Women Participation in Development Index (WPD)

Advancing the Impact of Women on National Development

National Observatory for Women

Content

Disclaimer

This White Paper represents the analysis, findings, and recommendations of the authors. This paper does not represent the position or opinions of the Human Capacity Initiative (HCI), nor the official position of any staff members at the Human Capabilities Development Program (HCDP).

Executive Summary

The National Observatory for Women has developed the Women's Participation in Development Index (WPD), which sheds light on the effect of the national strategic plans to enhance women's performance across various fields according to the Saudi Vision 2030. The WPD includes indicators that reflect women's participation and impact on national development through five pillars, using carefully selected variables derived from international indices and carefully tailored to better reflect local concerns. The index was developed through multiple iterations that included data allocation, national surveys, adaptation, weight assignment, focus groups, pilot testing, and final measurement. The WPD index and its 54 indicators measure the gender gap in health, education, the economy, social engagement, and legislative structures to assess gender equality with its holistic methodology, which highlights the importance of including women in all development. At a micro level, WPD detects variations within the 13 Saudi administrative provinces, aiding decision-makers in sharing knowledge and best practices. At a macro level, it allows for cross-national comparisons of women's participation in development. The WPD's adaptability enables customization for local or global needs, empowering decision-makers with more granular insight into the challenges women face and the improvement needed in some areas to raise women's capabilities to fully play their anticipated role in the national development.

About Us

National Observatory for Women (NOW)) is a think tank which observes and monitors the status of Saudi women both locally and internationally and measures their direct and indirect impact on society and the national development. The observatory generates good quality evidence that can be used to inform policies and come up with development-oriented research, analysis, and advice on women issues, that can benefit decision makers, institutions, and civil society organizations. NOW is keen to fill the gap needed for full women participation and develop more comprehensive views of development and progress taking into account social, environmental, economic and legislative concerns, without neglecting the importance of local priorities in national development.

Vision
To serve as a measurement reference which supports advancing women status in development and generate metrics, research, analysis, and advice which enable policymakers to make informed decisions about women issues.

Mission
To offer decision makers and development sectors local metrics and specialized studies that are detailed, accurate and regularly updated to support sustainable progress in the participation of women in development.

Objectives

- Highlighting Saudi women's participation in development through building actionable metrics that immediately inform how things are progressing and what activities should be taken to improve performance measurement.

- Contributing to the advancement of the rank of the Kingdom of Saudi Arabia in relevant global indices.

- Generating metrics, research, analysis, and advice which enable policymakers to make informed decisions about Women issues.

Beneficiaries

- Decision makers
- Ministries and government sectors
- Publishers of global women indices
- Private sectors that contribute to national development
- Sectors interested in labor market policies
- NGO's with interest in women metrics

Women Participation in Development Index (WPD)

Societies are interested in knowing where they are and where they are heading, and information and measurement are essential tools to achieve this purpose. In fact, without them it would be difficult to perform an assessment on how much progress a society has made, or identify which aspects to measure, or how to measure them. Each society has its own considerations about what the real meaning of development is, how to measure it, and how to interpret any development results. There is a need to develop a more comprehensive view of development and progress in nations; one that considers social, environmental, and economic concerns, and considers the local needs of a specific region.

As Saudi Vision 2030 focuses on enabling Saudi women's contribution to the economy as well as participation in social development. Female entrepreneurship is also being increasingly recognized in the kingdom. The Saudi vision 2030 strategic pillars "Ambitious nation" and "Thriving economy" advocate for more women participation in the economic and social aspects. The Kingdom has made quantum leaps in terms of empowering women and increasing their economic participation in the labor market by issuing several legislation that have taken place in recent years in accordance with the Vision 2030. The indicators have shown an increase of 43 % in the percentage of Saudi women working in the civil service, and the whole economic participation rate for Saudi females increased to 36.5% by the end of 2022. The new initiatives contribute to increasing the participation rate of women in all government/private sectors and at all job levels by ensuring equal opportunities for both sexes, specifically to senior structural leadership positions. There are also initiatives at the level of the work environment, such as childcare centers in workplaces and flexible hours to create a stimulating work environment for working women.

Saudi Vision 2030 is introducing women to new levels of opportunities through economic empowerment, and these collective efforts need to be measured, monitored and diagnosed regularly. This can only be done through a well-constructed measuring tool. This need was the motivation for the national observatory for women to design its women participation in development index (WPD) and apply it to measure the real impact of these transformations and help us see where we actually stand in empowering women and how much impact are these efforts have on the real situation of women participation in development.

Increase employment

Fig.1: Saudi Vision 4.2.2 objective "increase women participation in labor market"

At the announcement of the Saudi Vision 2030 goals and its objectives in 2016, specifically 4.2.2 targeting more women participation in the job market and hence decreasing the unemployability rate in objective 4.0 (Fig.1), the national observatory for women started to work on this matter. The team of experts from local universities was keen in measuring the current situation and finding how far are we from achieving the set targets for women participation. They proposed to measure the status quo in all fields effecting women performance with a composite index that has the ability to capture all these factors, at the same time be sensible to local needs and priorities. The first stages of the benchmarking showed no similar index exists, and the customizing of a national index was a necessity. The National observatory for women constructed a composite index that measures women's participation in national development (WPD) that is supportive to the Saudi Vision objectives.

