18.1	66.8	99.0	17.1	27.2	45.7	12
Montenegro	0.640	41.2	9.7	77.6[e]	20.7	39.1	67.6[p]	28.4	32.7	32.1	4

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	Women's Empowerment Index (WEI)	SDG 3.7 Life and good health: Women of reproductive age whose need for family planning is satisfied with modern methods	SDG 3.7 Life and good health: Adolescent birth rate	SDG 8.6 Education, skill-building and knowledge: Population with completed secondary education or higher, female	SDG 8.6 Education, skill-building and knowledge: Youth not in education, employment or training, female	SDG 8.10 Labour and financial inclusion: Labour force participation rate among prime-working-age individuals who are living in a household comprising a couple and at least one child under age 6, female	SDG 8.10 Labour and financial inclusion: Account ownership at a financial institution or with a mobile-money-service provider, female	SDG 5.5 Participation in decisionmaking: Share of seats held by women (%): In parliament	SDG 5.5 Participation in decisionmaking: Share of seats held by women (%): In local government	SDG 5.5 Participation in decisionmaking: Share of managerial positions held by women	SDG 5.2 Freedom from violence: Ever-partnered women and girls subjected to physical and/or sexual violence by a current or former intimate partner in the previous 12 months
	Value	(% ages 15–49)	(births per 1,000 women ages 15–19)	(% ages 25 and older)	(% ages 15–24)	(% ages 25–54)	(% of population ages 15 and older)			(%)	(% ages 15–49)
	2022	2022	2022	2022[a]	2012–2022[b]	2012–2022[b]	2021	2023	2015–2022[b]	2012–2022[b]	2018
Namibia	0.617	83.0	63.1	22.3[n]	34.3	73.3	69.3	35.6	44.9	43.6	16
North Macedonia	0.682	37.4	16.1	61.7	17.9	75.5	79.9	42.5	36.7[q,r]	21.6	4
Peru	0.640	70.3	56.1	49.9	26.0	67.6	53.0	38.8	41.4	35.4	11
Philippines	0.618	58.6	48.1	59.2	20.8	42.9	47.4	27.5	29.1	53.4	6
Romania	0.623	74.6	35.4	66.0[e]	21.5	60.5	65.7	18.9	14.1	35.8	7
Slovakia	0.696	78.2	26.6	85.0[e]	11.5	39.4	94.0	22.0	26.9	38.0	6
South Africa	0.680	81.8	60.9	52.8[e]	32.4	75.9[k,l,m]	86.2	46.1[aa]	40.7	31.6	13
Thailand	0.635	89.9	31.6	36.4[e]	18.2	62.2	92.7	14.4	20.4	35.5	9
United Arab Emirates	0.680	60.7	2.8	73.1	17.7	37.8[c]	86.7	50.0	–[t]	23.1	17.9[o]
Uruguay	0.688	86.6	35.2	36.8	16.5	77.3	75.7	26.9	31.7	39.2	4
Viet Nam	0.612	77.5	35.0	30.4[e]	12.7	88.1	30.4[p]	30.3	29.0	25.6	10
Low women's empowerment											
Bangladesh	0.443	73.7	73.3	28.9[e]	44.6	42.7	43.5	20.9	23.4	10.7	23
Belize	0.569	71.1	56.6	45.8	41.3	42.1	52.3[ab]	23.9	31.5	39.4	8
Benin	0.418	33.7	90.8	22.4	40.7	68.9	39.8	25.7	3.5	13.7	15
Bhutan	0.562	80.4	18.5	13.8	12.2	72.9	27.7[ab]	16.9	12.8	39.7	9
Bosnia and Herzegovina	0.597	39.7	9.4	59.4	19.9	56.7	70.4	17.5	19.6	24.2	3
Botswana	0.560	86.4	48.3	37.6	40.4	65.6	46.8[p]	11.1	14.9	58.5	17
Burkina Faso	0.443	57.6	108.7	5.3[e]	49.1	56.5[c]	30.7	16.9	12.7	58.1	11
Burundi	0.530	47.9	52.6	4.2[e]	10.9	93.8	6.7[ab]	38.9	33.3	33.8	22
Cambodia	0.542	63.6	45.7	6.4[n]	12.6	82.3	32.5	19.3	16.9	31.0	9
Cameroon	0.520	49.0	108.6	18.6[n]	23.1	69.7[c,ac,ad]	49.3	31.1	24.5	49.3	22
Colombia	0.592	87.0	57.6	55.4	35.7	54.3	56.2	29.4	17.9	35.3	12
Congo (Democratic Republic of the)	0.399	33.6	107.5	21.6[n]	33.9	73.3	24.2[p]	14.8	–[t]	41.9	36
Côte d'Ivoire	0.455	47.1	103.3	16.5[n]	31.5	64.8	37.4	15.9	15.0	30.7	16
Egypt	0.466	80.6	43.6	72.3[n]	42.2	22.5	24.2	22.9	–[t]	12.4	15
El Salvador	0.542	81.5	54.5	32.0	37.4	40.3	29.2	27.4	30.4	41.1	6
Gambia	0.427	43.9	60.7	14.8	29.7	55.4	24.8[p]	8.6	13.8	19.6	10
Ghana	0.524	49.8	63.4	26.1[n]	25.3	80.9	62.6	14.5	3.8	33.7	10
Guatemala	0.482	70.7	63.2	23.7[e]	45.8	38.7	42.1[p]	19.4	11.4	36.8	7
Guinea	0.400	40.7	112.2	3.7[e]	41.5	65.0[c]	24.0	29.6	15.9	23.4	21
Honduras	0.544	79.2	71.3	28.3[e]	40.9	50.6	28.9	27.3	38.9	40.1	7
India	0.520	77.5	16.3	24.9	43.5	27.1	77.6	14.7	44.4	15.9	18
Indonesia	0.568	81.2	32.9	34.6	27.2	55.0[l,m]	52.3	21.6	15.7	31.7	9
Iran (Islamic Republic of)	0.454	76.5	29.7	54.3[e]	39.0	10.3[c,ae]	85.1	5.6	5.1	19.0	18
Iraq	0.363	58.0	61.2	31.1[n]	52.7	9.7	14.9	28.9	–[t]	15.0	16.6[o]
Jordan	0.488	57.0	24.9	49.9	38.3	9.9[c,af]	34.1	13.3	24.9	57.2	13
Kenya	0.591	77.2	62.6	22.6[n]	24.3	67.1	75.4	24.6	33.5	49.6	23
Lao People's Democratic Republic	0.582	71.5	71.8	16.7	27.9	69.9	37.9	22.0	32.2	59.0	8
Lebanon	0.372	62.4	20.0	32.5	28.9	22.5	16.6	6.3	4.0	21.2	18.2[o]
Lesotho	0.531	82.9	89.1	18.7[ag]	42.1	60.8[c]	46.5[p]	26.0	41.3	33.8	16
Liberia	0.435	49.5	122.0	17.0	41.6	73.1[ad]	44.2	9.7	–[t]	52.5	27
Malawi	0.464	78.1	117.2	12.4[n]	24.9	68.9	38.1	20.7	14.6	15.6	17
Maldives	0.518	33.5	6.8	9.1[n]	28.5	46.5[c]	74.2[p]	4.6	39.5	18.7	6
Mali	0.400	45.5	147.7	3.2	43.3	56.9	41.2	28.6	25.3	17.4	18
Mexico	0.598	81.6	53.7	35.2	26.7	42.2	33.3[p]	50.1	47.5	38.5	10
Myanmar	0.518	78.7	32.8	21.9	20.7	43.9	46.2	15.0[ah]	–[t]	27.8	11
Nepal	0.491	63.5	63.4	18.5[n]	45.8	33.7	49.9	33.9	41.3	13.2	11
Niger	0.307	40.5	168.0	4.0[n]	77.2	67.7	10.9[p]	30.7	27.1	49.3	13
Nigeria	0.444	41.3	99.6	36.9[ai]	43.5	74.7	35.0	4.5[aj]	11.1	30.4	13
Pakistan	0.337	52.8	41.2	10.1	56.4	29.5	13.5	20.1	16.8	5.7	16
Panama	0.563	73.3	68.5	53.5	22.2	51.0	43.1	22.5	9.0	39.3	8
Paraguay	0.593	82.2	69.9	43.5	27.6	60.8	55.4	16.8	20.8	40.0	6

