

Closing *the* Gap:

A data outlook on women's economic opportunities



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Glossary

Administrative data: Data collected by governments or regulators in the course of routine operations.

Comparability: The ability to reliably compare data across countries, firms, or time periods.

Country coverage: The number of countries for which data is collected and reported.

Dataset: A structured collection of related data, often organized for analysis.

De jure vs. de facto: De jure refers to laws or legal provisions, while de facto reflects actual practice or outcomes.

Disclosure: The act of making data or information publicly available, often by companies or institutions.

Disaggregation: Breaking down data into smaller categories, such as by gender, age, or location.

External validation: Independent verification of the accuracy and quality of reported data.

Gender data: Data disaggregated by sex to highlight differences between women and men.

IFC Private Sector Gender & Inclusion Data Hub: An IFC initiative to consolidate and harmonize gender data relevant to private-sector decision making.

Imputed estimates: Values statistically inferred to replace missing or incomplete data points.

Indicators: Quantitative or qualitative measures used to track performance or outcomes.

Intersectional disaggregation: Breaking down data further by characteristics such as age, income, disability, or geography.

Metadata: Refers to the documentation that explains how an indicator is defined, measured, and reported.

Methodologically transparent: Clearly documented methods for data collection, ensuring replicability and credibility.

Modeled estimates: Figures generated using statistical models to fill gaps where direct data are unavailable.

Period covered: The number of years between the first and last year of data collection for a source.

Periodic waves: Recurring cycles of data collection, such as survey rounds.

Periodicity: The frequency or interval at which data is collected.

Self-reported data: Information provided directly by individuals or firms, often subject to bias.

Standardized schema: A consistent framework for defining, organizing, and reporting data.

Temporal coverage: The range of years or time periods for which data are available within a dataset.

Voluntary disclosure: Information organizations choose to report publicly, often through ESG frameworks.

Year coverage: The number of years a dataset spans, reflecting its time series.

Foreword

Reliable gender data is not just a necessity, it is a foundation for inclusive and sustainable development. For too long, the lack of comprehensive, comparable, and high-quality gender data has limited our ability to fully understand women's economic participation, measure progress, and design evidence-based policies and strategies that drive change. Without the right data, the barriers women face remain invisible and opportunities to unlock their potential are missed.

This report, *Closing the Gap: A Data Outlook on Women's Economic Opportunities*, is a critical step forward. It brings together evidence from both public and private sources, revealing persistent challenges in measuring women's roles in employment, entrepreneurship, leadership, education, care, digital access, and protection from violence. It also underscores the growing importance of non-public data sources from corporate disclosures to complement publicly available multilateral and national statistics. Together, they provide a more complete picture of women's economic opportunities and the private sector's role in shaping them.

At the same time, the report makes clear that data fragmentation, inconsistent methodologies, and variable reporting frequency remain significant obstacles. Addressing these challenges will require coordinated action across governments, multilateral institutions, regulators, and private companies. It will demand not only technical solutions such as harmonized indicators, aligned reporting standards, and improved comparability, but also stronger commitments to transparency, accountability, and investment in gender data systems.

The IFC is committed to leading these efforts through its Private Sector Gender & Inclusion Data Hub. By convening diverse partners and building a unified framework that integrates public and non-public sources, the hub will help deliver the evidence needed to close persistent gaps, guide private-sector strategies, and shape markets that work for everyone.

I invite policymakers, regulators, investors, business leaders, philanthropists, and researchers to use the insights and recommendations in this report as a call to action. Together, we can strengthen the quality and availability of gender data, ensure women's economic contributions are recognized, and create more inclusive and resilient economies.



Nathalie Kouassi Akon
Director, Gender and Economic
Inclusion Department, IFC

Executive Summary

Despite sustained global efforts to expand women's economic opportunities, significant inequities remain, constraining inclusive growth, labor productivity, and sustainable development. The private sector is uniquely positioned to advance gender equality by leveraging sex-disaggregated data that exposes structural barriers, informs inclusive business practices, and supports women's full participation in the economy.

Businesses can use reliable and timely gender data to strengthen accountability and build investor confidence by demonstrating measurable progress in access to capital, leadership, entrepreneurship, and employment, as well as protection from gender-based violence. Insights developed from gender data can also help to guide evidence-based corporate investments, enhance competitiveness, and drive long-term value creation. This report provides a robust assessment of data on women's economic opportunities relevant to the private sector, identifies critical data gaps, and highlights areas for improvement.

The research examines 20 carefully-selected public and proprietary datasets. Fourteen of these are publicly available sources, including the World Bank's Women, Business, and the Law dataset, the IMF Financial Access Survey, and information from the International Labour Organization. The selected non-public data sources include

UN Women, Bloomberg, Economic Dividends for Gender Equality (EDGE), Equileap, and the World Benchmarking Alliance. Combined, these 20 datasets offer a total of 429 indicators, cover up to 200 countries, and span more than half a century of data.

However, they also have notable limitations. For example, the IMF Financial Access Survey provides aggregated, country-level data but lacks sectoral breakdowns. The World Bank Enterprise Survey follows inconsistent timelines across countries, both in terms of the years in which data is collected and the specific countries included in each round, which hinders effective cross-country comparisons and trend analysis. The World Bank's Women, Business, and the Law dataset focuses on de jure legal provisions but lacks information on implementation or outcomes. The six proprietary data sources feature extensive gender-related metrics, but they typically rely on voluntary disclosures from large multinationals. This limits external validation and underrepresents small, medium, and informal enterprises that are crucial for economic growth and employment. In addition, they show a developed-market bias by covering fewer emerging economies where gender gaps are often widest.

The research team also evaluated the breadth, quality, and applicability of data across **10 key themes**:



Inclusive Capital



Supply Chains



Employment



Leadership



Gender-based
Violence



Digital inclusion



Education



Flexible work
and care



Equal Pay



Entrepreneurship

These themes were selected for their relevance to gender equality and women’s economic opportunities, and their alignment with the priorities of the [World Bank Group Gender Strategy 2024-30](#), [IFC’s Roadmap 2030](#), and [Sustainable Development Goal 5](#) on achieving gender equality and empowering all women and girls.

The assessment found that eight data sources measure flexible work and care with a combined 83 indicators, the largest indicator volume of all themes. In contrast, digital access, supply chains, and entrepreneurship have

far fewer indicators, as discussed in Section 5 of this report. The period covered also varied widely, with an average period of 29 years of data for entrepreneurship, while themes such as supply chains, digital access, and leadership had much shorter coverage.

The report offers a data coverage scorecard across the ten themes. Inclusive capital is the only theme with strong coverage across indicators, country, and years. Data coverage of supply chains received the poorest ranking, as shown in Table A.