WPD index includes indicators that reflect women's participation and impact on national development through its five pillars of broad dimensions of measurements, and carefully selected 54 sub-components derived from international indices as well as tailored to better reflect local concerns. Construction of the index went through stages, such as data allocation, national surveys, data normalizing, weight assignment, focus groups, pilot testing, and finally measurement of the index and its indicators to capture the complexity of national development and calculate the gender gap between women and men in five key areas: economic, social engagement, legislation, education, and health in order to gauge the state of gender equality in the country.

During the process of index construction, benchmarking against world indices was conducted, and major world indices were used as references in constructing the index. In fact, the Global Gender Gap Index (GGGI) was the model against which WPD index was designed in order to achieve a reflection of the GGGI on the 13 administrative districts of Saudi Arabia. During the alignment of index pillars and components with the Saudi Vision goals it was necessary to add an extra important pillar that was not mentioned in the GGGI, and that is the social domain. Thus, the five main pillars in WPD were set to economic, social, legislation, education, and health, and in each pillar, local expert opinion was sought to validate the pillar's components and their relative weights. Publishing the WPD index methodology and the analysis of the first-round results in a research paper at a renowned scientific journal with international expert reviewers and collecting the feedback during the WPD participations at the CSW63 commission for status of women at UN in 2019, and MENA-OECD women economic empowermet forum in 2018 gave the index validation and international recognition. Moreover, the index construction team had several international experts review the index, who in turn noted the uniqueness of the index approach in the region. This intensified our motivation to design the WPD index in a way to support all beneficiaries, decision makers and experts in our region, and generate good quality evidence that can be used to inform policies and come up with research, analysis, and advice on Women issues for institutions, government/private sectors, and civil society organizations.

The index methodology and construction are holistic and can be applied to any national dataset and many nations can utilize it and benefit from its application and results, in fact the GCC nations have applied it with some customizing to measure the GCC countries collective women status and participation in development. Additionally, the design of WPD index provides the flexibility to the user to upload the relevant datasets and choose which pillars to extract and analyze and detect correlations of specific pillars on the results and on each other.

The index can also be used as a tool by the government and planning commissions to measure women's progress against national and international commitments to improve the status of women in economic, social, and political domains. Moreover, to assist local provinces' leaders and decision makers allocating necessary strategic policies to improve women participation in development of their communities.

In Saudi Arabia WPD index has proven reliable and effective as a tool to guide many Saudi sectors improve their performance in order to play their anticipated role in achieving the goals of Saudi Arabia's Vision 2030. WPD can be used in a micro level to detect variation within sectors of a region and measure the quality of participation of women in the different sectors as was demonstrated in Saudi Arabia and the 13 districts dataset. Variation can help decision makers share the knowledge and the relevant best practice between sectors in order to elevate the performance of all sectors and hence the whole national development. WPD can also be used in a macro level and compare nations on the extent of women participation in these nations' development. Depending on the level of WPD application, the indicators can be customized to catch local or global needs and allow decision makers and strategy developers to optimize the generated gain from these metrics.

Methodology

To construct a suitable index that measures the participation of women in development, the National Observatory for Women (NOW) signed agreements and secured partnerships with different beneficiaries, such as the Family Affairs Council, the General Authority for Statistics (GASTAT) for data allocation, and local NGOs such Alwaleed Philanthropies and AL Nahda Society. Local experts for each pillar were consulted for validation of pillar components and assignment of component weights. After going through a thoroughly research on the methodologies existing for world indices during the benchmarking stage, the index was designed to measure all the national development needs using local national statistics. Composite indexing involves essential steps: selection; scaling; weighting and aggregation; and validation (Nardo et al., 2002). It is a concurrent effort during which selection can be altered, weights adjusted, and variables rescaled in order to arrive at final index metrics. Some of the WPD index features include:

- Comprehensive and mutually exclusive indicators

- Robust but sensitive to change

- Based on specific and measurable outcomes

- Relative to stakeholders

Five different meetings with experts in the fields that influence women's participation in national development were conducted. These meetings were necessary to come up with the five major pillars, and the relative sub-components of each pillar, and the associated weights related to these indicators in the index. Overall, there were 2 workshops, 3 focus groups, 3 electronic surveys, and two major conferences.