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	Women's Empowerment Index (WEI)	SDG 3.7 Life and good health	SDG 3.7	SDG 8.6 Education, skill-building and knowledge		SDG 8.10 Labour and financial inclusion		SDG 5.5 Participation in decisionmaking	SDG 5.5	SDG 5.5	SDG 5.2 Freedom from violence
		Women of reproductive age whose need for family planning is satisfied with modern methods	Adolescent birth rate	Population with completed secondary education or higher, female	Youth not in education, employment or training, female	Labour force participation rate among prime-working-age individuals who are living in a household comprising a couple and at least one child under age 6, female	Account ownership at a financial institution or with a mobile-money-service provider, female	Share of seats held by women (%) In parliament	In local government	Share of managerial positions held by women	Ever-partnered women and girls subjected to physical and/or sexual violence by a current or former intimate partner in the previous 12 months
	Value	(% ages 15–49)	(births per 1,000 women ages 15–19)	(% ages 25 and older)	(% ages 15–24)	(% ages 25–54)	(% of population ages 15 and older)			(%)	(% ages 15–49)
	2022	2022	2022	2022[a]	2012-2022[b]	2012-2022[b]	2021	2023	2015-2022[b]	2012-2022[b]	2018
Rwanda	0.565	74.2	32.2	9.1[e]	30.8	64.3	45.0[p]	54.7	43.6	35.0	23
Senegal	0.511	55.9	64.6	5.6[e]	45.9	63.4[c,ak]	50.3	46.1	47.2	15.2	12
Sierra Leone	0.438	56.8	97.9	7.8	34.8	65.0	24.8	13.0	18.2	35.9	20
Sri Lanka	0.568	73.7	15.4	64.0	27.5	31.7	89.3	5.3	10.9	27.0	4
Tanzania (United Republic of)	0.510	62.0	123.4	4.0[e]	19.3	86.1	46.0	37.4	30.7	27.9	24
Togo	0.537	46.8	77.0	8.4[n]	31.5	85.1[k]	44.3	19.8	13.0	70.1	13
Tunisia	0.512	69.6	6.6	37.0	34.5	34.4	28.8	16.2	48.5	10.5	10
Türkiye	0.498	61.4	15.7	37.7[e]	32.4	33.0	62.6	17.4	10.1	19.7	12
Uganda	0.463	61.1	105.7	10.8[al]	38.4	39.7	65.1	33.8	22.1	35.0	26
Yemen	0.141	49.1	52.5	12.4	69.7	6.6	1.7[ab]	0.3	–[t]	4.1	18.2[o]
Zambia	0.441	68.2	116.1	20.5[n]	36.2	55.8	45.0	15.0	7.1	43.3	28
Zimbabwe	0.519	85.8	92.6	18.6[e]	35.6	59.8[l,m]	54.0	33.6	12.0	34.0	18
COUNTRIES OR TERRITORIES WITH INCOMPLETE DATA											
Afghanistan	..	47.7	79.7	5.2	81.3	23.4	4.7	27.2[ah]	..	4.9	35
Algeria	..	71.3	11.6	37.8[e]	31.7	..	31.2	6.8	17.6	8.4	18.1[o]
Andorra	..	80.1[h]	5.9	45.8[e]	..	..	..	46.4	41.3	..	6.4[o]
Angola	..	35.4	135.8	12.3	22.6	88.2	22.3[ab]	33.6	..	15.4	25
Antigua and Barbuda	..	76.1	32.3	..	24.0[am]	..	..	22.9	66.7	..	16.3[o]
Argentina	..	82.1	37.9	63.3[n]	18.6	63.5	73.8	44.4	..	32.7	5
Azerbaijan	..	33.3	40.1	84.8[e]	..	..	27.7[p]	18.6	38.8	36.2	5
Bahamas	..	78.8	25.1	82.5	..	..	..	20.0	..	..	16[o]
Bahrain	..	58.6	8.7	67.2	..	..	75.4[p]	22.5	10.0	21.6	18.1[o]
Barbados	..	75.0	41.9	82.3[an]	25.9	77.3	..	32.7	–[t]	49.3	16.2[o]
Belarus	..	71.4	11.2	95.1[e]	7.2	..	81.3[p]	34.7	48.2	47.2	6
Brunei Darussalam	..	86.7[h]	9.5	62.3	20.0	63.7	..	8.8	–[t]	42.6	3.4[o]
Cabo Verde	..	76.0	54.0	19.8	29.0	84.8	..	41.7	41.8	46.0	11
Central African Republic	..	37.6	159.0	9.5	..	..	9.7[p]	12.9	–[t]	..	21
Chad	..	25.3	135.7	4.2[al]	46.4	49.9	14.9[p]	25.9	..	..	16
Comoros	..	41.4	56.1	..	24.9	56.1	17.9[k]	16.7	33.3	51.1	8
Congo	..	51.3	101.2	5.3	22.8[ao]	..	43.8	15.9	..	..	33.8[o]
Cuba	..	87.7	48.9	73.9[e]	..	..	..	53.4	42.1	..	5
Djibouti	..	51.5	22.7	..	28.0	15.7	8.8[k]	23.1	28.9	12.3	26.9[o]
Dominica	..	77.7	37.9	..	..	..	..	37.5	..	..	16.1[o]
Equatorial Guinea	..	37.5	136.4	..	..	..	..	27.0	26.9	..	29
Eritrea	..	33.1	63.6	..	..	..	..	22.0[ap]	..	..	26.9[o]
Eswatini (Kingdom of)	..	83.2	68.4	10.2	41.2	53.9	..	22.1	14.2	43.4	18
Ethiopia	..	64.7	66.5	6.8[al]	24.9	63.1	29.1[p]	38.8	..	25.4	27
Fiji	..	64.6	26.1	50.6[n]	29.6	40.7	..	10.9	–[t]	38.9	23
Gabon	..	53.5	89.8	53.4	..	..	61.3	17.6	..	..	22
Georgia	..	51.8	29.7	91.8[e]	26.4	..	70.7	18.4	23.7	36.1	3
Grenada	..	76.0	32.1	..	31.0[am]	74.3[c,aq]	..	31.0	–[t]	..	8
Guinea-Bissau	..	61.9	85.8	6.7	29.9	..	..	13.7	–[t]	..	19.7[o]
Guyana	..	55.6	64.6	35.9[an]	53.6	40.9	..	36.6	38.7	46.8	10
Haiti	..	50.2	51.8	14.3	27.9	65.4	30.1[p]	2.7[ap]	–[t]	..	12
Hong Kong, China (SAR)	..	80.8	1.6	62.8[e]	6.3	55.8[c,ar]	98.2	..	..	33.1	3
Kazakhstan	..	75.9	20.9	96.9	9.9[as]	..	83.6	25.6	30.5	41.1	6
Kiribati	..	48.1	39.6	..	49.8	46.4	..	6.7	7.3	43.3	25
Korea (Democratic People's Rep. of)	..	84.3	2.4	..	..	..	..	17.6	..	..	7.7[o]
Korea (Republic of)	..	82.3	2.1	74.8[e]	21.0[at]	..	98.7	19.1	30.3	14.6	8
Kuwait	..	67.2	5.3	41.6[e]	..	..	73.5[p]	6.3	–[t]	13.6	18.1[o]
Kyrgyzstan	..	66.5	33.8	95.9[n]	22.1	47.4[c]	43.8	20.0	..	42.8	13
Libya	..	39.0	7.0	64.8	..	..	59.6[p]	16.5	14.3	..	18.3[o]
Liechtenstein	..	80.1[h]	3.0	..	..	..	..	28.0	39.1	..	..