TABLE A
Data Coverage Scorecard Across Themes

Theme	Indicator Rating	Country Coverage Rating	Period Coverage Rating
Employment	Good	Good	Fair
Leadership	Good	Fair	Poor
Capital	Good	Good	Good
Supply Chains	Fair	Poor	Poor
Gender-based Violence	Good	Fair	Fair
Digital Access	Fair	Fair	Poor
Education	Good	Fair	Fair
Flexible Work & Care	Good	Fair	Fair
Equal Pay	Good	Good	Fair
Entrepreneurship	Poor	Good	Good

Six actions are recommended to close these critical data gaps and support inclusive economic growth:



Harmonize gender indicators through standard definitions, methodologies, and reporting.

Consistent collection of gender data, mapping of national or firm-level classifications to international standards, rigorous quality assurance and validation, and clear documentation of metadata are all vital and must be carried out systematically.



Bring partners together to consolidate and guide harmonization efforts. A unified data framework would improve comparability across firms, markets, and countries, and help shape private sector equity initiatives. IFC's Private Sector Gender & Inclusion Data Hub is well positioned to lead the integration of datasets, provide the technical guidance and governance needed to align indicators, and convene private and public partners.



Move from voluntary to mandatory reporting of gender data. Securities commissions, stock exchanges, financial supervisory authorities, and corporate governance or sustainability bodies can help strengthen proprietary and private sector sources by embedding core gender indicators on employment, leadership, pay equity, supply chains, and access to capital into financial and governance reporting. Making such disclosures a compliance obligation, reinforced through listing rules and supervisory guidance, would align practices and improve comparability across markets.



Leverage private sector collaboration to improve the collection and reporting of gender data.

Many industries lack a full understanding of the gender composition of their customers and value chains, which makes it difficult to identify barriers as well as opportunities for growth and inclusion. Industry associations, financial institutions, mobile money providers, multinational firms, and agencies such as UN Women could invest in gender-responsive data practices through improved survey design, training, and consistent integration of gender metrics across operations and reporting systems.



Forge strategic partnerships to access and share valuable data. Collaboration among firms, development partners, policymakers, research institutions, and IFC teams can help close data gaps and include more diverse datasets. Compelling data stories, case studies, and visualizations can help to disseminate information and lessons learned and improve the collection, funding, and use of high-quality gender data.



Commission targeted surveys and integrate big data sources. IFC's Private Sector Gender & Inclusion Data Hub could commission and coordinate surveys across regions and industries while leveraging the World Bank Group's deep research expertise. Partnerships with technology firms, satellite-data providers, and national statistical offices could integrate big-data sources with survey findings, while maintaining rigorous methodology.

Companies, policymakers, and all stakeholders are encouraged to leverage the findings of this report to address data gaps and support impactful, evidence-based decision-making that both strengthens women's economic inclusion and enhances business outcomes.



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Introduction

Closing Gender Data Gaps: A Foundation for Advancing Women's Economic Opportunities

The gender economic gap is a significant barrier to economic prosperity, social cohesion, and sustainable development (World Economic Forum 2025). Despite concerted global efforts to promote gender equality, disparities persist, particularly in women's economic participation and access to leadership positions and financial services (ILO 2024; UN Women 2024b; World Bank 2024a). This report does not attempt to estimate these inequities again; rather, it focuses on data gaps that prevent policymakers, businesses, and development partners from fully understanding and addressing them.

Closing gender gaps demands timely, high-quality sex-disaggregated data. This is underscored by the Beijing Platform for Action and the Convention on

the Elimination of All Forms of Discrimination against Women, which call for sex-disaggregated statistics across all sectors (UN Women 2005; United Nations 2010). It is important to note that gender statistics go beyond simple sex breakdowns. They should capture the full diversity of women's and men's lives, use concepts relevant to gender issues, and employ methods that minimize cultural or social bias.

Gender data is essential to measure progress in advancing the [Sustainable Development Goals](#), particularly goal 5 on achieving gender equality and empowering all women and girls. It is also vital for designing, monitoring, and evaluating interventions such as the World Bank Group's Gender Strategy 24-30, discussed in Box 1.

Box 1: World Bank Group Gender Strategy and IFC's Roadmap 2030

The [World Bank Group Gender Strategy 2024-30](#) puts forward the bold ambition to accelerate gender equality to end poverty on a livable planet. The strategy focuses on three objectives: ending gender-based violence and elevating human capital, expanding and enabling economic opportunities, and engaging women as leaders. Each objective is tied to a set of measurable outcomes. These include progress in ending all forms of gender-based violence, building stronger and more resilient human capital, expanding access to more and better jobs, increasing ownership and use of economic assets, broadening access to services, and advancing women's participation in decision-making (World Bank 2024b).

The strategy is supported by [IFC's Roadmap 2030 for Gender Equality & Economic Inclusion](#)—a blueprint for advancing women's economic empowerment in partnership with the private sector. The roadmap focuses on three core priorities: expanding women's access to capital through inclusive financial solutions; promoting inclusive supply chains by accelerating the participation of women entrepreneurs; and increasing access to quality employment and leadership opportunities for women. Three cross-cutting themes of digital empowerment, equitable climate action, and gender-based violence prevention are designed to deepen impact. Together, they offer a comprehensive approach to closing gender gaps while fostering inclusive and sustainable private sector development.

Gender data is not only a public good that enables policymakers and institutions to design inclusive economic strategies, it is also a valuable asset for businesses. Companies that collect and analyze gender-specific data on workforce composition, leadership representation, and supplier diversity are better able to design inclusive policies and assess their impact. Studies show that organizations that track and act on gender-related indicators improve employee retention, productivity, and financial performance

(ILO 2019; McKinsey & Company 2020; Feed the Future 2024). Organizations that prioritize women's economic empowerment also benefit from stronger governance, innovation, and profitability (Adams and Ferreira 2009; Catalyst 2007; McKinsey & Company 2015). Moreover, transparency initiatives such as Bloomberg's Gender-Equality Index and Equileap's global rankings demonstrate how publishing gender metrics can strengthen corporate accountability and bolster investor confidence (Bloomberg 2023; Equileap 2022).

Impact of Data Gaps on Advancing Gender Equality

A strong and growing body of evidence underscores the wide-ranging benefits of gender equality (Vedres and Vászrhelyi 2023; Ghazala and Boring 2020; World Bank 2024). Despite this, it is estimated it will take 169 years to fully close global gender gaps in economic participation (World Economic Forum 2023). This underscores the urgent need to address data limitations.