In 2018, the conference titled ''The Role of Women in Development: Towards a Thriving Economy" was held at King Saud University. It involved attendees and participations from many local ministries and top decision makers together with a group of experts in national development needs, and an initial preliminary version of the WPD Index was launched during this conference. WPD composite index consists of five pillars: economic, social, legislation, education, and health, each of which consists of several variables that measure the state of gender equality in the country and women participation in development (Fig.2).
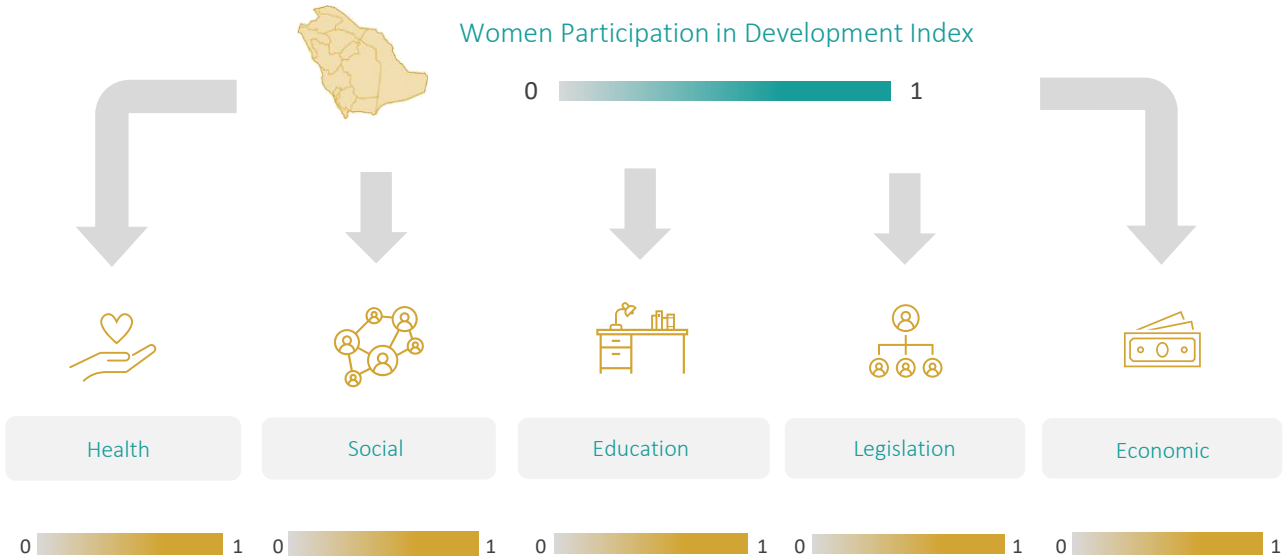

Fig.2: WPD Index major pillars

Each pillar consists of subcomponents, for instance, the economic pillar has 6 subcomponents that reflect closing the gender gap: in the number of government and private sector workers, monthly wage, unemployment, professionals and technicians, small and medium enterprises (Fig.3), details of all 54 components are given in the appendix. Construction of the index goes through several preliminary steps, in the next sections a brief description of these steps and procedures will be presented.
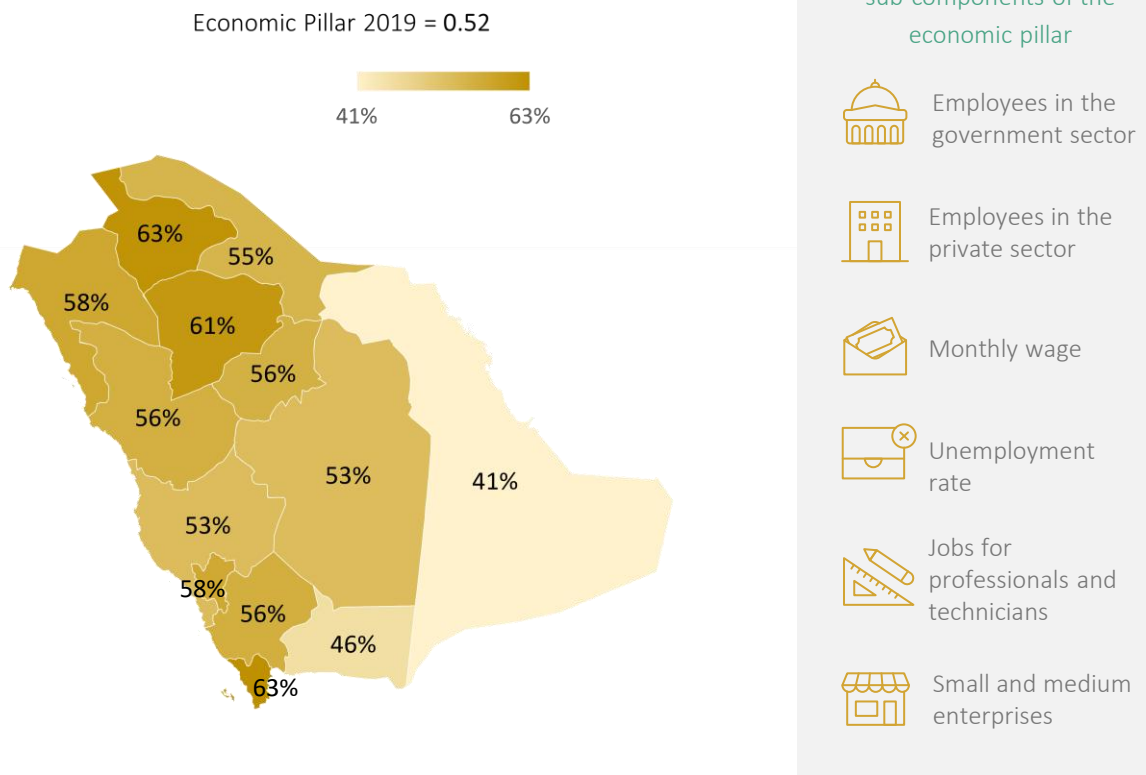
Economic Pillar 2019 = **0.52**