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	Women's Empowerment Index (WEI)	SDG 3.7 Life and good health: Women of reproductive age whose need for family planning is satisfied with modern methods	SDG 3.7 Life and good health: Adolescent birth rate	SDG 8.6 Education, skill-building and knowledge: Population with completed secondary education or higher, female	SDG 8.6 Education, skill-building and knowledge: Youth not in education, employment or training, female	SDG 8.10 Labour and financial inclusion: Labour force participation rate among prime-working-age individuals who are living in a household comprising a couple and at least one child under age 6, female	SDG 8.10 Labour and financial inclusion: Account ownership at a financial institution or with a mobile-money-service provider, female	SDG 5.5 Participation in decisionmaking: Share of seats held by women (%): In parliament	SDG 5.5 Participation in decisionmaking: Share of seats held by women (%): In local government	SDG 5.5 Participation in decisionmaking: Share of managerial positions held by women	SDG 5.2 Freedom from violence: Ever-partnered women and girls subjected to physical and/or sexual violence by a current or former intimate partner in the previous 12 months
	Value	(% ages 15–49)	(births per 1,000 women ages 15–19)	(% ages 25 and older)	(% ages 15–24)	(% ages 25–54)	(% of population ages 15 and older)			(%)	(% ages 15–49)
	2022	2022	2022	2022[a]	2012–2022[b]	2012–2022[b]	2021	2023	2015–2022[b]	2012–2022[b]	2018
Madagascar	..	66.9	118.1	8.7[al]	4.3	94.0	16.3[p]	17.8	..	31.8	26.6[o]
Malaysia	..	57.6	9.1	64.5[e]	14.8	..	87.5	14.7	..	24.9	13.1[o]
Marshall Islands	..	72.7	57.5	67.6	46.5	27.8	..	6.1	15.9	33.3	19
Mauritania	..	27.8	76.8	9.4[n]	54.9	33.3	15.5[p]	20.3	31.4	..	19.7[o]
Micronesia (Federated States of)	..	52.5[h]	35.7	..	33.6	51.7	..	7.1	1.5	20.3	21
Monaco	..	80.1[h]	6.9	..	..	..	..	45.8	..	..	..
Morocco	..	74.1	25.5	24.1	44.1[au]	20.9[c]	32.7	21.4	27.2	..	10
Mozambique	..	57.7	165.1	8.1[e]	41.0[av]	90.3	38.7	43.2	..	24.3	16
Nauru	..	56.4	71.1	..	51.3	67.9	..	10.5	..	36.1	20
New Zealand	..	87.8	11.8	74.6	12.6	..	99.2	50.0	39.4	..	4
Nicaragua	..	88.1	84.0	38.8[e]	40.1	47.4	21.6	51.6	..	35.2	6
Oman	..	41.1	9.7	71.7	..	38.7[c,aw]	63.5[k]	9.9	0.8	28.7	18[o]
Palau	..	63.6	42.1	87.7	19.2	61.5	..	6.9	..	46.8	14
Palestine, State of	..	63.7	42.9	47.1	33.2	21.2[c,r]	25.9	..	21.0	19.8	19
Papua New Guinea	..	51.0	54.3	7.7	29.0[ad,ax]	..	..	1.7	..	..	31
Qatar	..	64.5	6.9	60.1	30.7[ao,ay]	..	61.6[k]	4.4	–[t]	10.7	18[o]
Russian Federation	..	74.5	14.5	86.6[az]	14.6	66.4[l,m,ad]	90.1	17.8	..	46.2	7.9[o]
Saint Kitts and Nevis	..	75.1	36.8	..	20.0[am]	..	..	31.3	–[t]	..	16.2[o]
Saint Lucia	..	75.4	36.3	44.0[e]	23.5	69.7	..	24.1	–[t]	47.3	16.2[o]
Saint Vincent and the Grenadines	..	79.4	46.5	..	37.0[am]	..	..	18.2	–[t]	..	16.1[o]
Samoa	..	31.2	43.8	74.6	35.6	51.8	..	13.0	–[t]	43.0	18
San Marino	..	80.1[h]	3.7	56.0	..	..	..	33.3	–[t]	..	6.5[o]
Sao Tome and Principe	..	60.1	77.4	31.8	..	..	..	14.5	23.9	24.4	18
Saudi Arabia	..	47.4	11.6	58.8	23.9	42.6[c]	63.5	19.9	1.2	..	17.9[o]
Seychelles	..	56.6[h]	52.1	..	22.2	79.5	..	22.9	–[t]	41.8	13.3[o]
Solomon Islands	..	53.3	59.4	..	8.9	90.0	..	8.0	..	25.7	28
Somalia	..	7.6	116.1	..	49.7	..	33.7[ab]	20.7	–[t]	29.4	27[o]
South Sudan	..	20.9	97.4	10.9	..	..	4.2	32.3	–[t]	..	27
Sudan	..	35.2	77.6	11.1	46.4[k,ay]	..	10.0[ab]	31.0[ba]	–[t]	..	17
Suriname	..	68.9	55.2	26.2	21.9	62.8	..	29.4	33.1	43.2	8
Syrian Arab Republic	..	61.9	38.1	18.9	..	..	19.6[k]	10.8	7.1	..	18.1[o]
Tajikistan	..	55.3	44.9	76.0[n]	52.4[ao]	..	39.4	26.6	..	..	14
Timor-Leste	..	53.0	33.3	26.5[al]	32.6	79.9	..	40.0	3.9	13.3	28
Tonga	..	49.1	19.2	68.4[n]	23.3	..	..	7.1	–[t]	35.7	17
Trinidad and Tobago	..	65.6	37.7	80.1[n]	17.5	57.0	73.6[p]	33.8	..	43.6	7
Turkmenistan	..	76.4	21.2	..	19.3[bb]	..	35.5[p]	25.9	21.9	..	7.1[o]
Tuvalu	..	45.1	31.7	..	45.8	..	..	6.3	12.5	35.9	20
Ukraine	..	74.2	15.2	89.3[n]	19.7	..	80.7	20.4	29.8	41.0	9
Uzbekistan	..	83.9	15.7	95.0	38.2[bc]	..	38.8	30.0	..	..	7.2[o]
Vanuatu	..	60.9	63.2	..	38.7	66.7[c,ad]	..	1.9	10.1	37.1	29
Venezuela (Bolivarian Republic of)	..	82.2	82.0	65.2	30.1	56.7	79.7	22.2[ah]	..	32.8	8
Human development groups											
Very high human development	0.734	77.7	13.5	75.8	14.0	65.5	92.5	29.4	34.2	36.8	6.6
High human development	0.641	85.7	27.6	40.4	24.7	62.2	72.7	26.0	30.3	32.9	9.2
Medium human development	0.533	73.2	37.4	27.2	39.6	34.5	65.8	22.4	41.6	22.5	17.2
Low human development	0.432	50.3	88.0	14.5	42.5	57.9	26.4	25.2	..	24.3	20.2
Sustainable Development Goal regions											
Australia and New Zealand	0.807	85.7	8.4	78.4	9.6	77.6	99.9	46.4	34.9	39.7	3.2
Central Asia and Southern Asia	0.507	73.6	27.8	27.9	45.5	28.1	66.1	19.6	41.4	16.0	17.9
Eastern Asia and South-eastern Asia	0.661	85.3	20.0	38.9	19.2	67.2	79.1	21.4	30.9	35.6	8.1
Europe and Northern America	0.763	80.2	12.1	80.6	11.9	69.7	94.7	31.9	36.5	39.3	5.6
Latin America and the Caribbean	0.633	82.9	52.3	50.1	28.4	55.6	61.8	34.2	27.2	37.0	8.1
Northern Africa and Western Asia	0.458	62.0	36.7	45.1	41.4	26.3	35.6	18.0	..	18.6	14.8

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TABLE 2

	Women's Empowerment Index (WEI)	SDG 3.7 Life and good health: Women of reproductive age whose need for family planning is satisfied with modern methods	SDG 3.7 Life and good health: Adolescent birth rate	SDG 8.6 Education, skill-building and knowledge: Population with completed secondary education or higher, female	SDG 8.6 Education, skill-building and knowledge: Youth not in education, employment or training, female	SDG 8.10 Labour and financial inclusion: Labour force participation rate among prime-working-age individuals who are living in a household comprising a couple and at least one child under age 6, female	SDG 8.10 Labour and financial inclusion: Account ownership at a financial institution or with a mobile-money-service provider, female	SDG 5.5 Participation in decisionmaking: Share of seats held by women (%): In parliament	SDG 5.5 Participation in decisionmaking: Share of seats held by women (%): In local government	SDG 5.5 Participation in decisionmaking: Share of managerial positions held by women	SDG 5.2 Freedom from violence: Ever-partnered women and girls subjected to physical and/or sexual violence by a current or former intimate partner in the previous 12 months
	Value	(% ages 15–49)	(births per 1,000 women ages 15–19)	(% ages 25 and older)	(% ages 15–24)	(% ages 25–54)	(% of population ages 15 and older)			(%)	(% ages 15–49)
	2022	2022	2022	2022[a]	2012-2022[b]	2012-2022[b]	2021	2023	2015-2022[b]	2012-2022[b]	2018
Oceania excluding Australia and New Zealand	..	52.1	52.2	14.1	28.5	..	..	6.5	..	..	29.7
Sub-Saharan Africa	0.498	53.5	99.4	20.2	33.9	70.9	40.8	26.5	..	38.0	20.6
Least developed countries	0.459	56.9	92.4	15.0	37.7	57.6	33.2	25.3	..	29.8	22.2
Small island developing states	..	66.8	50.0	46.9	28.5	..	..	26.8	..	..	13.5
Organisation for Economic Co-operation and Development	0.733	80.2	18.5	73.8	15.9	63.7	88.6	32.7	36.1	36.5	6.4
World	0.607	74.8	41.9	43.5	31.7	54.2	69.8	26.3	35.5	31.2	12.9

Notes

a Data refer to 2022 or the most recent year available.

b Data refer to the most recent year available during the period specified.

c Based on data from UN Women compiled from various sources, including UN regional commissions and national statistical office focal points nominated to represent their countries in the Inter-agency and Expert Group on SDG Indicators.

d Estimate is for mothers and fathers ages 15 and older who live in a household as a couple and have children under age 15.

e Updated by UNDP and UN Women based on data from UNESCO Institute for Statistics (2023).

f Based on data from Eurostat (2020).

g Estimate is for households with at least one child under age 5.

h Updated by UNDP and UN Women based on data from UNDESA (2022a).

i Based on data from ILO (2018).

j Estimate is for mothers and fathers with at least one child under age 6.

k Refers to 2011.

l Based on data from Minnesota Population Center (2020).

m Estimate is for married and/or cohabiting couples with at least once child under age 6.

n Updated by UNDP and UN Women based on data from Barro and Lee (2018) and UNESCO Institute for Statistics (2023).

o Based on data from IHME (2023).

p Refers to 2017.

q Based on data from EIGE (2023).

r Refers to 2023.

s Estimate is for married women and men ages 20–64 who live with dependent children.

t Indicator is not applicable because there are no elected deliberative bodies of local government. The value for share of seats held by women in parliament was used in calculating the WEI value.

u Refers to 2008.

v Based on data from CAWP (2023).

w Updated by UNDP and UN Women based on data from ILO (2023).

x Estimate is the employment rate for women and men ages 25–49 with at least one child age 3–5.

y Estimate is for those women and men ages 15 and older who live in a household as a couple and have children (whose age is unclear).

z Refers to 2010 or later.

aa Excludes the 36 special rotating delegates appointed on an ad hoc basis.

ab Refers to 2014.

ac Estimate is for women and men ages 15 and older who live in a household with at least one child under age 10.

ad Refers to 2010.

ae Estimate is for women and men ages 15 and older who live in a household as a couple and have children under age 5.

af Estimate is for all nationalities. For Jordanian nationals only, the labour force participation rate is 13.3 percent for women and 78.2 percent for men.

ag Updated by UNDP and UN Women based on data from Barro and Lee (2018) and ICF Macro Demographic and Health Surveys for various years.

ah Refers to 2021.

ai Updated by UNDP and UN Women based on data from ICF Macro Demographic and Health Surveys for various years.

aj Refers to 2022.

ak Estimates is for married women and men ages 25–54 who live in a household with at least one child under age 6.

al Updated by UNDP and UN Women based on data from ICF Macro Demographic and Health Surveys for various years and UNESCO Institute for Statistics (2023).

am Based on data from OECS Commission and UNICEF (2020).

an Updated by UNDP and UN Women based on data from Barro and Lee (2018) and United Nations Children's Fund Multiple Indicator Cluster Surveys for various years.

ao Refers to 2009.

ap Refers to 2019.

aq Estimate is for women and men ages 15–54 who live in a household as a couple and have at least one child under age 6.

ar Estimate is for women and men ages 25–54 living in a nuclear family household composed of a couple and unmarried children with at least one child under age 5.

as Based on data from OECD (2021).

at Based on data from OECD (2022).

au Based on data from ONDH and UNICEF (2022).

av Based on data from UN Women (2022).

aw Estimate is for the employment rate for married women and men ages 25-54 who live in a household with at least one child under the age of 6.

ax Based on data from UNESCAP (2023).

ay Based on data from UNESCWA (2023).

az Updated by UNDP and UN Women based on data from OECD (2023) and UNESCO Institute for Statistics (2023).

ba Refers to 2018.

bb Based on data from The State Committee of Turkmenistan for Statistics and UNICEF (2020).

bc Based on data from Honorati and Marguerie (2021).

