



GLOBAL GENDER GAP REPORT 2022

Originally Published by: World Economic Forum

In the light of multi-layered and compounding crisis world over including rising cost of living, pandemic-stricken economies and climate emergency, gender parity has been relegated to the backseat. The 16th edition of Global Gender Gap Report released by World Economic Forum in July 2022 benchmarks the current state and evolution of gender parity within 146 countries globally across four key dimensions, with a special focus on gender gaps in the workforce as an emerging crisis.

Key Highlights

- Emerging as the longest-standing index tracking progress towards gender gaps since its inception in 2006, the report considers 4 important criteria for ranking states: Economic Participation and Opportunity (Percentage of women in labour force, Wage Equality for similar work, Earned income); Educational Attainment (Literacy Rate and the Enrolment rates in Primary, Secondary and Tertiary education); Health and Survival (Sex ratio at birth and Healthy Life Expectancy) and Political Empowerment (Percentage of Women in Parliament and in Ministerial Positions).
- Iceland continues to retain the top rank as the world's most gender-equal country, among 146 nations on the index. The top five countries in ranking are Finland, Norway, New Zealand and Sweden respectively. Afghanistan is the worst-performing country ranked at 146th position.
- Overall, global gender gap is closed by nearly 68%, yet at the current rate of progress it will take around 132 years to reach full gender parity. South Asia will take the longest time (around 197 years) to reach complete gender parity.
- Gender parity in participation of men and women in labour-force has been declining in South Asia, Middle East and North Africa since 2013. On the other hand, Sub-Saharan Africa, North America and Europe have either held stable or improved women workforce participation.
- Gender gap in workforce is affected by challenges such as long-standing structural barriers, socioeconomic and technological transformation, as well as economic shocks. Other factors determining role of women in employment and workforce include women as primary caregivers, impact of geopolitical conflicts and climate change, wealth accumulation, skilling levels, mental health, industrial leadership, etc.
- Covid-19 pandemic has made women bear a greater brunt of the recession, widely dubbed as the phenomena of 'shecession'. This is because a larger women workforce was employed in service sectors such as retail and hospitality, which saw maximum negative impact during the pandemic. The Covid-19 induced recession hit women harder than the 2008 financial crisis has impacted male workers.
- *Findings related to India:*

- India is ranked at 135 out of 146 countries. It ranked 143rd among Economic Participation and Opportunity, 107th in Educational Attainment, 146th in Health and Survival, and 48th under Political Empowerment.
- India is the worst performer in the 'Health and Survival' sub-index, having ranked the lowest at 146th place. India also ranks poorly among its neighbours, with countries such as Nepal, Sri Lanka, Bangladesh, Bhutan and Maldives ranking higher than India.
- However, India's overall score has improved from 0.625 in 2021 to 0.629 in 2022, which is its seventh-highest score in the last 16 years.

Read more: <https://www.weforum.org/reports/global-gender-gap-report-2022/>

Author: Aarushi Shekhar, PILOT at Pratham