41%   63%

63%
55%
58%
61%
56%
56%
53%
41%
53%
58%
56%
46%
63%

sub-components of the economic pillar

Employees in the government sector

Employees in the private sector

Monthly wage

Unemployment rate

Jobs for professionals and technicians

Small and medium enterprises

Fig.3: The economic pillar sup-components

I. Rescaling variables

Several preliminary steps are employed to scale the variables in the data collected from the General Authority for Statistics, such as:

a) Variables that captures the gap between females and males are calculated as the ratio of female over male. The range of these kinds of variables is between 0 and 1. As the number approaches 1, the gender gap is closed. In some cases where the value of the female variable exceeds the corresponding male value, this ratio is truncated to one (as in the life Expectancy). In contrast, in the unemployment rate, the indicator was calculated to be the ratio of male over female to get a positive reflection of women participation in development.

b) Opinion variables collected through the national survey for the social pillar are calculated using a 0–10 Likert scale. In this case, the approach used to rescale the variable to 0–1 is:

$$\text{rescaled opinion variable} = \frac{value}{10} \qquad (1)$$

c) Proportion variables are scaled from 0 to 1. These variables represent the proportion of the sample with specific characteristics that we are interested in. The proportion with negative reflection, x, to women participation in development was converted to have positive reflection using the transformation 1-x.

d) Rate variables are rescaled to 0–1 as follows:

$$\text{rescaled rate variable} = \frac{\text{rate district (i)}}{\text{maximum rate}} \qquad (2)$$

Where the maximum rate is the maximum value of the specific rate obtained among the 13 Saudi administrative districts.

II. Selection of weights

The five pillars are equally weighted in calculating the overall index, whereas three different methods of weighing the sub-components within each pillar are used following best practices. A variety of methods have been developed in the literature to determine weights in the simple additive weighting (SAW) method (Tzeng and Huang, 2011), which can be typically categorized into three groups: objective, subjective and integrated (Wang and Luo, 2010).

1. Weights set by standard deviation

In each pillar, the standard deviation (SD) of each component after the rescaling to 0–1 is calculated among the 13 Saudi districts. However, when data is not available across districts, the value is considered equal for all districts, the standard deviation is zero, and the weight of that variable will become zero. We elected to replace the zero value by the average of standard deviations of the other variables in the same pillar. Then the 1% change for each component in terms of standard deviation is calculated by dividing 0.01 by the standard deviation (Global Gender Gap Report, 2017). These normalized values are used as weights to calculate the weighted average of the components in each pillar (the weight of a component is the normalized value divided by the sum of the normalized values in this pillar). This method is used for weighing the indicators in the Global Gender Gap Index GGGI. One can note that a disadvantage of this objective weighting method is that the standard deviations change over time, which complicates the inter-temporal comparisons of the index value.

2. Weights set by experts' opinions

This involved the adoption of experts' opinions in each relevant area to determine the importance of the components within each pillar. The experts were asked during workshops and focus groups. through an electronic survey to evaluate variables according to their importance and their impact on women participation in development on a scale from 1 to 5, where 1 is the least important and 5 is the most important (these averaged subjective weights are allocated from experts' opinion and divided by the total).

3. Weights are set equal

In this method, all variables in a specific pillar are assumed to contribute equally, while noting that the contribution of all variables to the final Women Participation in Development Index is not equal and is related to the number of components in its specific pillar.

III. Calculation of the index

Each variable is calculated across Saudi Arabia and its 13 administrative districts, and then fed into the calculation of the five pillars and the final value of the Women Participation in Development Index. The value of each pillar ranges from 0 to 1, where 1 represents the best level of participation and representation of women in the field of a pillar. On the other hand, the 0-value represents imparity and reflects neither participation nor representation of women in the field of the pillar. The WPD index is then calculated by averaging all the five pillars, as shown in equation (3).

$$Women\ Participation\ in\ Development\ index = \frac{\sum_{i=1}^{5} Xi}{5} \qquad (3)$$

Where Xi is the value of the ith pillar. As an example, the economic pillar is calculated using the SAW method:

$$Xeconomic = \sum_{j=1}^{6} Yj\ Wj \qquad (4)$$

where Yj is the value of the component and Wj is the associated weight determined by the SD method or expert opinion, or equal weights.

Comparison among districts in terms of the overall WPD index as well as in terms of the specific pillars and their subcomponents helps decision makers develop policies that have high impact on women's participation in development and discover strengths and weaknesses between the different districts (Alharbi, 2019). The Mazziotta-Pareto index (MPI) method proposed in (Mazziotta and Pareto, 2016) is used to rank the 13 districts among the 5 pillars. The MPI method uses a non-linear function that introduces a penalty for variables with unbalanced values.