Definitions

Women's Empowerment Index (WEI): A composite index measuring women's empowerment in five dimensions: life and good health (including bodily integrity); education, skill-building and knowledge; labour and financial inclusion; participation in decisionmaking; and freedom from violence. See *Technical note* at https://hdr.undp.org/content/paths-equal for details on how the WEI is calculated.

Women of reproductive age whose need for family planning is satisfied with modern methods: Percentage of women of reproductive age (15–49 years) who desire either to have no (additional) children or to postpone the next child and who are currently using a modern method of contraception. The indicator is also referred to as the demand for family planning satisfied with modern methods.

Adolescent birth rate: Number of births to women ages 15–19 per 1,000 women ages 15–19.

Population with completed secondary education or higher, female: Percentage of the female population ages 25 and

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older that has completed at least an upper secondary level of education.

Youth not in education, employment or training, female: Percentage of women ages 15–24 who are not in employment and not in education or training.

Labour force participation rate among prime-working-age individuals who are living in a household comprising a couple and at least one child under age 6, female: The number of women ages 25–54 who live in a household comprising a couple and at least one child under age 6 and who are in the labour force divided by the total number of women ages 25–54 who live in a household comprising a couple and at least one child under age 6. The labour force comprises all people of working age who furnish the supply of labour for the production of goods and services during a specified reference period. It is the sum of people of working age who are employed and people of working age who are unemployed.

Account ownership at a financial institution or with a mobile-money-service provider, female: Percentage of female population ages 15 and older who report having an account alone or jointly with someone else at a bank or other type of financial institution or who report personally using a mobile money service in the past 12 months.

Share of seats in parliament held by women: Proportion of seats in the national parliament that are held by women, expressed as a percentage of total seats. For countries with a bicameral legislative system, the share of seats is calculated based on both houses.

Share of seats in local government held by women: Proportion of elected positions in legislative or deliberative bodies of local government that are held by women, expressed as a percentage of total elected positions in those bodies.

Share of managerial positions held by women: Proportion of managerial positions that are held by women, expressed as a percentage of total managerial positions.

Ever-partnered women and girls subjected to physical and/or sexual violence by a current or former intimate partner in the previous 12 months: Proportion of ever-married or partnered women ages 15–49 who reported having been subjected to one or more acts of physical violence or sexual violence, or both, by a current or former husband or male intimate partner within the 12 months preceding the survey.

Main data sources

Column 1: UNDP and UN Women calculations based on data from Barro and Lee (2018), ILO (2023), IPU (2023), UNDESA (2022a, 2022b), UNESCO Institute for Statistics (2023), UN Women (2023), WHO, on behalf of the United Nations Inter-Agency Working Group on Violence Against Women Estimation and Data (2021) and World Bank (2023).

Column 2: UNDESA (2022a).

Column 3: UNDESA (2022b).

Column 4: Barro and Lee (2018), ICF Macro Demographic and Health Surveys, OECD (2023), UNESCO Institute for Statistics (2023) and United Nations Children's Fund Multiple Indicator Cluster Surveys.

Columns 5 and 6: ILO (2023).

Column 7: World Bank (2023).

Column 8: IPU (2023).

Column 9: UN Women (2023).

Column 10: UNDP and UN Women calculations based on data from ILO (2023).

Column 11: WHO, on behalf of the United Nations Inter-Agency Working Group on Violence Against Women Estimation and Data (2021).

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TABLE 3

Global Gender Parity Index and its components

	Global Gender Parity Index (GGPI)	Life and good health		Education, skill-building and knowledge				Labour and financial inclusion				Participation in decisionmaking		
						SDG 8.6				SDG 8.10		SDG 5.5	SDG 5.5	SDG 5.5
		Fraction of life expectancy at birth spent in good health (%)		Population with completed secondary education or higher (% ages 25 and older)		Youth not in education, employment or training (% ages 15–24)		Labour force participation rate among prime-working-age individuals who are living as part of a household comprising couple and at least one child under age 6 (% ages 25–54)		Account ownership at a financial institution or with a mobile-money-service provider (% of population ages 15 and older)		Share of seats held by women (%)		Share of managerial positions held by women
	Value 2022	Female 2019	Male 2019	Female 2022[a]	Male 2022[a]	Female 2012-2022[b]	Male 2012-2022[b]	Female 2012-2022[b]	Male 2012-2022[b]	Female 2021	Male 2021	In parliament 2023	In local government 2015-2022[b]	(%) 2012-2022[b]
High performance in achieving gender parity														
Albania	0.860	87.9	89.2	54.4[c]	52.4[c]	25.5	26.2	70.0	94.2	45.7	42.6	35.7	43.6	34.1
Australia	0.870	84.5	86.3	79.1	81.0	9.0	8.9	77.6[d,e]	94.2[d,e]	100.0	98.6	44.5	33.9	39.7
Austria	0.808	85.8	88.0	76.2[f]	86.4[f]	10.3	14.1	76.5	96.8	100.0	99.9	40.6	26.3	35.5
Belgium	0.869	85.4	88.0	72.3[f]	73.8[f]	6.6	8.2	79.6	95.3	98.7	99.4	43.3	39.0	35.4
Bolivia (Plurinational State of)	0.829	86.6	88.8	45.9	53.9	15.0	6.9	54.3	98.9	63.3	74.0	48.2	50.4	35.2
Canada	0.806	85.6	87.7	86.6[f]	85.1[f]	10.6	13.0	74.3[g,h,i]	94.1[g,h,i]	99.5	99.8	35.2	26.6	35.5
Costa Rica	0.844	85.5	87.7	41.5	38.4	22.6	16.0	53.1	98.7	61.1	76.3	47.4	45.5	40.2
Denmark	0.845	86.0	88.8	80.2	78.4	7.2	7.0	81.9[j,k]	95.5[j,k]	100.0	100.0	43.6	37.0	28.2
Finland	0.860	85.7	88.3	79.4[f]	77.1[f]	6.9	8.4	60.2[l,m]	92.9[l,m]	99.1	100.0	45.5	40.2	36.5
France	0.861	85.9	89.1	70.9[f]	75.2[f]	10.4	12.5	77.4	95.1	100.0	98.4	36.8	42.3	37.8
Iceland	0.914	86.2	88.7	73.8	74.4	4.6	5.1	68.2[l,m]	91.2[l,m]	100.0	100.0	47.6	51.3	37.6
Jamaica	0.824	86.6	88.7	63.1	58.4	31.5	27.9	78.8	89.0	71.6	75.1	31.0	18.3	56.7
Lao People's Democratic Republic	0.839	87.2	89.4	16.7	17.1	27.9	23.6	69.9	85.5	37.9	36.8	22.0	32.2	59.0
Latvia	0.831	86.8	89.1	93.5[f]	89.4[f]	9.1	8.2	75.2	94.3	97.6	95.5	29.0	30.5	45.9
Mexico	0.803	85.2	87.9	35.2	37.5	26.7	10.2	42.2	97.6	33.3[n]	41.1[n]	50.1	47.5	38.5
Moldova (Republic of)	0.878	87.0	89.3	73.6[f]	75.6[f]	13.3	13.8	51.3[d,o,p]	55.2[d,o,p]	62.9	65.7	38.6	35.6	44.6
Namibia	0.856	85.6	88.2	22.3[c]	25.5[c]	34.3	29.4	73.3	91.2	69.3	73.7	35.6	44.9	43.6
Netherlands	0.807	86.0	88.7	69.8	76.2	5.0	5.2	85.0	95.8	99.5	100.0	37.8	35.0	26.0
Norway	0.887	85.2	87.6	79.3[f]	78.9[f]	5.7	6.9	63.8	71.9	100.0	99.0	46.2	40.8	33.5
Portugal	0.843	85.6	88.6	44.4	42.3	7.4	7.8	91.1	97.9	90.2	95.4	36.1	31.7[q,r]	38.0
Rwanda	0.846	86.2	88.2	9.1[f]	12.1[f]	30.8	27.3	64.3	85.9	45.0[n]	55.8[n]	54.7	43.6	35.0
Serbia	0.816	87.4	89.0	69.9[f]	79.9[f]	15.7	16.4	74.1	95.2	89.8	89.0	34.8	37.6	33.0
Slovenia	0.821	86.2	87.8	80.3[f]	86.8[f]	6.4	6.8	93.0[s]	100.0[s]	98.2	100.0	31.5	34.9	34.0
South Africa	0.823	84.5	87.8	52.8[f]	79.2[f]	32.4	28.8	75.9[g,h,i]	90.4[g,h,i]	86.2	84.6	46.1[t]	40.7	31.6
Spain	0.855	85.0	88.3	53.4	53.1	10.1	11.8	81.0	95.7	97.5	99.1	41.0	38.6	33.3
Sweden	0.925	85.9	88.7	77.9[f]	77.7[f]	4.7	5.4	82.8[l,m]	94.0[l,m]	100.0	99.4	46.4	44.0	43.0
Switzerland	0.817	85.6	88.3	84.4[f]	89.8[f]	9.1	10.6	57.1[l,m]	85.1[l,m]	99.0	100.0	39.3	39.0	31.5
United Kingdom	0.821	85.1	87.3	80.1	79.7	10.6	10.5	75.0	96.6	99.9	99.6	31.5	35.3	36.8
Uruguay	0.825	86.3	89.0	36.8	29.9	16.5	13.5	77.3	96.9	75.7	72.4	26.9	31.7	39.2
Upper-middle performance in achieving gender parity														
Armenia	0.770	87.3	89.5	90.0	89.8	17.4	29.4	59.2	94.6	52.2	59.4	35.5	28.0	29.7
Belize	0.730	86.6	88.9	45.8	40.7	41.3	19.0	42.1	98.6	52.3[u]	44.1[u]	23.9	31.5	39.4
Bulgaria	0.767	87.4	89.2	76.9	78.8	15.4	12.7	72.0	96.6	84.3	83.6	24.2	27.2	38.3
Burundi	0.765	86.5	87.7	4.2[f]	9.1[f]	10.9	11.5	93.8	96.7	6.7[u]	7.5[u]	38.9	33.3	33.8
Cameroon	0.752	86.2	88.7	18.6[c]	32.3[c]	23.1	10.5	69.7[d,v,w]	79.1[d,v,w]	49.3	54.2	31.1	24.5	49.3
Chile	0.760	85.4	88.3	62.9	63.7	18.3	14.3	54.2	95.6	86.6	87.6	32.7	33.6	30.4
China	0.725	87.0	89.9	32.4[c]	37.0[c]	18.5[x]	13.1[x]	70.8[d]	96.6[d]	87.3	89.9	24.9	32.2	25.0[d]
Croatia	0.772	86.3	88.3	81.2[c]	86.0[c]	13.3	12.2	77.4	97.9	90.0	93.9	31.8	30.0	28.9
Dominican Republic	0.771	86.7	89.0	47.2	37.9	33.6	21.1	60.2	98.2	49.0	53.7	25.7	29.2	42.8
Ecuador	0.751	86.0	88.6	45.2	45.7	27.2	10.6	59.3	99.4	58.0	70.6	38.7	27.2	37.8
Estonia	0.774	86.8	88.9	86.1	85.3	9.7	12.1	53.7	96.4	99.6	99.1	27.7	29.5	41.2
Germany	0.780	85.1	88.5	80.7	86.8	7.7	7.4	70.1	94.2	100.0	100.0	35.5	30.3	29.2
Greece	0.703	86.0	88.8	62.3	68.5	12.0	12.1	69.6	95.9	93.4	96.3	21.0	21.8[q,r]	29.6
Honduras	0.716	86.5	88.7	28.3[f]	24.5[f]	40.9	12.2	50.6	94.9	28.9	48.6	27.3	38.9	40.1
Hungary	0.718	87.0	88.9	76.4	84.2	13.2	8.2	76.5	97.5	86.9	89.7	13.1	30.5	36.6
Ireland	0.781	85.6	88.2	75.7[f]	70.3[f]	6.8	8.6	71.8	92.9	99.5	99.8	27.4	23.9	38.0
Israel	0.714	86.2	89.1	85.0[f]	86.0[f]	17.2	16.3	76.7[d,p]	91.7[d,p]	91.9	94.0	24.2	17.1	29.0
Italy	0.767	85.5	88.0	51.8	53.2	20.0	19.5	59.6	94.1	97.1	97.5	33.0	32.4	28.6
Kenya	0.769	86.1	88.6	22.6[c]	29.6[c]	24.3	15.0	67.1	94.7	75.4	83.2	24.6	33.5	49.6
Lesotho	0.784	85.6	88.8	18.7[y]	19.8[y]	42.1	28.2	60.8[d]	78.8[d]	46.5[n]	44.6[n]	26.0	41.3	33.8
Lithuania	0.793	86.6	89.1	89.0	90.9	10.9	11.7	83.2	97.6	90.4	97.0	28.4	29.4	37.0
Luxembourg	0.757	85.5	88.2	72.5[c]	69.8[c]	7.4	9.9	77.6	97.4	98.2[n]	99.4[n]	35.0	25.1	21.9
Malta	0.747	85.9	88.7	47.1	49.4	13.7	13.3	75.8	99.2	95.3	97.6	27.8	26.3	28.9
Mauritius	0.728	85.3	87.4	52.6[c]	54.0[c]	33.3	31.6	56.1	88.0	89.4	91.7	20.0	24.4	39.4