For example, many datasets still lack sufficient disaggregation, with fewer than one-third of countries consistently produce gender data on informal employment and women's entrepreneurship (Buvinic et al. 2014). Only 50 percent of Sustainable Development Goal indicators relevant to gender are available with sex-disaggregated data, and nearly one-third of these have no sex-disaggregated data at all (Beegle et al. 2023; Data2X and Open Data Watch 2022). Furthermore, even though micro, small, and medium enterprises account for approximately 90 percent of businesses worldwide and generate 50 per cent of jobs, many datasets only cover large capitalization firms. Some focus on de jure legal provisions and lack information on actual implementation, prosecutions, or outcomes. Others show a developed-market bias by covering fewer emerging economies where gender gaps are often widest.

These gaps hamper the ability of stakeholders to identify barriers, design solutions, track progress, and scale successful interventions in employment, leadership, digital access, equal pay, and entrepreneurship (Buvinic et al. 2014; Data2X and Open Data Watch 2021; Bonfert et al. 2023). For example, many companies possess limited knowledge of the gender composition of their customers, suppliers, distributors, producers, and partners, making it difficult to identify barriers as well as potential growth opportunities, or build more inclusive business practices.

On average, countries are only at the midway point in building capacity to produce and disseminate reliable gender data (UN Women 2024b). Of the low-income countries eligible for funding from the International Development Association (IDA), two thirds have weak civil registration systems that limit women's visibility in national statistics and over 80 percent lack adequate education or health information systems (Data2X and Open Data Watch 2021).¹ Data limitations are particularly acute in the Middle East and North Africa, Sub-Saharan Africa, and South Asia (Grantham 2020). This contributes to women's economic invisibility and reduces the effectiveness of policies and private sector efforts to advance gender equality—particularly in low- and middle-income economies where data can guide inclusive investment.

¹ IDA-eligible countries are those that have a gross national income per capita below \$1,325 in the fiscal year 2026.

Addressing these data gaps requires more than simply increasing data collection efforts. It demands improvements in data quality, consistency, accessibility, and usability. To guide more targeted investments and ensure inclusive,

evidence-based solutions, gender data systems must encompass multiple intersecting dimensions, including firm size, sector, geographic location, and socioeconomic status (UN Women 2023; UN Women 2024b).

Purpose and Structure of this Report

Building on important earlier works, this report systematically assesses gender data relevant to private sector decision-making, identifies critical data gaps, and highlights key areas that need improvements.² It also recommends strategic actions to strengthen gender data ecosystems, enhance corporate disclosure, and integrate gender metrics into private sector practices.

The report is organized into six main sections. **Section 2** describes the methodology, and the process used to select

data sources relevant to private sector gender priorities, including how indicators were identified, mapped, and assessed for coverage and gaps. **Section 3** provides an overview of the final selection of 20 data sources. **Section 4** reviews existing indicators related to gender equality and women's economic opportunities and highlights gaps across the ten key themes. **Section 5** summarizes the data gaps by comparing indicator scope, source coverage, reporting frequency, and level of disaggregation. Section 6 recommends actions to close gender data gaps.



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² Prior studies, such as Buvinic et al. (2014), categorized gaps by coverage, timeliness, comparability, complexity, and granularity. Analyses by Data2X and Open Data Watch (2021) underscored the evolving nature of these gaps, emphasizing limitations in gender disaggregation, periodicity, and geographic coverage. The World Bank (2022) outlined six steps to assess 24 priority gender indicators across 12 countries, while UN Women (2024b) aligned data gaps with gender equality priorities under the Sustainable Development Goals.



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Methodology *and* Analytical Framework

Research Objectives and Scope

This assessment evaluates the availability, quality, and applicability of gender data relevant to private sector activities. It maps existing data sources, assesses their coverage and utility, and pinpoints limitations that hinder the ability of policymakers, businesses, and development partners to advance women's economic opportunities. The main objectives are to:

- Identify existing data sources relevant to gender equality and women's economic opportunities that align with the World Bank Group Gender Strategy

2024–2030, IFC's 2030 Roadmap, and the Sustainable Development Goal 5 on achieving gender equality and empowering all women and girls.

- Quantify the number of relevant indicators available from each data source to assess coverage and utility.
- Identify critical gaps in gender data, including gaps related to coverage by country and year, periodicity or how regularly data is collected and reported, and disaggregation by sector, industry, or firm size.
- Recommend actions to improve gender data.

Research Design and Methodology

The research follows a mixed-methods approach, with the data source–indicator pair as the unit of analysis. Candidate sources were inventoried. Indicators were captured in a standardized schema and classified under ten themes:

1. **Inclusive Capital:** access to finance, credit, investment, and lending for women.
2. **Inclusive Supply Chains:** women-owned suppliers and gender-responsive procurement.
3. **Inclusive Employment:** labor force participation, employment quality, and working conditions.
4. **Inclusive Leadership:** women's representation in executive, managerial, and board-level roles.
5. **Gender-based Violence:** workplace harassment

policies, reporting mechanisms, and legal frameworks.

6. **Digital Access:** gender gaps in mobile phone ownership, internet use, and digital skills.
7. **Education:** women's participation in secondary and tertiary education, especially in science, technology, engineering, and math (STEM) and vocational training.
8. **Flexible Work and Care:** parental leave, childcare support, and flexible work arrangements.
9. **Equal Pay:** wage gaps, pay transparency policies, and pay equity initiatives.
10. **Entrepreneurship:** women's business ownership, access to startup capital, and regulatory barriers to entry.

Desk research for this assessment began with a structured review of global databases, statistical portals, corporate sustainability reports, and other repositories. Initial screening used keyword searches that combined phrases that reflected the ten themes with gender-related terms, such as women, female, or gender gap or with data-related terms, such as dataset, statistics, and data source. This enabled the research team to capture both widely recognized and less conventional public and private sector sources. The full list of keyword phrases for each theme is in Table A1 of the Appendix. In addition, the team also consulted with the providers of proprietary data sources to validate datasets and clarify definitions, disaggregation methods, and frequency of data collection.

This resulted in a detailed inventory of data sources, including a definition of each indicator, measurement unit, geographic coverage, period covered, and

any additional disaggregation details. This provided a methodologically-robust basis for assessing data relevant to gender equality and women's economic opportunities. All indicators were then screened against inclusion criteria aligned with international best practices for indicator selection. They qualified for inclusion if they demonstrated:

- **Disaggregation:** Data could be broken down by gender and geography, and where relevant, by sector, industry, or firm size.
- **Relevance:** Data had a direct link to gender equality and women's economic inclusion in private sector contexts.
- **Indicator quality:** It was clear, complete, methodologically transparent, and comparable internationally, as shown in the metadata.
- **Coverage:** Geographic coverage across at least 30 countries to support meaningful cross-country and sectoral comparisons.
- **Periodicity and continuity:** Regular collection and reporting to enable consistent tracking over time.