Social Pillar Survey

While constructing the index and choosing suitable components, there were a great number of new aspects that were agreed upon in the focus groups with the experts as affecting women participation in development, but there were no measurements available for them, especially in the social/socioeconomic and legislation pillars. The National Observatory for Women decided to design a national survey that would address these issues and provide accurate data to assess them. The national survey was conducted across all districts of Saudi Arabia via a partnership between the General Authority for Statistics and Alwaleed Philanthropies. The automated survey designing went through several procedures such as choosing the appropriate questions' quotation, determining the method of uploading/storage of the answers, and other technical matters in order to ensure the accurate implementation of the goals of the social pillar through the questionnaire. The survey collected information on demographics, social capital variables, opinions, satisfaction, safety, trust, and happiness. In January 2019, the survey was distributed to a sample that included 15,908 families, which included 36,712 individuals, 49.3% of which were women and 50.7% men. The number of individuals in households ranged from 1 to 25 individuals with an average of 5.20 and a standard deviation of 2.51. The sample includes participants over the age of 18 with an average age of 37.74 years and a standard deviation of 15.1 years. The survey was distributed in all regions of Saudi Arabia and the percentage of population was as follows: 16.2% of the population in Riyadh, 15.9% of the population of Makkah, 12.8% of the Eastern Region, 7.3% of Asir and 6.5% of the population of Madinah, 6% of the population of Jazan, 5.8% of the population of Tabuk region, 5.6% of the northern border area, 5.3% of the population of Qassim area, 5.2% of Najran, 4.9%, 4.5%, 4% of the population of Hail, Al Jawf and Al Baha areas respectively.

WPD 2023

I. WPD 2023 Results

In the 2023 version of WPD index the subcomponents were revised and updated to make sure only relevant important variables are used for this period with available data from the designated sectors. (Table.1) summarizes the results of WPD 2023 index compared to 2019. The WPD index in 2023 scored 0.74 with S.D. weights, and 0.70 with experts' weights, with an improvement of 7.6% and 10% respectively.

It is important to note that there are low values and sometimes negative correlation between objective weights (statistically driven) and the weights given by the local experts. For example, in the economic pillar, the correlation is 0.83 between GGGI-type (SD) weights and expert weights which motivates us to rely on the expert weights index results in this report and in future calculation of the index.

WPD Index	Saudi Arabia		% Change
	2019	2023	
Equal weights	0.63	0.69	9.9%
Standard Deviation (SD)	0.69	0.74	7.6%
Expert's weights	0.63	0.70	10.0%

Table.1 WPD index 2023-2019 results

II. WPD index 2023 Social pillar

Since societies gradually adapt new ideas and change is usually very slow and subtle in most diverse societies, the measurements collected by the national survey conducted in 2019 is still valid for the Saudi society and the results for the social pillar calculated in 2019 will be reused in 2023 since a pilot test was done in the Al-Qaseem region where a second round of the national social survey was distributed in Al-Qaseem district on Dec, 2023, with cooperation of the Al-Qaseem civil observatory instructed by the leadership in Al-Qaseem province. The analysis of the results of the survey has shown little change which supports the assumption of no significant change in the social pillar from 2019 to 2023.

III. Analysis of WPD 2023 index results

The overall WPD 2023 index has shown an increase in the participation of women in Saudi Arabia. There is an overall 10% improvement coming from all pillars using the experts' weights and 7.6% improvement from the S.D. weights. This is a very promising result and is a good response to all the hard work that has been done to support women and upscale their impact on the national development in all sectors. (Fig.4) shows WPD 2023 index results on Saudi Arabia's 13 administrative districts.

The Legislative pillar has recorded a celebrated increase improving from 0.21 to 0.41 in 2023. This is very encouraging since the legislative pillar was scoring low values and needed the attention of the decision makers. We have seen in the last period after 2019 more women leadership were appointed in Saudi Arabia, and there is a general trend in women holding leadership positions in many sectors of government and private, which indicates the trust in the capabilities and qualifications of many women candidate for these positions.