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Preliminary embargoed version subject to final review and revisions

	Global Gender Parity Index (GGPI)	Life and good health: Fraction of life expectancy at birth spent in good health (%)		Education, skill-building and knowledge (SDG 8.6): Population with completed secondary education or higher (% ages 25 and older)		Education, skill-building and knowledge (SDG 8.6): Youth not in education, employment or training (% ages 15–24)		Labour and financial inclusion: Labour force participation rate among prime-working-age individuals who are living as part of a household comprising couple and at least one child under age 6 (% ages 25–54)		Labour and financial inclusion (SDG 8.10): Account ownership at a financial institution or with a mobile-money-service provider (% of population ages 15 and older)		Participation in decisionmaking (SDG 5.5): Share of seats held by women (%)		Participation in decisionmaking (SDG 5.5): Share of managerial positions held by women (%)
	Value	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	In parliament	In local government	
	2022	2019	2019	2022[a]	2022[a]	2012-2022[b]	2012-2022[b]	2012-2022[b]	2012-2022[b]	2021	2021	2023	2015-2022[b]	2012-2022[b]
Mongolia	0.784	87.7	89.4	50.5	38.9	18.1	16.3	66.8	93.4	99.0	97.9	17.1	27.2	45.7
Montenegro	0.719	87.4	89.2	77.6[f]	87.9[f]	20.7	21.5	39.1	92.6	67.6[n]	69.2[n]	28.4	32.7	32.1
North Macedonia	0.776	87.5	89.3	61.7	75.0	17.9	18.8	75.5	96.9	79.9	90.6	42.5	36.7[q,r]	21.6
Peru	0.799	85.8	88.2	49.9	60.5	26.0	19.5	67.6	97.1	53.0	62.3	38.8	41.4	35.4
Philippines	0.772	86.9	89.2	59.2	50.8	20.8	14.3	42.9	94.2	47.4	55.6	27.5	29.1	53.4
Poland	0.798	87.1	88.5	85.9	89.8	11.9	10.5	66.9	92.6	95.7	95.8	27.5	30.4	43.0
Singapore	0.783	87.4	89.3	72.3	77.0	6.0	6.4	67.7[d,z]	94.3[d,z]	96.9	98.3	29.1	–[aa]	38.1
Tanzania (United Republic of)	0.714	85.6	88.1	4.0[f]	7.2[f]	19.3	9.1	86.1	99.4	46.0	59.4	37.4	30.7	27.9
United Arab Emirates	0.783	84.4	87.7	73.1	73.7	17.7	6.4	37.8[d]	98.5[d]	86.7	85.4	50.0	–[aa]	23.1
United States	0.787	83.0	85.5	91.3	90.6	11.7	10.8	68.3	95.1	96.8	93.1	27.9	26.2[r,ab]	41.0
Viet Nam	0.758	87.4	89.7	30.4[f]	34.9[f]	12.7	10.0	88.1	98.4	30.4[n]	31.2[n]	30.3	29.0	25.6
Lower-middle performance in achieving gender parity														
Bhutan	0.625	85.3	87.8	13.8	20.4	12.2	6.9	72.9	97.2	27.7[u]	39.0[u]	16.9	12.8	39.7
Bosnia and Herzegovina	0.622	86.8	88.3	59.4	79.5	19.9	18.8	56.7	92.5	70.4	88.7	17.5	19.6	24.2
Botswana	0.675	85.3	88.1	37.6	41.2	40.4	33.7	65.6	95.8	46.8[n]	56.2[n]	11.1	14.9	58.5
Brazil	0.680	84.9	87.6	55.5	51.4	28.3	18.6	60.9	95.6	80.9	87.1	17.7	15.7	38.8
Cambodia	0.619	86.6	89.0	6.4[c]	16.9[c]	12.6	10.0	82.3	98.4	32.5	34.4	19.3	16.9	31.0
Colombia	0.693	86.1	87.9	55.4	52.5	35.7	18.7	54.3	97.7	56.2	63.5	29.4	17.9	35.3
Congo (Democratic Republic of the)	0.637	85.5	88.0	21.6[c]	39.3[c]	33.9	28.7	73.3	89.7	24.2[n]	27.4[n]	14.8	–[aa]	41.9
Cyprus	0.641	85.7	88.5	73.4	75.6	13.7	13.9	75.5	99.3	92.7	93.6	14.3	16.1	21.0
Czechia	0.680	86.1	87.8	87.8[f]	94.1[f]	8.4	4.9	39.0	98.3	93.4	96.5	23.8	29.0	28.4
El Salvador	0.660	85.7	87.3	32.0	39.7	37.4	14.1	40.3	96.9	29.2	44.8	27.4	30.4	41.1
Indonesia	0.652	87.0	89.2	34.6	41.6	27.2	17.7	55.0[h,i]	99.0[h,i]	52.3	51.2	21.6	15.7	31.7
Japan	0.627	86.8	89.1	91.6	86.6	3.8	2.7	65.4[d,ac]	80.6[d,ac]	98.8	98.1	15.5	15.6	12.9
Liberia	0.604	84.6	86.9	17.0	30.6	41.6	39.9	73.1[w]	85.9[w]	44.2	59.3	9.7	–[aa]	52.5
Malawi	0.606	85.6	88.4	12.4[c]	14.5[c]	24.9	13.7	68.9	86.0	38.1	47.8	20.7	14.6	15.6
Nepal	0.618	85.3	88.0	18.5[c]	29.5[c]	45.8	21.2	33.7	78.3	49.9	58.6	33.9	41.3	13.2
Niger	0.662	86.5	89.1	4.0[c]	6.1[c]	77.2	56.9	67.7	97.7	10.9[n]	19.9[n]	30.7	27.1	49.3
Panama	0.646	85.3	87.9	53.5	49.2	22.2	13.2	51.0	99.2	43.1	47.0	22.5	9.0	39.3
Paraguay	0.695	85.4	88.2	43.5	41.4	27.6	10.3	60.8	98.6	55.4	53.5	16.8	20.8	40.0
Romania	0.658	87.6	89.4	66.0[f]	75.4[f]	21.5	14.7	60.5	93.2	65.7	72.7	18.9	14.1	35.8
Senegal	0.623	85.4	88.0	5.6[f]	23.8[f]	45.9	22.4	63.4[d,ad]	92.6[d,ad]	50.3	62.3	46.1	47.2	15.2
Slovakia	0.697	86.9	88.4	85.0[f]	91.6[f]	11.5	10.7	39.4	97.0	94.0	97.4	22.0	26.9	38.0
Thailand	0.677	87.1	88.7	36.4[f]	36.3[f]	18.2	11.4	62.2	97.8	92.7	98.6	14.4	20.4	35.5
Togo	0.664	86.0	88.9	8.4[c]	24.6[c]	31.5	18.3	85.1[g]	95.2[g]	44.3	55.2	19.8	13.0	70.1
Uganda	0.672	86.1	88.6	10.8[ae]	19.5[ae]	38.4	23.2	39.7	71.3	65.1	66.9	33.8	22.1	35.0
Zambia	0.637	86.1	88.2	20.5[c]	16.9[c]	36.2	26.5	55.8	84.2	45.0	52.5	15.0	7.1	43.3
Zimbabwe	0.655	86.2	89.0	18.6[f]	24.5[f]	35.6	25.3	59.8[h,i]	96.5[h,i]	54.0	65.9	33.6	12.0	34.0
Low performance in achieving gender parity														
Bangladesh	0.527	85.1	88.0	28.9[f]	38.0[f]	44.6	9.8	42.7	98.4	43.5	62.9	20.9	23.4	10.7
Benin	0.497	86.2	89.0	22.4	35.8	40.7	29.0	68.9	98.5	39.8	58.2	25.7	3.5	13.7
Burkina Faso	0.595	86.3	88.9	5.3[f]	12.8[f]	49.1	30.5	56.5[d]	87.9[d]	30.7	42.4	16.9	12.7	58.1
Côte d'Ivoire	0.594	85.8	88.3	16.5[c]	20.0[c]	31.5	11.9	64.8	88.9	37.4	64.0	15.9	15.0	30.7
Egypt	0.534	85.9	89.5	72.3[c]	69.4[c]	42.2	16.8	22.5	96.7	24.2	30.6	22.9	–[aa]	12.4
Gambia	0.524	85.4	89.0	14.8	26.1	29.7	29.1	55.4	90.3	24.8[n]	32.7[n]	8.6	13.8	19.6
Ghana	0.563	86.2	88.8	26.1[c]	37.4[c]	25.3	20.8	80.9	95.6	62.6	74.2	14.5	3.8	33.7
Guatemala	0.575	85.4	87.7	23.7[f]	27.4[f]	45.8	9.5	38.7	99.3	42.1[n]	46.4[n]	19.4	11.4	36.8
Guinea	0.546	86.3	88.9	3.7[f]	12.4[f]	41.5	24.8	65.0[d]	98.3[d]	24.0	36.9	29.6	15.9	23.4
India	0.560	83.7	86.7	24.9	38.6	43.5	13.7	27.1	97.3	77.6	77.5	14.7	44.4	15.9
Iran (Islamic Republic of)	0.393	84.1	87.1	54.3[f]	51.6[f]	39.0	16.9	10.3[d,af]	96.9[d,af]	85.1	94.8	5.6	5.1	19.0
Iraq	0.486	85.0	88.1	31.1[c]	36.5[c]	52.7	22.1	9.7	95.5	14.9	22.2	28.9	–[aa]	15.0
Jordan	0.562	85.3	88.4	49.9	50.6	38.3	28.3	9.9[d,ag]	76.2[d,ag]	34.1	58.6	13.3	24.9	57.2
Lebanon	0.422	84.7	87.9	32.5	33.4	28.9	17.9	22.5	97.6	16.6	24.7	6.3	4.0	21.2
Maldives	0.575	86.7	88.7	9.1[c]	10.9[c]	28.5	24.1	46.5[d]	95.1[d]	74.2[n]	85.5[n]	4.6	39.5	18.7
Mali	0.579	85.9	88.2	3.2	7.8	43.3	15.2	56.9	98.4	41.2	45.9	28.6	25.3	17.4

