

## GLOBAL GENDER GAP REPORT 2023

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### Introduction

The 17th edition of the Global Gender Gap Index benchmarks gender parity across **146 countries**, providing a basis for robust cross-country analysis and evolution of gender parity across four key dimensions - **Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment**. It is the longest-standing index tracking the progress of numerous countries' efforts towards closing these gaps over time since its inception in 2006. The Global Gender Gap Index measures **scores on a 0 to 100 scale** and scores can be interpreted as the distance covered towards parity

### Key Highlights

#### Global Results Time to Parity

- The global gender gap score in 2023 for all 146 countries included in this edition stands at 68.4% closed. Considering the constant sample of 145 countries covered in both the 2022 and 2023 editions.
- The overall score changed from 68.1% to 68.4%, an improvement of 0.3 percentage points compared to last year's edition.
- For the 146 countries covered in the 2023 index, the Health and Survival gender gap has closed by 96%, the Educational Attainment gap by 95.2%, Economic Participation and Opportunity gap by 60.1%, and Political Empowerment gap by 22.1%.
- No country has yet achieved full gender parity, although the top nine countries (Iceland, Norway, Finland, New Zealand, Sweden, Germany, Nicaragua, Namibia and Lithuania) have closed at least 80% of their gap. For the 14th year running, Iceland (91.2%) takes the top position. It also continues to be the only country to have closed more than 90% of its gender gap.
- The last position of this report is Afghanistan and had scored of 0.405

#### Evolving gender gaps in the global labour market:

- Women's labour-force participation rate has slightly increased between 2022 and 2023, but the recovery is still unfinished.
- Women still face higher unemployment rates than men, with a global unemployment rate of around 4.5% for women and 4.3% for men.
- LinkedIn's data shows a significant gender disparity in workforce and leadership across industries. Women make up 41.9% of the workforce in 2023, but only 32.2% hold senior leadership positions. C-suite representation drops to 25%, with entry-level positions at 46%.
- Women perform better in Consumer Services, Retail, and Education, while Construction, Financial Services, and Real Estate face tough conditions. The proportion of women in leadership positions has been increasing, but reversing in 2022.
- Online learning provides flexibility and customization, but gender gaps persist due to the digital divide. As of 2022, there is disparity in enrolment in every skill category, except teaching and mentoring courses. Technology skills like technological literacy and AI and big data have less

than 50% parity, and progress has been slow. Women tend to attain most proficiency levels in less time.

- Gender gaps in political leadership persist, with a significant increase in women holding decision-making posts worldwide. However, achieving gender parity remains a distant goal, with regional disparities. As of December 2022, 27.9% of the global population lives in countries with a female head of state. Women's representation in parliaments has also improved, with 18 countries, including Bolivia, India, and France, having over 40% female representation.

### **India's Position of Global Gender Gap Report 2023:**

- **India's Position is 127th Rank** out of 146 countries and scored 0.643. It stood at 135th position in the previous year.
- It encompasses subindices of 0.367 for Economic Participation and Opportunity, a perfect 1.000 for Educational Attainment, 0.950 for Health and Survival, and 0.253 for Political Empowerment
- India is at 127th for the overall index, 142nd for Economic Participation and Opportunity, 26th for Educational Attainment, 142nd for Health and Survival, and 59th for Political Empowerment, offering a comprehensive snapshot of the country's gender equality landscape
- Work participation and leadership parameter, Labour force in terms of million people, female value stood at 112.08 and male value stood at 293.57. Overall, the labour force is 405.66.
- In Education and Skills parameter, Agri., Forestry, Fisheries and Veterinary, there is a huge gender gap between males (72.50) and females (27.50). There is less gender gap only in Natural Sci., Mathematics & Statistics between males (48.63) and females (51.37).
- In access to Finance indicator under work participation and leadership, gender gap on access to finance is near-equal rights, access to land assets and non-land assets are near equal rights.
- Prevalence of gender violence in lifetime of women is 28.70%. Births attended by skilled personnel of women's live births is 89.40 % and reproductive autonomy in gender is near equal rights under the health indicator.

### **Conclusion**

For the 146 countries covered in the 2023 index, the Health and Survival gender gap has closed by 96%, the Educational Attainment gap by 95.2%, Economic Participation and Opportunity gap by 60.1%, and Political Empowerment gap by 22.1%. At the current rate of progress over the 2006- 2023 span, it will take 162 years to close the Political Empowerment gender gap, 169 years for the Economic Participation and Opportunity gender gap, and 16 years for the Educational Attainment gender gap. The time to close the Health and Survival gender gap remains undefined.

**Read more:** [https://www3.weforum.org/docs/WEF\\_GGGR\\_2023.pdf](https://www3.weforum.org/docs/WEF_GGGR_2023.pdf)

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