Data Gaps Framework

A framework was structured to ensure gender data gaps could be compared across all themes and data sources, using the following criteria:

- breadth of available sources, highlighting how many datasets exist within each theme and

which institutions provide them.

- relevance and scope of indicators, including coverage of country and period, as well as any gaps.
- consistency of coverage, including which indicators are captured, the frequency of data collection, and the likelihood that data collection will continue.

Review and Selection of Data Sources

After the data sources were inventoried, the research team assessed each dataset for geographic and temporal coverage, the extent of gender disaggregation, and alignment with the ten themes. Indicators were then mapped to corresponding themes and quantified, and key limitations were documented, such as sector-level breakdowns, limited country coverage, reliance on disclosure, lack

of external validation, or inconsistent data collection cycles. The review also considered the extent to which indicators captured dimensions such as sector, industry, or firm size. This ensured that sources included in the final selection were methodologically transparent, comparable, and relevant to private sector gender inclusion priorities. Twenty data sources met the selection criteria, and they are discussed in Section 3.

Limitations

This assessment has several limitations. Firstly, the selection of publicly available data relied heavily on manual searches and keyword-based identification of indicators relevant to gender equality and women's economic opportunities. While this approach used a structured search strategy, the lack of standard taxonomy and the evolving terminology around gender themes meant that some relevant datasets or indicators may have been inadvertently excluded due to variations in phrasing or labeling.

Secondly, the exploratory nature of the process and the dynamic data landscape made it impossible to provide a definitive count of the universe of all datasets. Thirdly, only providers of non-publicly accessible datasets were consulted. Broader stakeholder consultations with other private sector stakeholders and beneficiaries were not

included, potentially affecting the depth of insights into the usefulness and applicability of data.

Fourthly, there was no quantitative validation or independent verification of data quality and reliability. These relied on self-reporting and documentation from data owners. Finally, the evaluation of indicator relevance and applicability involved subjective judgments informed by descriptions within datasets, which could introduce selection biases or interpretation differences.

Despite these limitations, the assessment applied the best international practices for indicator selection and evaluation, as outlined by the World Bank (2022), Jolliffe et al. (2023), and Welch et al. (2023). This ensured robust findings and a credible framework for identifying gender data gaps and opportunities for improvement.



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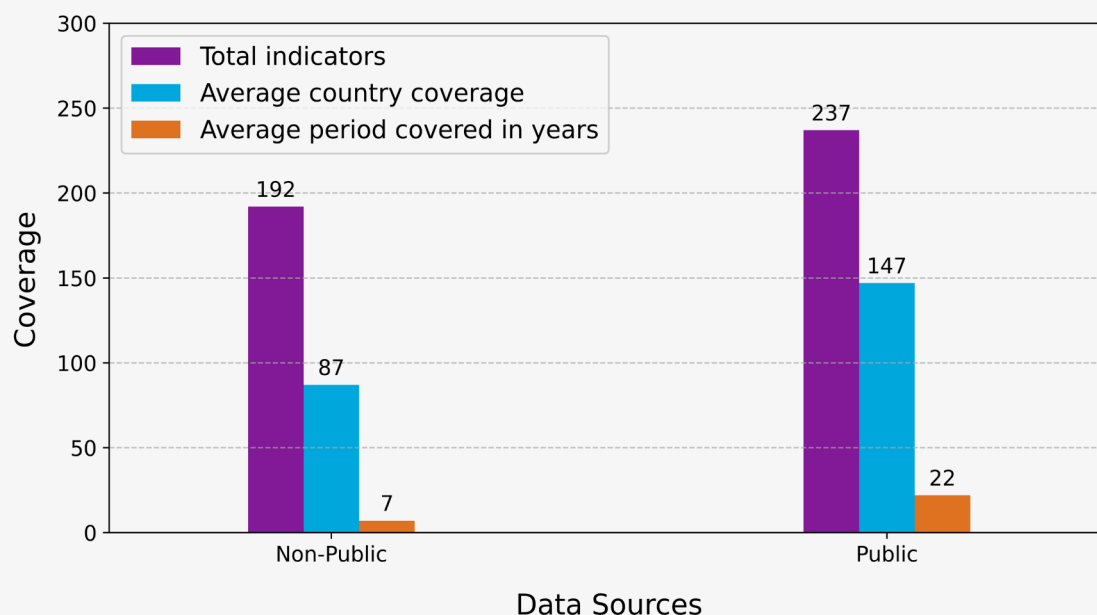
Selected Data Sources

As noted in Section 2, the research team used a structured process to inventory data sources and then reviewed each of these to determine coverage by number of countries and years, disaggregation, alignment with the ten themes, and other key criteria. In total, 20 sources met the selection criteria, and importantly, they were methodologically transparent, comparable, and relevant to private sector gender inclusion priorities.

Collectively, these 20 data sources provide crucial insights into gender dynamics in employment, entrepreneurship, access to capital, digital inclusion, corporate leadership, education, gender-based violence, and more. Fourteen of the 20 datasets are publicly available. As shown in Figure 1, these public data sources had greater geographic reach and number of indicators than non-public sources, and they covered a greater number of years on average between the first and most recent year of data collection.

FIGURE 1

Gender Data Coverage Across Selected Sources



The selected datasets come from international institutions, corporate reporting platforms, financial access databases, labor and enterprise surveys, and gender-focused benchmarking initiatives, as shown in

Table 1. Their broad geographic, indicator, and period coverage, as well as their methodological transparency, robustness, and the provider's credibility, make them highly relevant for private sector decision-making.

