

Date: 22 June 2023

Issue: 693

Source: World Economic Forum

## Global Gender Gap Report



The World Economic Forum (WEF) launched the Global Gender Gap Report 2023. Since its inception in 2006, the Global Gender Gap Index annually benchmarks the current state and evolution of gender parity across four key dimensions (Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment).

The analysis of the gender gap in Egypt is conducted in collaboration with the Egyptian Center for Economic Studies (ECES), the sole research partner of the WEF in Egypt and the entity responsible for data compilation therein.

[Source](#)

## (Special Issue)

This year, the 17th edition of the Global Gender Gap Index benchmarks gender parity across 146 countries. It aims to benchmark progress in closing gender gap across four key dimensions (Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment).

Progress towards achieving gender parity is calculated by the gender parity score for each sub-indicator, representing the ratio between the value of each indicator for women to that for men, with 1 symbolizing full parity. The gender gap is measured by distance or how close or far from full parity. In addition, some indicators have used other sources such as LinkedIn and Coursera in collecting data on features of women's political and economic participation, women's rights, and others.

The following is a summary of the most important findings of the report on the gender gap both at the global and regional levels, and the extent of its development in Egypt.

### **I. Key developments in gender gap at the global and regional levels**

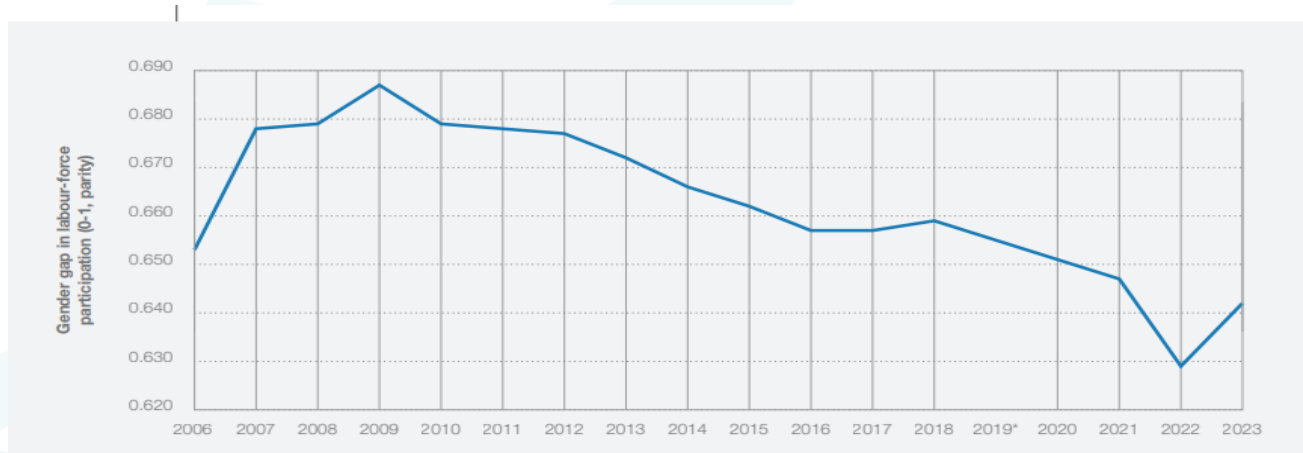
- The global gender gap score in 2023 for all 146 countries included in this edition stands at 68.4% closed, an improvement of 0.3 percentage points compared to last year's edition. When considering the 102 countries covered continuously from 2006 to 2023, the gap is 68.6% closed in 2023.
- This modest improvement indicates notably slow progress towards reaching gender parity. At the current rate of progress, it will take 131 years to reach full parity.

- 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.
- Although no country has yet achieved full gender parity, the top nine countries<sup>1</sup> have closed at least 80% of their gap. Iceland (91.2%) takes the top position for the 14<sup>th</sup> year in a row. It also continues to be the only country to have closed more than 90% of its gender gap.
- Regarding the labor market, women have been (re-)entering the workforce at a slightly higher rate than men, resulting in a modest recovery in gender parity from last year, which can be attributed mainly to informal work. However, women labor-force participation remains below its 2009 peak (Figure 1); as they continue to face higher unemployment than men. Even when women secure employment, they often face substandard working conditions.

---

<sup>1</sup> Iceland, Norway, Finland, New Zealand, Sweden, Germany, Nicaragua, Namibia and Lithuania.

**Figure 1. The evolution of the gender gap in labor market participation during the period 2006-2023**



Source: World Economic Forum, Global Gender Gap Report 2023.