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Preliminary unedited version subject to final review and revisions

	Global Gender Parity Index (GGPI)	Life and good health		Education, skill-building and knowledge		SDG 8.6		Labour and financial inclusion		SDG 8.10		Participation in decisionmaking	SDG 5.5	SDG 5.5	SDG 5.5
		Fraction of life expectancy at birth spent in good health (%)		Population with completed secondary education or higher (% ages 25 and older)		Youth not in education, employment or training (% ages 15–24)		Labour force participation rate among prime-working-age individuals who are living as part of a household comprising couple and at least one child under age 6 (% ages 25–54)		Account ownership at a financial institution or with a mobile-money-service provider (% of population ages 15 and older)		Share of seats held by women (%)			Share of managerial positions held by women
	Value	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	In parliament	In local government		(%)
	2022	2019	2019	2022[a]	2022[a]	2012-2022[b]	2012-2022[b]	2012-2022[b]	2012-2022[b]	2021	2021	2023	2015-2022[b]		2012-2022[b]
Myanmar	0.598	86.9	89.3	21.9	23.9	20.7	8.9	43.9	98.3	46.2	49.5	15.0[ah]	–[aa]		27.8
Nigeria	0.514	85.6	88.1	36.9[ai]	52.7[ai]	43.5	30.0	74.7	97.0	35.0	55.5	4.5[aj]	11.1		30.4
Pakistan	0.428	85.2	88.1	10.1	12.7	56.4	13.6	29.5	99.1	13.5	28.2	20.1	16.8		5.7
Sierra Leone	0.588	86.1	88.1	7.8	20.1	34.8	31.2	65.0	83.6	24.8	33.4	13.0	18.2		35.9
Sri Lanka	0.516	86.4	88.1	64.0	63.4	27.5	15.3	31.7	97.6	89.3	89.3	5.3	10.9		27.0
Tunisia	0.594	85.5	88.3	37.0	35.6	34.5	28.5	34.4	98.2	28.8	45.1	16.2	48.5		10.5
Türkiye	0.511	85.5	88.7	37.7[f]	49.9[f]	32.4	17.5	33.0	96.4	62.6	85.3	17.4	10.1		19.7
Yemen	0.141	84.4	88.3	12.4	15.2	69.7	22.1	6.6	93.2	1.7[u]	11.4[u]	0.3	–[aa]		4.1
Countries or territories with incomplete data															
Afghanistan	..	84.2	86.5	5.2	12.1	81.3	41.9	23.4	94.2	4.7	14.8	27.2[ah]	..		4.9
Algeria	..	84.6	87.5	37.8[f]	32.5[f]	31.7	10.9	..	..	31.2	56.8	6.8	17.6		8.4
Andorra	..	..	..	45.8[f]	46.9[f]	..	..	..	..	..	..	46.4	41.3		..
Angola	..	85.8	88.2	12.3	22.7	22.6	20.8	88.2	97.2	22.3[u]	36.1[u]	33.6	..		15.4
Antigua and Barbuda	..	86.8	88.5	..	..	24.0[ak]	12.0[ak]	..	..	..	..	22.9	66.7		..
Argentina	..	86.5	89.0	63.3[c]	55.3[c]	18.6	13.8	63.5	98.3	73.8	69.6	44.4	..		32.7
Azerbaijan	..	88.0	90.3	84.8[f]	92.2[f]	..	..	..	..	27.7[n]	29.4[n]	18.6	38.8		36.2
Bahamas	..	86.8	89.1	82.5	81.2	..	..	..	..	..	..	20.0	..		..
Bahrain	..	85.0	87.9	67.2	69.5	..	..	..	..	75.4[n]	86.3[n]	22.5	10.0		21.6
Barbados	..	87.1	89.1	82.3[al]	65.7[al]	25.9	32.2	77.3	88.4	..	..	32.7	–[aa]		49.3
Belarus	..	87.1	89.5	95.1[f]	96.7[f]	7.2	8.2	..	..	81.3[n]	80.9[n]	34.7	48.2		47.2
Brunei Darussalam	..	87.8	88.8	62.3	63.7	20.0	17.5	63.7	93.7	..	..	8.8	–[aa]		42.6
Cabo Verde	..	86.2	89.0	19.8	20.3	29.0	27.1	84.8	98.0	..	..	41.7	41.8		46.0
Central African Republic	..	86.1	88.6	9.5	20.3	..	..	..	..	9.7[n]	18.1[n]	12.9	–[aa]		..
Chad	..	86.0	88.5	4.2[ae]	15.0[ae]	46.4	24.8	49.9	93.3	14.9[n]	29.0[n]	25.9	..		..
Comoros	..	86.6	88.4	..	..	24.9	20.7	56.1	92.0	17.9[g]	25.7[g]	16.7	33.3		51.1
Congo	..	85.5	88.3	5.3	12.4	22.8[am]	21.6[am]	..	..	43.8	50.6	15.9	..		..
Cuba	..	86.2	88.3	73.9[f]	74.6[f]	..	..	..	..	..	..	53.4	42.1		..
Djibouti	..	86.9	89.2	..	..	28.0	17.6	15.7	74.8	8.8[g]	16.6[g]	23.1	28.9		12.3
Dominica	..	..	..	..	..	..	..	..	..	..	..	37.5	..		..
Equatorial Guinea	..	85.1	87.8	..	..	..	..	..	..	..	..	27.0	26.9		..
Eritrea	..	86.0	88.0	..	..	..	..	..	..	..	..	22.0[an]	..		..
Eswatini (Kingdom of)	..	85.2	88.2	10.2	11.4	41.2	29.9	53.9	76.6	..	..	22.1	14.2		43.4
Ethiopia	..	86.2	88.2	6.8[ae]	17.1[ae]	24.9	9.9	63.1	95.7	29.1[n]	40.9[n]	38.8	..		25.4
Fiji	..	86.4	88.8	50.6[c]	45.1[c]	29.6	10.8	40.7	96.7	..	..	10.9	–[aa]		38.9
Gabon	..	85.1	88.0	53.4	36.8	..	..	..	..	61.3	71.5	17.6	..		..
Georgia	..	87.3	89.3	91.8[f]	92.6[f]	26.4	23.6	..	..	70.7	70.3	18.4	23.7		36.1
Grenada	..	86.8	88.6	..	..	31.0[ak]	29.0[ak]	74.3[d,ao]	100.0[d,ao]	..	..	31.0	–[aa]		..
Guinea-Bissau	..	85.9	89.0	6.7	14.9	29.9	18.3	..	..	..	..	13.7	–[aa]		..
Guyana	..	86.1	88.1	35.9[al]	31.3[al]	53.6	38.9	40.9	81.6	..	..	36.6	38.7		46.8
Haiti	..	86.1	88.2	14.3	40.9	27.9	14.3	65.4	94.7	30.1[n]	35.4[n]	2.7[an]	–[aa]		..
Hong Kong, China (SAR)	..	..	..	62.8[f]	66.7[f]	6.3	8.1	55.8[d,ap]	96.1[d,ap]	98.2	97.3	..	..		33.1
Kazakhstan	..	86.8	89.1	96.9	98.0	9.9[aq]	4.8[aq]	..	..	83.6	78.3	25.6	30.5		41.1
Kiribati	..	87.3	89.9	..	..	49.8	45.5	46.4	76.7	..	..	6.7	7.3		43.3
Korea (Democratic People's Rep. of)	..	88.0	91.4	..	..	..	..	..	..	..	..	17.6	..		..
Korea (Republic of)	..	86.7	88.8	74.8[f]	86.0[f]	21.0[ar]	21.0[ar]	..	..	98.7	98.7	19.1	30.3		14.6
Kuwait	..	84.7	87.7	41.6[f]	28.0[f]	..	..	..	..	73.5[n]	83.3[n]	6.3	–[aa]		13.6
Kyrgyzstan	..	87.6	89.9	95.9[c]	93.6[c]	22.1	10.0	47.4[d]	69.0[d]	43.8	46.5	20.0	..		42.8
Libya	..	84.7	87.5	64.8	33.3	..	..	..	..	59.6[n]	70.7[n]	16.5	14.3		..
Liechtenstein	..	..	..	..	..	..	..	..	..	..	..	28.0	39.1		..
Madagascar	..	86.7	88.7	8.7[ae]	10.9[ae]	4.3	3.3	94.0	99.8	16.3[n]	19.6[n]	17.8	..		31.8
Malaysia	..	86.8	88.8	64.5[f]	63.6[f]	14.8	12.6	..	..	87.5	89.2	14.7	..		24.9
Marshall Islands	..	..	..	67.6	72.0	46.5	39.4	27.8	83.5	..	..	6.1	15.9		33.3
Mauritania	..	86.5	88.4	9.4[c]	14.3[c]	54.9	32.0	33.3	91.2	15.5[n]	26.3[n]	20.3	31.4		..
Micronesia (Federated States of)	..	87.5	90.1	..	..	33.6	23.8	51.7	93.2	..	..	7.1	1.5		20.3
Monaco	..	..	..	..	..	..	..	..	..	..	..	45.8	..		..