TABLE 1

Description of Selected Data Sources

Data Sources	Description
Public Sources	
World Bank Enterprise Surveys (WBES)	The World Bank Enterprise Surveys collect comparable firm-level data on the business environment by interviewing a stratified random sample of formal private-sector enterprises with harmonized questionnaires and periodic waves since 2002.
Women, Business and the Law (WBL)	This global dataset measures legal equality between men and women across 190 economies from entry into the workforce to retirement, based on codified national laws and verified through standardized questionnaires completed by legal and gender experts. ⁱ
International Labour Organization (ILO)	ILO's database provides standardized labor market indicators using a combination of nationally reported labor force survey data and imputed estimates for countries with missing data.
International Monetary Fund Financial Access Survey (IMF FAS)	The IMF's Financial Access Survey provides annual global data on access and use of financial services, with select indicators disaggregated by gender, customer type, and provider type, such as commercial banks, credit unions, and microfinance institutions.
Afrobarometer	Afrobarometer is a nonpartisan research network that conducts public attitude surveys on democracy, governance, economic conditions, and related issues across African countries.
International Telecommunication Union (ITU)	The ITU, a specialized agency of the United Nations, maintains comprehensive global data on information and communication technologies, with extensive gender indicators measuring digital access, usage, skills, affordability, and infrastructure.
United Nations Educational, Scientific and Cultural Organization (UNESCO)	UNESCO, through its Institute for Statistics, collects and standardizes global education data using the International Standard Classification of Education to help countries monitor progress toward development goals.
World Bank Entrepreneurship Database (WB E-DB)	The Entrepreneurship Database collects administrative data from business registries and statistics agencies in 180 economies. Gender disaggregated data is also collected in 95 economies to assess gaps between female and male entrepreneurs.
World Bank Doing Business (WB DB)	The World Bank Doing Business dataset compiles harmonized, survey-based indicators from over 9,000 local experts in 190 economies, detailing the number, time, cost, and regulatory steps for a domestically owned limited-liability start-up to register and operate in each country's largest city. In 2024, it was replaced by the World Bank's B-Ready, which does not yet provide sufficient time trends and lacks continuity with the Doing Business indicators.
Global Entrepreneurship Monitor (GEM)	The Global Entrepreneurship Monitor offers survey-based insights on entrepreneurial activity across 120 economies. Collected directly from entrepreneurs and national experts, GEM data captures gender information on entrepreneurial behavior, motivations, attitudes, and enabling conditions.
Demographic and Health Surveys (DHS)	The Demographic and Health Surveys Program provides nationally representative data on population, health, and nutrition for over 90 low- and middle-income countries. It includes a strong focus on women's health, fertility, family planning, maternal care, and gender-based violence.

SELECTED DATA SOURCES

<u>United Nations Inter-Agency Working Group on Violence Against Women Estimation and Data (VAW-IAWGED)</u>	This specialized initiative coordinates global data collection and estimation methodologies related to violence against women. It consolidates data from national surveys, administrative records, and specialized studies, providing standardized and comparable indicators on intimate partner violence, sexual violence, harassment, and harmful practices.
<u>World Bank Global Index Database (FINDEX)</u>	The Global Index Database provides nationally representative, triennial sex-disaggregated data on access to and use of financial services across 140 countries, enabling global analysis of financial inclusion gaps, especially among women and low-income populations.
<u>European Institute for Gender Equality (EIGE)</u>	The European Institute for Gender Equality provides gender data for European Union member states and associated countries through its annual Gender Equality Index and Gender Statistics Database, offering sex-disaggregated and intersectional indicators across domains such as work, health, and gender-based violence.
Private Sources	
<u>Global System for Mobile Communications Association (GSMA)</u>	The GSMA is a global organization representing mobile operators and ecosystem stakeholders. It tracks gender disparities in mobile ownership, smartphone access, and mobile internet use across low- and middle-income countries.
<u>Economic Dividends for Gender Equality (EDGE)</u>	EDGE assessments and certification framework use gender workforce statistics, organizational policies and practices, and a survey of employees' perceptions to assess workplace gender and intersectional equity across talent pipelines, pay, policies, and workplace culture.
<u>Equileap</u>	Equileap provides gender equality data and rankings across topics such as leadership representation, pay equity, inclusive-workplace policies, and supply-chain labor rights. It focuses on developed markets, with emerging market representation beginning in 2022. This assessment uses all-time or overall country coverage for the period 2019–2024.
<u>World Benchmarking Alliance (WBA)</u>	The World Benchmarking Alliance provides company-level and aggregated indicators on gender equality across value chains using indicators on governance, representation, health, and safety.
<u>Bloomberg</u>	Bloomberg offers proprietary environmental, social, and governance data, including gender metrics on workforce composition, female leadership, pay equity, and board diversity for over 16,000 publicly listed firms in more than 100 countries. ⁱⁱ
<u>UN Women</u>	UN Women provides gender-related corporate data globally through its Women's Empowerment Principles Reporting Framework, offering voluntary, self-reported indicators on gender equality in the workplace, including private, public, and state-owned companies and cooperatives. ⁱⁱⁱ

Notes:

i. This assessment uses Women, Business, and the Law 1.0 indicators from 1970–2023, which cover de jure legal frameworks across eight areas: mobility, workplace, pay, marriage, parenthood, entrepreneurship, assets, and pension. Newer Women, Business, and the Law 2.0 indicators were not applied as the full series is not yet available. These expand coverage to ten areas by adding safety and childcare, with 22 indicators retained, 18 added, and 18 discontinued.

ii. Bloomberg's Gender-Equality Index (GEI) is a subset of its broader environmental, social, and governance (ESG) data platform, which covers roughly 6,800 companies globally. The GEI offers standardized gender metrics across female leadership, equal pay, inclusive culture, anti-harassment policies, and external branding. In 2024, Bloomberg transitioned to a new model that sources gender-related indicators directly from publicly disclosed annual reports of approximately 3,200 companies. Of the 75 indicators reviewed in this assessment, 41 are from the GEI framework and 10 are now retired. While ESG coverage spans 117 countries, GEI data is available for 46 countries, with actual firm-level reporting varying by country and sector. This review focuses on 2015–2023, aligning with the operational period of the GEI survey-based methodology while recognizing the platform's overall coverage of 117 countries. See more at: <https://www.bloomberg.com/professional/>