More attention is still needed at some subcomponents like the number of women in highly ranked leadership positions, and the number of women in STEM related specialties. Developments under Saudi Vision 2030, and the national development plan are bringing great changes to Saudi Arabia and WPD index can capture this improvement and can help guide policy makers in following the right path towards achieving all Saudi vision goals.
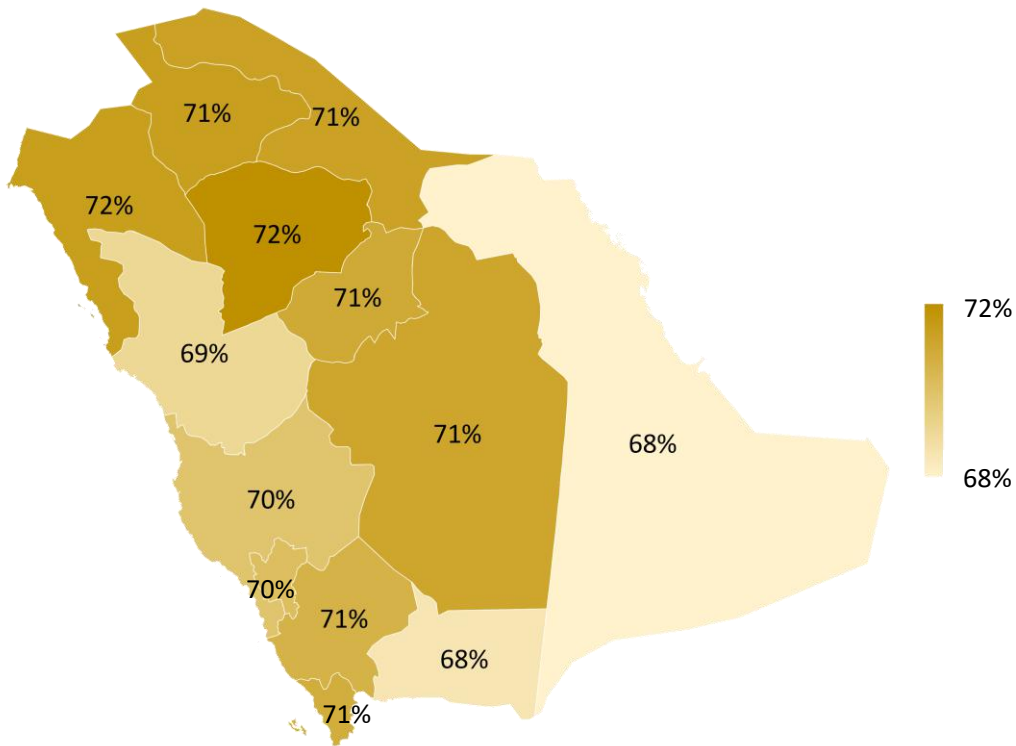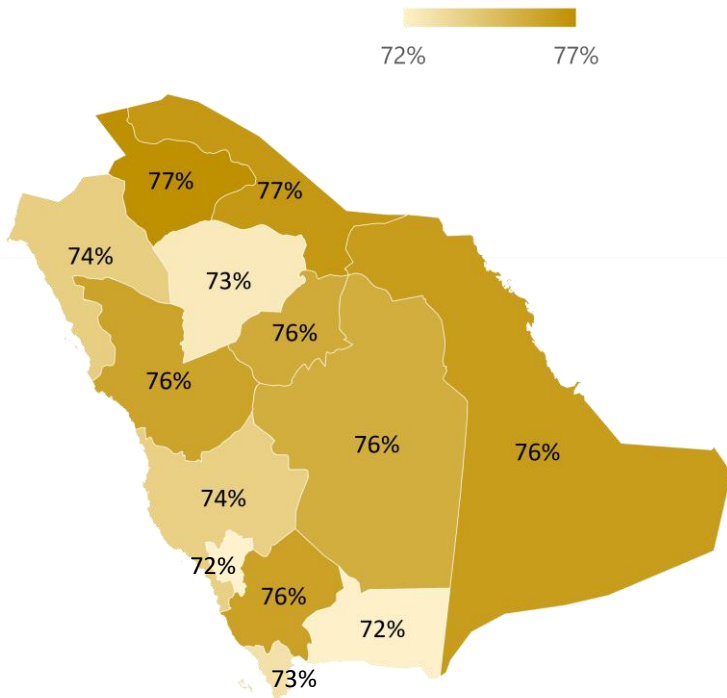
WPD Index 2023 = **0.70**

Fig.4: WPD 2023 index results on Saudi Arabia's 13 districts

WPD 2019 Results

The 2019 value of the WPD Index for the Kingdom of Saudi Arabia, using the SD weighing method, scored 0.69, and 0.63 using the experts' weights and equal weights. (Fig.5) summarizes the values recorded by the index in all 13 districts for the educational, social, health and legislative pillars. (Fig.3) presents the results of the economic pillar.

The WPD index is important to Saudi development, particularly in highlighting the role of women in development and their contribution in the realization of Saudi Arabia's Vision 2030. The index and its pillars and components are aligned with SDG goals as well. Women status and participation in development in Saudi Arabia has improved lately due to several royal decrees that help empower women legislatively, economically, and socially (Maha Omair,2020). Moreover, the general trend of the index could be analyzed after accumulating several consecutive years of measurements to monitor progress towards specific goals, measure change, and find a time series for index values to give a more comprehensive picture of Saudi women contributions in national development.

Educational Pillar 2019 = 0.75

72% — 77%

Map values:
- 77%
- 77%
- 74%
- 73%
- 76%
- 76%
- 76%
- 76%
- 74%
- 72%
- 76%
- 72%
- 73%

Health Pillar 2019 = 0.89

85% — 98%

Map values:
- 86%
- 90%
- 98%
- 87%
- 88%
- 88%
- 85%
- 85%
- 92%
- 88%
- 92%
- 95%
- 85%
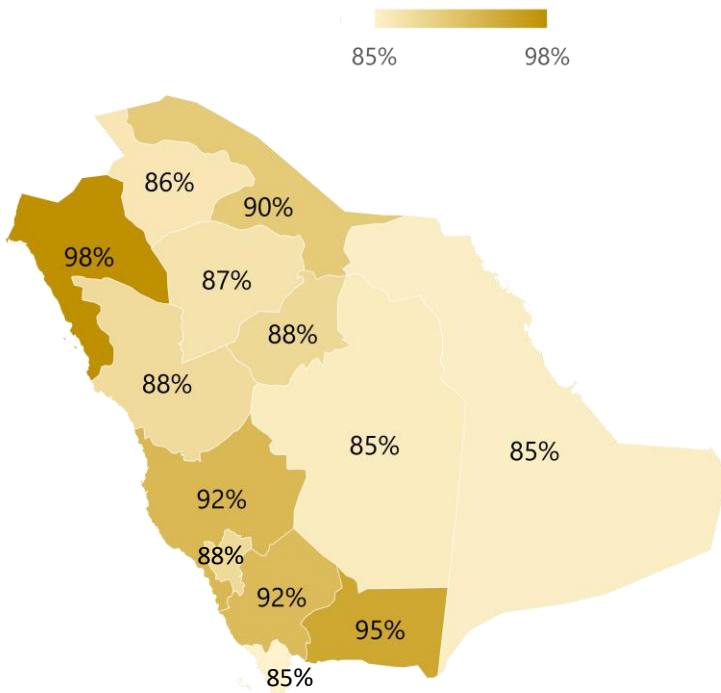
sub-components of the Health Pillar