- Women's political representation in senior leadership positions remains weak, occupying only 32.2% of these positions, compared to 41.9% in the overall workforce. The results showed varying levels of gender representation according to the nature of the sector. For example, sectors such as consumer services, retail trade and education enjoy higher rates of women in leadership positions, compared to other sectors such as construction, financial services and real estate.
- The report predicts the future of the gender gap in science, technology, engineering and math (STEM) occupations, which it referred to as "an important set of jobs that are well remunerated and expected to grow in significance and scope in the future". LinkedIn data on members' job profiles show that women remain significantly underrepresented in the STEM workforce. Women make up just 29.2% of all STEM compared to their almost equal representation in other professions, meaning that the retention of women in these fields one year after graduation decreases significantly.

- Women generally tend to be underrepresented in high-level leadership roles such as VP (17.8%) and C-suite (12.4%). When it comes to artificial intelligence (AI) specifically, talent availability overall has surged between 2016 and 2022, yet female representation in AI is progressing very slowly.
- According to the report, income gaps continue to hinder economic gender parity. The highest-scoring countries on this dimension include Liberia, followed by Zimbabwe (97.6%), Tanzania (90.3%), Burundi (88.3%), Barbados (88.1%) and Norway (85.1%), which all stand at above 85% parity. At the bottom of the distribution, Iran (17.1%), Algeria (19.2%) and Egypt (19.7%) display some of the largest inequalities between the incomes of men and women, scoring less than 20% parity.
- Regionally, gender parity in Europe (76.3%) surpasses the parity level in North America (75%) this year to rank first among 8 regions. At the bottom of ranking comes the Middle East and North Africa (MENA).
- In comparison to other regions, the Middle East and North Africa remains the furthest away from parity, with a 62.6% parity score. This is a 0.9 percentage-point decline in parity since the last edition for this region. The United Arab Emirates, Israel and Bahrain have achieved the highest parity in the region, while Morocco, Oman and Algeria rank the lowest (Table 1). The region's three most populous countries – Egypt, Algeria and Morocco – register declines in their parity scores since the last edition. At the current rate of progress, full regional parity will be attained in 152 years.

**Table 1. The gender gap in the Middle East and North Africa region**

Country	Rank		Score
	Regional	Global	
United Arab Emirates	1	71	0.712
Israel	2	83	0.701
Bahrain	3	113	0.666
Kuwait	4	120	0.651
Jordan	5	126	0.646
Tunisia	6	128	0.642
Saudi Arabia	7	131	0.637
Lebanon	8	132	0.628
Qatar	9	133	0.627
Egypt	10	134	0.626
Morocco	11	136	0.621
Oman	12	139	0.614
Algeria	13	144	0.573

Source: World Economic Forum, Global Gender Gap Report 2023.

## II. Evolution of the gender gap in Egypt

- Egypt achieved a gender parity score of 62.6%, thus ranking 134<sup>th</sup> among 146 countries included in the report for this year, and 10<sup>th</sup> among 13 countries at the regional level, with a decline of 1.3 percentage points from the level it achieved in 2021 (63.9%), which is considered significant progress compared to 2017 when the gender gap index in Egypt declined to 60.8%.
- Compared to 2021, the educational attainment sub-index decreased by 3 percentage points, due to the deterioration in enrollment opportunities in secondary and higher education. While the health and survival sub-index remained almost unchanged at 96.8%.
- Egypt is among the least countries achieving progress in closing the gender gap between the incomes of men and women (19.7%) as previously mentioned.



- Despite the decline in Egypt's ranking both in the overall index of gender parity and in the sub-indicators of educational attainment and political participation, and despite the modest improvement in its ranking in the rest of the sub-indicators (as shown in Table (2) below), Egypt has made tangible progress in some areas, which is reflected in the value of the sub-indicators.

**Table 2. Evolution of gender gap indicators in Egypt between 2022 and 2023**

Index and Subindex	2023		2022	
	Score	Rank	Score	Rank
Global Gender Gap Index	0.626	134th	0.635	129th
Economic Participation and Opportunity	0.420	140th	0.403	142nd
Educational Attainment	0.943	119th	0.971	103rd
Health and Survival	0.968	90th	0.968	93rd
Political Empowerment	0.175	85th	0.198	78th

Source: World Economic Forum, Global Gender Gap Report 2023.

- With regards to economic participation and opportunities available to women, the increase in the share of women in senior job tasks by about 6.8 percentage points (the share of women is 12.4%) and in technical positions by 4.3 percentage points (the share of women is 35.1%) since 2022 has led to the enhancement of gender parity in this sub-indicator by 1.7 percentage points to 42%. With the increasing female representation in the Egyptian Parliament by about 27.5% and the formation of the Egyptian government by about 18.8%, there is a parity of 17.5% in political empowerment in Egypt.

#### Disclaimer

News in this report is directly obtained from the sources referred to. ECES shall not be held responsible for any legal or investment consequences that may arise as a result of using the information contained in the views section.