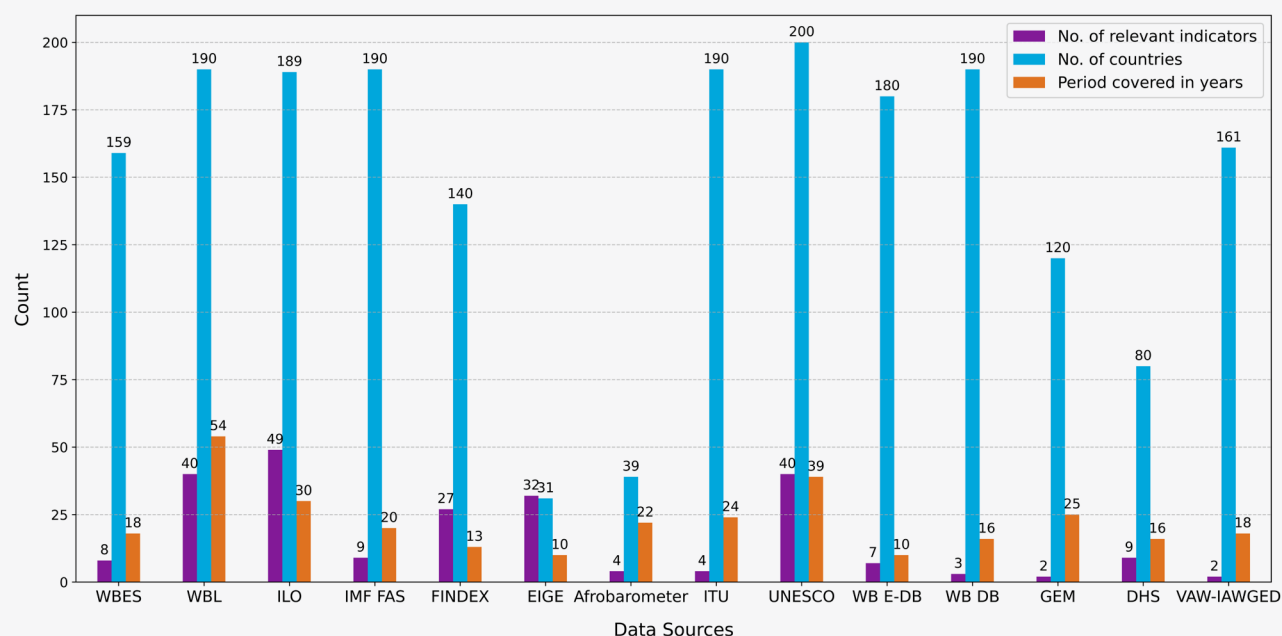
iii. The Women's Empowerment Principles data from UN Women offer a corporate gender-equity framework used by over 11,000 signatories. Country coverage grew from 46 in 2020 to 153 in 2024. Overall, the dataset has spanned 184 countries, which is the coverage used in this assessment.

Figure 2 summarizes the coverage and scope of the final selection of publicly available data sources, highlighting the number of relevant gender indicators, country representation, and years of available data. Sources such as the ILO, IMF's Financial Access Survey, UNESCO, the International Telecommunication Union, and the Women, Business and the Law dataset offer broad geographic reach across 189 to 200 countries, and substantial historical periods of up to 54 years. ILO, Women, Business and the Law, and UNESCO sources have the highest number of relevant indicators, followed by the European Institute for Gender Equality and FINDEX.

The World Bank's Entrepreneurship Database and Entrepreneurship Survey, and the European Institute for Gender Equality database have more limited year or geographic coverage but fill critical thematic gaps in business registration, enterprise formation, leadership, and institutional gender frameworks, as does the World Bank Doing Business dataset. Meanwhile, Afrobarometer and the United Nations Inter-Agency Working Group on Violence Against Women Estimation and Data provide important depth on social norms and violence against women.

FIGURE 2

Gender Data Dimensions in Public Datasets

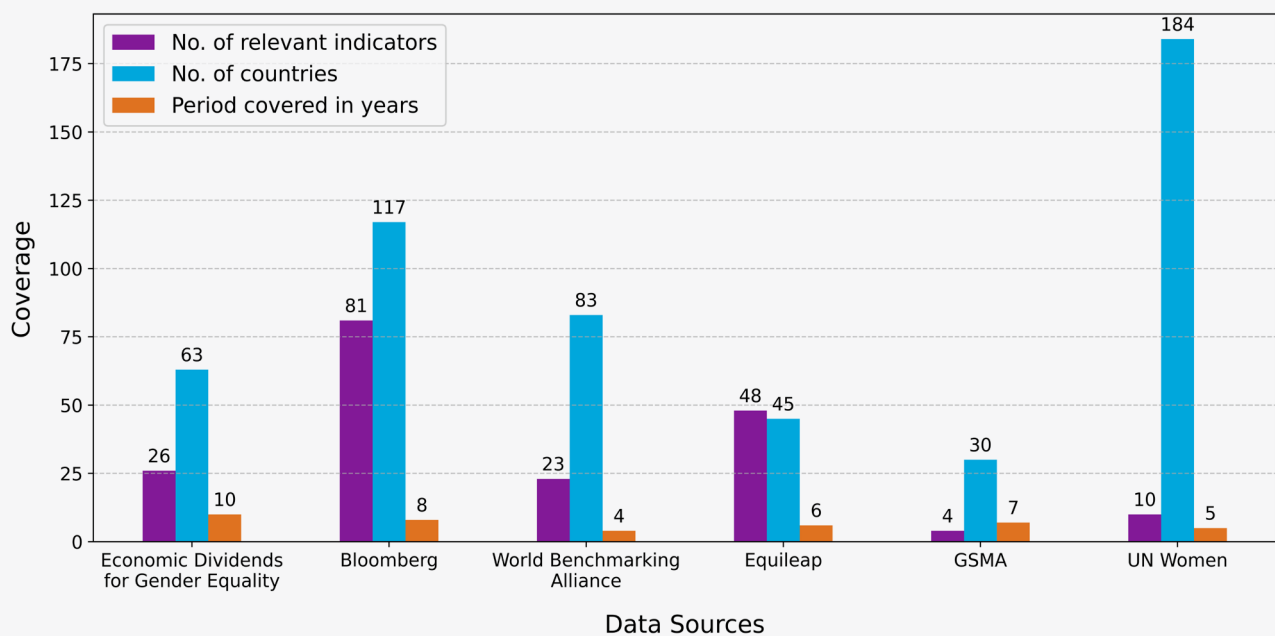


World Bank Enterprise Surveys=WBES, Women, Business, and the Law=WBL, International Labour Organization=ILO, International Monetary Fund Financial Access Survey=IMF FAS, World Bank Global Findex Database=FINDEX, European Institute for Gender Equality=EIGE, International Telecommunication Union=ITU, United Nations Educational, Scientific and Cultural Organization=UNESCO, World Bank Entrepreneurship Database=WB E-DB, World Bank Doing Business=WB DB, Global Entrepreneurship Monitor=GEM, Demographic and Health Surveys=DHS, United Nations Inter-Agency Working Group on Violence Against Women Estimation and Data=VAW-IAWGED

Figure 3 summarizes the coverage and indicators of the six selected non-public data sources. These offer rich gender metrics drawn from corporate disclosures, including data on leadership, employment, pay equity, and supply chains. Bloomberg and Equileap offer

the most comprehensive indicator sets, at 81 and 48 respectively. UN women has the broadest geographical coverage of 184 countries. GSMA covers only four indicators across 30 countries, but it provides specialized survey data on digital inclusion.