Life expectancy

Childbirth in adolescent girls

Healthy deliveries
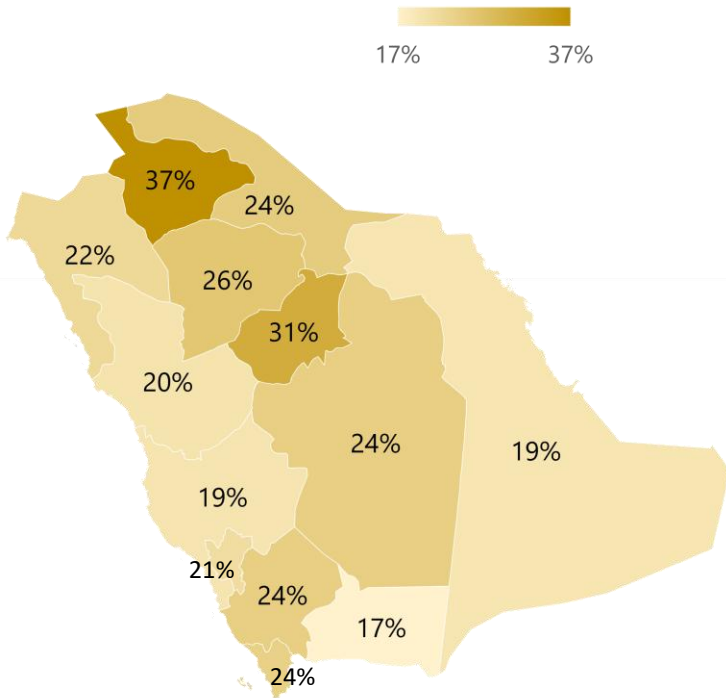
Maternal death rate due to pregnancy and childbirth

Those who practice sports activities regularly

Legislation Pillar 2019 = 0.21

17%   37%

37%
24%
22%
26%
31%
20%
24%
19%
19%
21%
24%
17%
24%

sub-components of the Legislation Pillar

Senior jobs in the government sector

Senior and middle positions in the private sector

Rank of Minister or equivalent

Consultative Council

Municipal councils

Municipal elections

Functional connection

Job security

Promotions

Social Pillar 2019 = 0.79

77%   83%

78%
82%
83%
82%
83%
77%
78%
80%
78%
77%
78%
77%
77%
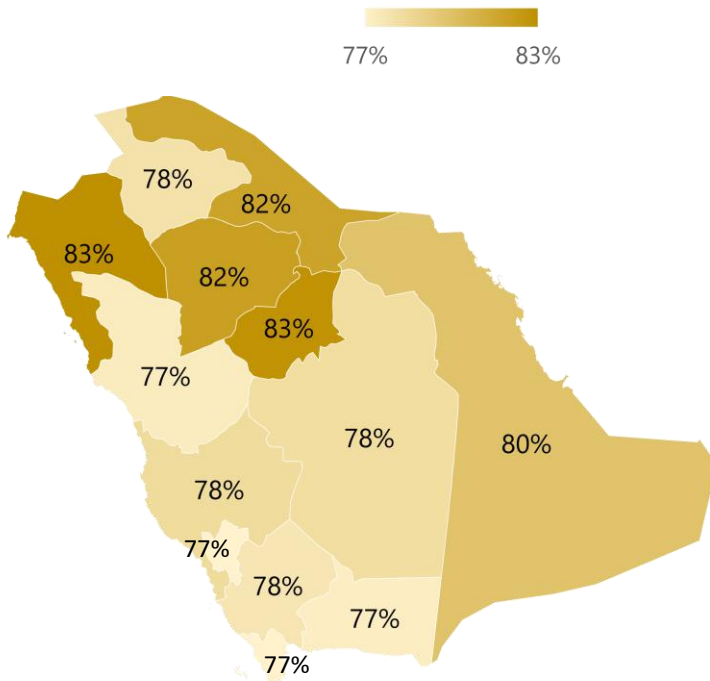
sub-components of the Social Pillar

Opportunities

Community culture

Social capital

Happiness and prosperity

Basic human needs

Personal security

Fig.5: WPD 2019 index pillars over 13 districts of Saudi Arabia

Acknowledgment

The National Observatory for Women is honored to extend its thanks to the backbone of the Women's Participation in Development (WPD) Index, our dedicated team of scientific professionals, experts and representatives of all relevant ministries and authorities, who bring diverse expertise and a shared commitment to advancing the impact of women on national development.