Continued →

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	Global Gender Parity Index (GGPI)	Life and good health		Education, skill-building and knowledge		SDG 8.6		Labour and financial inclusion		SDG 8.10		Participation in decisionmaking		
		Fraction of life expectancy at birth spent in good health (%)		Population with completed secondary education or higher (% ages 25 and older)		Youth not in education, employment or training (% ages 15–24)		Labour force participation rate among prime-working-age individuals who are living as part of a household comprising couple and at least one child under age 6 (% ages 25–54)		Account ownership at a financial institution or with a mobile-money-service provider (% of population ages 15 and older)		SDG 5.5 Share of seats held by women (%)	SDG 5.5	SDG 5.5 Share of managerial positions held by women
	Value	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	In parliament	In local government	(%)
	2022	2019	2019	2022[a]	2022[a]	2012-2022[b]	2012-2022[b]	2012-2022[b]	2012-2022[b]	2021	2021	2023	2015-2022[b]	2012-2022[b]
Morocco	..	85.7	88.9	24.1	29.2	44.1[as]	13.3[as]	20.9[d]	95.9[d]	32.7	56.0	21.4	27.2	..
Mozambique	..	85.5	88.0	8.1[f]	14.7[f]	41.0[at]	33.0[at]	90.3	94.6	38.7	61.0	43.2	..	24.3
Nauru	..	..	..	..	..	51.3	22.1	67.9	97.8	..	..	10.5	..	36.1
New Zealand	..	84.8	86.7	74.6	75.7	12.6	11.1	..	..	99.2	98.2	50.0	39.4	..
Nicaragua	..	86.2	88.3	38.8[f]	30.1[f]	40.1	8.5	47.4	99.0	21.6	30.9	51.6	..	35.2
Oman	..	85.7	88.4	71.7	57.4	..	..	38.7[d,au]	97.5[d,au]	63.5[g]	83.8[g]	9.9	0.8	28.7
Palau	..	..	..	87.7	88.3	19.2	17.0	61.5	96.4	..	..	6.9	..	46.8
Palestine, State of	..	..	..	47.1	44.7	33.2	23.4	21.2[d,r]	94.3[d,r]	25.9	41.4	..	21.0	19.8
Papua New Guinea	..	86.2	88.6	7.7	10.3	29.0[w,av]	26.4[w,av]	..	..	..	..	1.7	..	..
Qatar	..	84.9	87.3	60.1	36.9	30.7[am,aw]	2.9[am,aw]	..	..	61.6[g]	68.6[g]	4.4	–[aa]	10.7
Russian Federation	..	86.6	89.0	86.6[ax]	89.5[ax]	14.6	10.3	66.4[h,i,w]	95.7[h,i,w]	90.1	89.3	17.8	..	46.2
Saint Kitts and Nevis	..	..	..	..	..	20.0[ak]	17.0[ak]	..	..	..	..	31.3	–[aa]	..
Saint Lucia	..	85.7	88.4	44.0[f]	38.9[f]	23.5	30.3	69.7	97.9	..	..	24.1	–[aa]	47.3
Saint Vincent and the Grenadines	..	86.5	88.2	..	..	37.0[ak]	29.0[ak]	..	..	..	..	18.2	–[aa]	..
Samoa	..	87.0	89.4	74.6	70.4	35.6	22.4	51.8	88.0	..	..	13.0	–[aa]	43.0
San Marino	..	..	..	56.0	51.6	..	..	..	..	..	..	33.3	–[aa]	..
Sao Tome and Principe	..	86.4	88.6	31.8	46.3	..	..	..	..	..	..	14.5	23.9	24.4
Saudi Arabia	..	84.5	87.2	58.8	64.5	23.9	15.0	42.6[d]	94.3[d]	63.5	81.7	19.9	1.2	..
Seychelles	..	86.1	88.4	..	..	22.2	29.8	79.5	95.5	..	..	22.9	–[aa]	41.8
Solomon Islands	..	87.1	89.9	..	..	8.9	5.1	90.0	99.0	..	..	8.0	..	25.7
Somalia	..	86.6	89.5	..	..	49.7	37.2	..	..	33.7[u]	43.6[u]	20.7	–[aa]	29.4
South Sudan	..	84.0	86.9	10.9	16.2	..	..	..	..	4.2	7.7	32.3	–[aa]	..
Sudan	..	85.2	88.2	11.1	7.1	46.4[g,aw]	20.0[g,aw]	..	..	10.0[u]	20.2[u]	31.0[ay]	–[aa]	..
Suriname	..	86.0	88.6	26.2	23.1	21.9	14.7	62.8	94.5	..	..	29.4	33.1	43.2
Syrian Arab Republic	..	85.3	87.8	18.9	24.8	..	..	..	..	19.6[g]	26.8[g]	10.8	7.1	..
Tajikistan	..	88.3	90.1	76.0[c]	82.7[c]	52.4[am]	30.4[am]	..	..	39.4	39.6	26.6	..	..
Timor-Leste	..	86.9	88.0	26.5[ae]	34.6[ae]	32.6	29.8	79.9	99.0	..	..	40.0	3.9	13.3
Tonga	..	86.6	89.8	68.4[c]	62.5[c]	23.3	13.8	..	..	..	..	7.1	–[aa]	35.7
Trinidad and Tobago	..	85.8	88.2	80.1[c]	76.6[c]	17.5	13.5	57.0	97.9	73.6[n]	88.2[n]	33.8	..	43.6
Turkmenistan	..	88.1	90.1	..	..	19.3[az]	..	..	..	35.5[n]	45.7[n]	25.9	21.9	..
Tuvalu	..	..	..	..	..	45.8	24.4	..	..	..	..	6.3	12.5	35.9
Ukraine	..	87.2	89.1	89.3[c]	84.4[c]	19.7	13.5	..	..	80.7	87.1	20.4	29.8	41.0
Uzbekistan	..	87.5	89.8	95.0	97.1	38.2[ba]	9.4[ba]	..	..	38.8	50.2	30.0	..	..
Vanuatu	..	87.0	90.0	..	..	38.7	30.1	66.7[d,w]	85.7[d,w]	..	..	1.9	10.1	37.1
Venezuela (Bolivarian Republic of)	..	85.8	88.5	65.2	58.6	30.1	44.0	56.7	98.0	79.7	89.1	22.2[ah]	..	32.8
Human development groups														
Very high human development	0.793	85.4	87.9	75.8	76.9	14.0	11.4	65.5	94.3	92.5	93.2	29.4	34.2	36.8
High human development	0.733	86.5	89.3	40.4	43.4	24.7	15.0	62.2	96.7	72.7	76.9	26.0	30.3	32.9
Medium human development	0.629	84.5	87.4	27.2	37.7	39.6	14.5	34.5	96.4	65.8	70.3	22.4	41.6	22.5
Low human development	0.603	85.6	88.2	14.5	22.9	42.5	21.6	57.9	94.9	26.4	38.7	25.2	..	24.3
Sustainable Development Goal regions														
Australia and New Zealand	0.878	84.6	86.4	78.4	80.1	9.6	9.3	77.6	94.2	99.9	98.5	46.4	34.9	39.7
Central Asia and Southern Asia	0.575	84.2	87.1	27.9	38.6	45.5	14.2	28.1	97.2	66.1	70.5	19.6	41.4	16.0
Eastern Asia and South-eastern Asia	0.741	87.0	89.7	38.9	42.3	19.2	13.3	67.2	96.1	79.1	81.4	21.4	30.9	35.6
Europe and Northern America	0.823	85.1	87.6	80.6	82.2	11.9	11.1	69.7	94.8	94.7	94.3	31.9	36.5	39.3
Latin America and the Caribbean	0.751	85.5	88.0	50.1	48.9	28.4	16.4	55.6	96.9	61.8	68.3	34.2	27.2	37.0
Northern Africa and Western Asia	0.531	85.4	88.5	45.1	48.0	41.4	17.9	26.3	95.4	35.6	51.5	18.0	..	18.6
Oceania excluding Australia and New Zealand	..	86.3	88.8	14.1	15.5	28.5	24.4	..	..	..	..	6.5	..	..
Sub-Saharan Africa	0.697	85.8	88.3	20.2	31.5	33.9	22.5	70.9	93.0	40.8	51.7	26.5	..	38.0
Least developed countries	0.649	85.7	88.2	15.0	22.9	37.7	19.6	57.6	93.8	33.2	43.7	25.3	..	29.8
Small island developing states	..	86.4	88.6	46.9	50.3	28.5	20.3	..	..	..	..	26.8	..	..
Organisation for Economic Co-operation and Development	0.802	85.1	87.6	73.8	75.5	15.9	11.5	63.7	94.1	88.6	90.1	32.7	36.1	36.5
World	0.721	85.6	88.3	43.5	48.1	31.7	15.6	54.2	95.9	69.8	74.2	26.3	35.5	31.2