FIGURE 3
Gender Data Dimensions in Non-public Datasets



4

Assessing Gender Data Gaps

This section assesses gender data across ten themes. For each theme, the research team identified existing data sources, the availability and quality of indicators, and coverage by geography, disaggregation, and

periodicity or how regularly data is collected and reported. This revealed the strengths in the data landscape, as well as persistent gaps such as insufficient data to accurately track women's inclusion and outcomes in the private sector.



Photo: © DC Studio / Freepik

Inclusive Capital

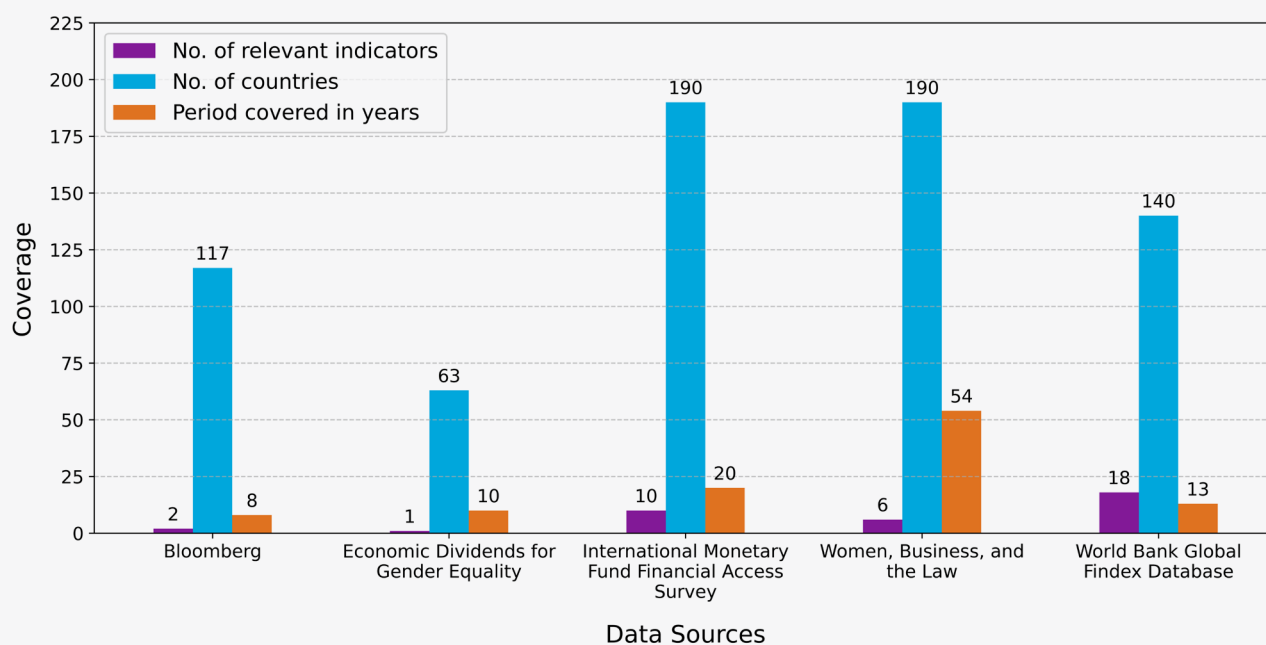
Figure 4 illustrates selected data sources that measure equal rights in regard to credit, property, inheritance, asset management, and recognition of non-monetary contributions, and track women's deposits, loans, outstanding balances, savings, credit, digital payments, wages, and transfers. At the institutional level, these indicators measure gender-responsive investment policies and products tailored to women-owned businesses, along with loan repayment tracked by gender. Critical gaps include a reliance on supply-side administrative figures from central banks, limited industry and firm-size disaggregation, a focus on de jure provisions, and periodicity and timeliness issues.

They also use basic account counts that may, for example, inaccurately reflect the number of actual bank account holders, especially when an individual holds multiple accounts.

Datasets from the IMF's Financial Access Survey and Women, Business, and the Law have the broadest geographical coverage of 190 countries each. The EDGE dataset has only one relevant indicator, but it focuses on the private sector and spans a period of 10 years. These indicators collectively capture both legal frameworks and practical access to capital (see Appendix Table B1).

FIGURE 4

Coverage of Gender-relevant Data Sources on Inclusive Capital



Supply Chains

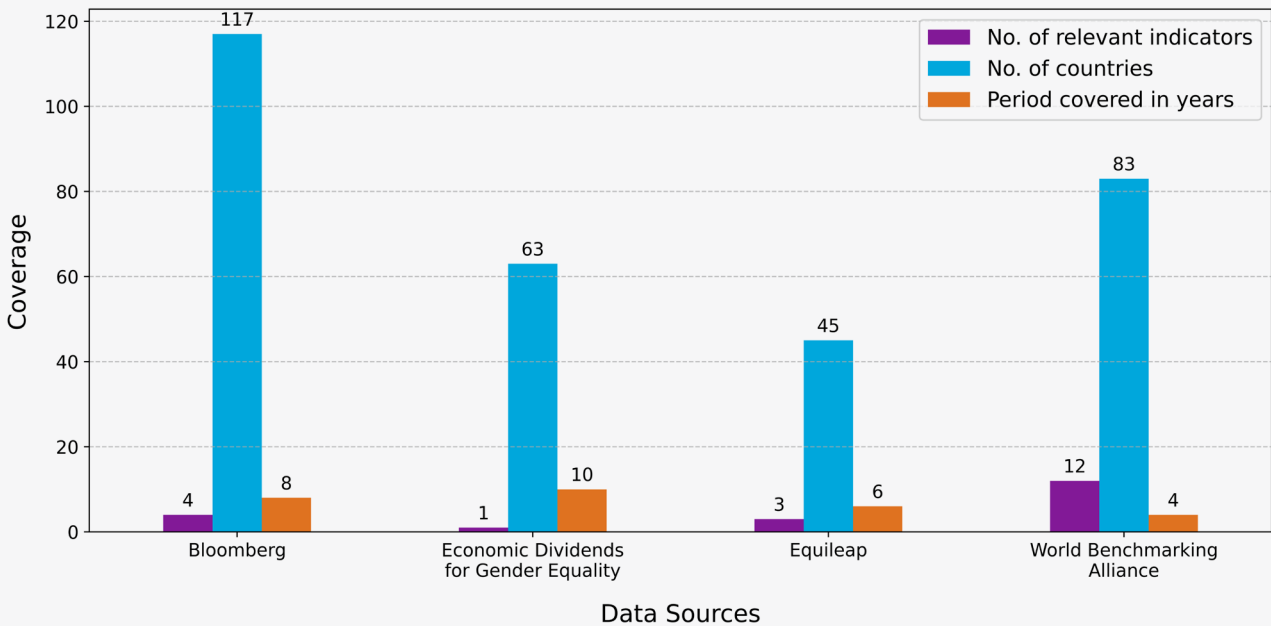
The data sources in Figure 5 assess whether companies embed gender-responsive practices in supply chains and customer relations. They track efforts to support women-owned suppliers and retain women clients. They also monitor the implementation of gender-responsive procurement policies and protections against labor exploitation, including whistleblower policies. However, limits include a reliance on voluntary corporate disclosures, inconsistent or irregular updates, a bias

towards developed-market, and a lack of disaggregation by firm size or value chain. See Table B2 in the Appendix for more details.