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Appendix

WPD index pillars and subcomponents:

Pillar	Components	Source and Description
Economic	Gender gap in government sector workers	GASTAT
	Gender gap in private sector workers	GASTAT
	Gender gap in monthly wage	Ministry of Human Resources and Social Development
	Unemployment Gap	GASTAT
	Gender gap in the careers of professionals and technicians	GASTAT
	Gender gap in small and medium enterprises	VISION 2030-ANNUAL REPORT
Social	Social Relations Network :social media affiliation	Survey (Percentage of women who answered yes to the following question: . Do you have an account in any of social network?)
	rate of the existence of a network of crises in society	Survey (Percentages of Women who answered choices 2-6 to the question: On who you rely on the crises? 1- nobody, 2-relatives, 3-friends, 4-family support fund, 5-Charities, 6-others
	Civil Participation (volunteering age 18 and above – volunteering in the neighborhood)	NOW survey (Percentage of women who answered yes to the question: Have you ever worked as volunteer in the neighborhood over the past year?)
	The confidence (confidence in Community institutions (political, economic,...etc.) confidence in non-profit organizations). Social Relations Network (social media affiliation – family support or social support)	NOW Survey (Do you trust community care institutions? Such as social development centers, orphanages, nursing home, support centers, divorcees, widows)
	Proportion of women living أعلى من حد الكفاية	Ministry of economy and planning + NOW Survey
	Proportion of households headed by women (+ women contribution) to total families	NOW Survey (is the family headed by women?)
	Proportion of women without primary health care	NOW Survey

Pillar	Components	Source and Description
Social	Freedom of choice Index: Percentage of participants who replied that they were satisfied with the next question "How are you satisfied about your freedom to choose marriage? " from 0-10	NOW Survey
	How are you satisfied about your freedom of reproduction? from 0-10	NOW Survey
	How are you satisfied about your freedom to choose work? from 0-10	NOW Survey
	How are you satisfied about your freedom of studying)? from 0-10	NOW Survey
	The Transport Availability Index – satisfaction of easy access to public or private transportation from 0-10	NOW Survey
	Satisfaction with facilities and comprehensive access programs and the suitability of the working environment for the female disabled (scale of 0-10)	NOW Survey
	Percent of women who have experienced gender-specific discrimination	NOW Survey
	Percent of women and girls aged 18 and over who have experienced physical, sexual or psychological violence during the past 12 months	NOW Survey
	The percent of women aged 20 to 24 who have married before they reach the age of 16 years	NOW Survey
	A sense of security in wandering around the residence	NOW Survey , ratio of positive answers (Do you feel safe walking alone?)
	Society accepts women in leadership positions	NOW Survey (do you accept to work with a woman-headed administration?)
	Society accepts women's work in Trades and crafts	NOW Survey (do y0u accept women working in crafts or service jobs?)
	The Community acceptance of women's independent in individual housing	NOW Survey (do you accept an independent home for women if needed?)

Pillar	Components	Source and Description
Social	average of hours spent in leisure and personal care	NOW Survey
	Gender gap in unpaid working hours	NOW Survey
	The index of how you feel about the place you now stand in your life you wish from 0-10, so that 10 is the best life for you	NOW Survey
Legislation	Gender gap (ratio of women to men) in senior positions in the government sector	GASTAT
	Gender gap in managerial positions in the private sector (medium and high)	GASTAT
	Gender gap in Shura Council	Ministry of Human Resources and Social Development
	Gender gap in municipal councils*	GASTAT
	Gender gap on the rank of minister or equivalent compared to males	Ministry of Human Resources and Social Development
	Gender gap in promotions (Gender gap in number of those who promoted/number of suited for promotion)	Ministry of Human Resources and Social Development
	Women job security (average) 2019	NOW Survey
	Gender gap in participation in municipal elections*	GASTAT
	Employment engagement (average) 2019	NOW Survey
Educational: Infrastructure	Percentage of female children whose school is more than 60 minutes away from their residence 2019	GASTAT
	Percentage of schools with female student per class: Primary> 30, intermediate and secondary > 35	Ministry of Education
	The Number of female students per teacher at primary level – intermediate and secondary	Ministry of Education

Pillar	Components	Source and Description
Educational: Outputs	Gender gap in Literacy 2019	GASTAT
	Gender gap in primary education	GASTAT + Ministry of Education
	Gendr gap in intermediate education	GASTAT + Ministry of Education
	Gender gap in secondary education	GASTAT + Ministry of Education
	Gender gap in intermediate diploma (post-secondary and sub-university)	Ministry of Education
	Gender gap in higher education	Ministry of Education
	Gender gap in students studying abroad	Ministry of Education
	Gender gap in technical and vocational training	Ministry of Education - The Technical and Vocational Training Corporation
Health	Death rate during birth or pregnancy	Health-Demographic-Indicators Ministry of Health
	Adolescent births (15-19 years) per 1,000 women in that age group	GASTAT
	Health births (birth rate under the supervision of health workers) 2019	Health-Demographic-Indicators Ministry of Health
	Percent of women aged 15 and over Practitioners of sports activities (on a regular basis) at least once a week	GASTAT Household Sports Practice Survey
	Gender gap in life expectancy (life expectancy at birth)	GASTAT

* Variables not included in the 2023 version of WPD index .

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