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Notes

a	Data refer to 2022 or the most recent year available.
b	Data refer to the most recent year available during the period specified.
c	Updated by UNDP and UN Women based on data from Barro and Lee (2018) and UNESCO Institute for Statistics (2023).
d	Based on data from UN Women compiled from various sources, including UN regional commissions and national statistical office focal points nominated to represent their countries in the Inter-agency and Expert Group on SDG Indicators.
e	Estimate is for mothers and fathers ages 15 and older who live in a household as a couple and have children under age 15.
f	Updated by UNDP and UN Women based on data from UNESCO Institute for Statistics (2023).
g	Refers to 2011.
h	Based on data from Minnesota Population Center (2020).
i	Estimate is for married and/or cohabiting couples with at least once child under age 6.
j	Based on data from Eurostat (2020).
k	Estimate is for households with at least one child under age 5.
l	Based on data from ILO (2018).
m	Estimate is for mothers and fathers with at least one child under age 6.
n	Refers to 2017.
o	Refers to 2010 or later.
p	Estimate is the employment rate for women and men ages 25–49 with at least one child age 3–5.
q	Based on data from EIGE (2023).
r	Refers to 2023.
s	Refers to 2008.
t	Excludes the 36 special rotating delegates appointed on an ad hoc basis.
u	Refers to 2014.
v	Estimate is for women and men ages 15 and older who live in a household with at least one child under age 10.
w	Refers to 2010.
x	Updated by UNDP and UN Women based on data from ILO (2023).
y	Updated by UNDP and UN Women based on data from Barro and Lee (2018) and ICF Macro Demographic and Health Surveys for various years.
z	Estimate is for married women and men ages 20–64 who live with dependent children.
aa	Indicator is not applicable because there are no elected deliberative bodies of local government. The value for share of seats held by women in parliament was used in calculating the GGPI value.
ab	Based on data from CAWP (2023).
ac	Estimate is for those women and men ages 15 and older who live in a household as a couple and have children (whose age is unclear).
ad	Estimates is for married women and men ages 25–54 who live in a household with at least one child under age 6.
ae	Updated by UNDP and UN Women based on data from ICF Macro Demographic and Health Surveys for various years and UNESCO Institute for Statistics (2023).
af	Estimate is for women and men ages 15 and older who live in a household as a couple and have children under age 5.
ag	Estimate is for all nationalities. For Jordanian nationals only, the labour force participation rate is 13.3 percent for women and 78.2 percent for men.
ah	Refers to 2021.
ai	Updated by UNDP and UN Women based on data from ICF Macro Demographic and Health Surveys for various years.
aj	Refers to 2022.
ak	Based on data from OECS Commission and UNICEF (2020).
al	Updated by UNDP and UN Women based on data from Barro and Lee (2018) and United Nations Children's Fund Multiple Indicator Cluster Surveys for various years.
am	Refers to 2009.
an	Refers to 2019.
ao	Estimate is for women and men ages 15–54 who live in a household as a couple and have at least one child under age 6.
ap	Estimate is for women and men ages 25–54 living in a nuclear family household composed of a couple and unmarried children with at least one child under age 5.
aq	Based on data from OECD (2021).
ar	Based on data from OECD (2022).
as	Based on data from ONDH and UNICEF (2022).
at	Based on data from UN Women (2022).
au	Estimate is for the employment rate for married women and men ages 25–54 who live in a household with at least one child under the age of 6.
av	Based on data from UNESCAP (2023).
aw	Based on data from UNESCWA (2023).
ax	Updated by UNDP and UN Women based on data from OECD (2023) and UNESCO Institute for Statistics (2023).
ay	Refers to 2018.
az	Based on data from The State Committee of Turkmenistan for Statistics and UNICEF (2020).
ba	Based on data from Honorati and Marguerie (2021).

Definitions

Global Gender Parity Index (GGPI): A composite index showing the status of women's achievements relative to men's in four dimensions of human development: life and good health; education, skill-building and knowledge; labour and financial inclusion; and participation in decisionmaking. See *Technical note* at https://hdr.undp.org/content/paths-equal for details on how the GGPI is calculated.

Fraction of life expectancy at birth spent in good health: Ratio of healthy life expectancy to life expectancy. This indicator captures the ability to live to the end of a human life of normal length rather than dying prematurely due to disease or infirmity.

Population with completed secondary education or higher: Percentage of the population ages 25 and older that has completed at least an upper secondary level of education.

Youth not in education, employment or training: Percentage of people ages 15–24 who are not in employment and not in education or training.

Labour force participation rate among prime-working-age individuals who are living in a household comprising a couple and at least one child under age 6: The number of people ages 25–54 who live in a household comprising a couple and at least one child under age 6 and who are in the labour force divided by the total number of people ages 25–54 who live in a household comprising a couple and at least one child under age 6. The labour force comprises all people of working age who furnish the supply of labour for the production of goods and services during a specified reference period. It is the sum of people of working age who are employed and people of working age who are unemployed.

Account ownership at a financial institution or with a mobile-money-service provider: Percentage of population ages 15 and older who report having an account alone or jointly with someone else at a bank or other type of financial institution or who report personally using a mobile money service in the past 12 months.

Share of seats in parliament held by women: Proportion of seats in the national parliament that are held by women, expressed as a percentage of total seats. For countries with a bicameral legislative system, the share of seats is calculated based on both houses.

Share of seats in local government held by women: Proportion of elected positions in legislative or deliberative bodies of local government that are held by women, expressed as a percentage of total elected positions in those bodies.

Share of managerial positions held by women: Proportion of managerial positions that are held by women, expressed as a percentage of total managerial positions.

Main data sources

Column 1: UNDP and UN Women calculations based on data from Barro and Lee (2018), ILO (2023), IPU (2023), UNESCO Institute for Statistics (2023), UN Women (2023), WHO (2021) and World Bank (2023).

Columns 2 and 3: UNDP and UN Women calculations based on data from WHO (2021).

Columns 4 and 5: Barro and Lee (2018), ICF Macro Demographic and Health Surveys, OECD (2023), UNESCO Institute for Statistics (2023) and UNICEF Multiple Indicator Cluster Surveys.

Columns 6–9: ILO (2023).

Columns 10 and 11: World Bank (2023).

Column 12: IPU (2023).

Column 13: UN Women (2023).

Column 14: UNDP and UN Women calculations based on data from ILO (2023).

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Statistical references

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