The Bloomberg dataset shows the widest country coverage with data spanning 117 countries, and provides four relevant gender indicators. Equileap has only three relevant indicators, but it provides valuable data on supply chains across 45 countries.

FIGURE 5

Coverage of Gender-Relevant Data Sources in Supply Chains





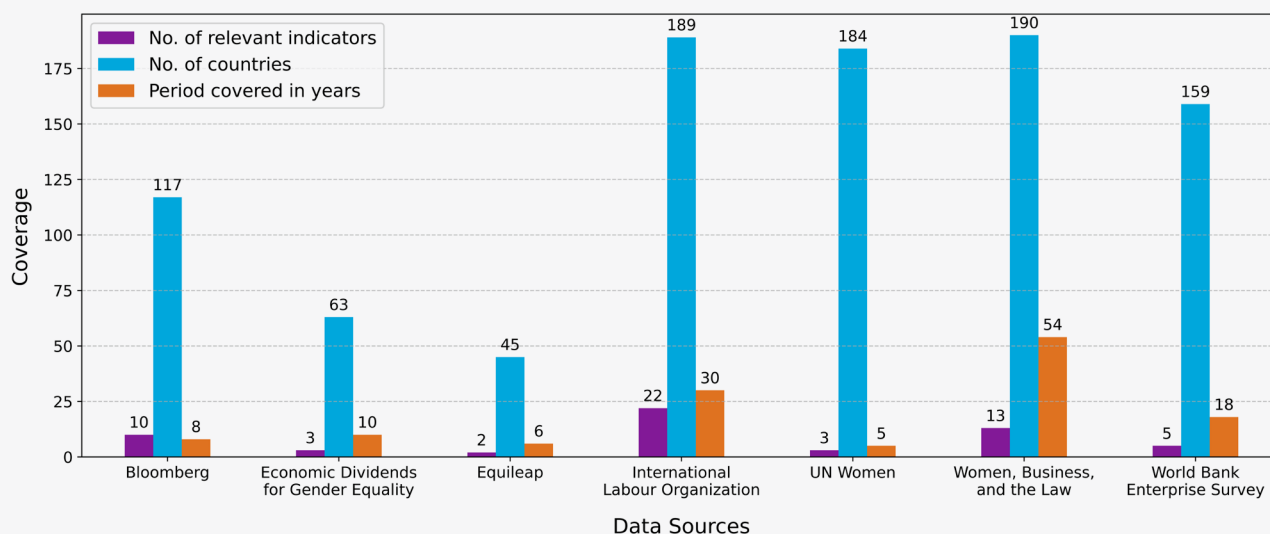
Inclusive Employment

Seven data sources track women's labor market participation. Their indicators measure women's share in permanent, temporary, production, and non-production jobs, access to training, and representation in senior and revenue-producing roles. They also assess hiring, promotion, attrition, tenure, and workforce demographics. In addition, they cover legal and institutional policies and practices, such as equal rights to mobility, employment access, protection from workplace discrimination and harassment, and safeguards against dismissal, as well as broader labor market statistics on participation, unemployment, sectoral employment, and informality.

As shown in Figure 6, the Women, Business, and the Law and ILO datasets offer broad country coverage, numerous indicators, and span long periods of time, making them a valuable resource for analysis. The corporate focus of datasets from Bloomberg and the European Institute for Gender Equality is particularly relevant for the private sector. However, significant gaps include a reliance on voluntary disclosures, indicators limited to de jure legal provisions, a focus on formal or large firms, irregular survey cycles, bias toward developed countries, and the use of imputation when data is missing. See Table B3 in the Appendix for more details.

FIGURE 6

Coverage of Gender-relevant Data Sources on Employment



Inclusive Leadership

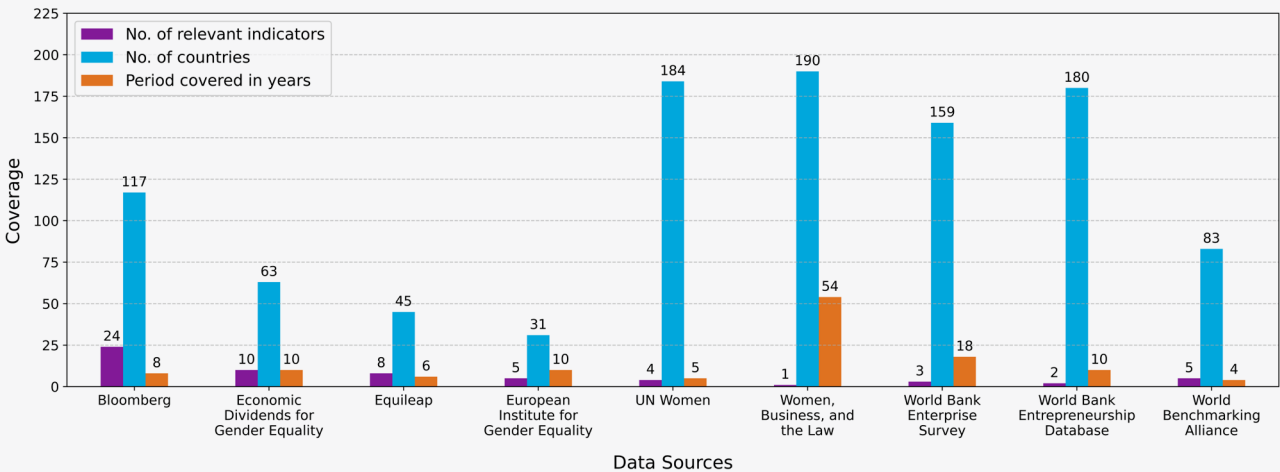
Nine of the selected data sources capture women's leadership and participation in corporate governance, including ownership, board membership, executive and management roles, and overall workforce balance, as well as recruitment and promotion opportunities. Limitations include a reliance on voluntary self-reported disclosures, short or irregular data collection cycles, the use of modelled estimates to fill data gaps, and a focus on formal enterprises

with more than five employees, large capitalization firms or those seeking certification. See Table B4 in the Appendix for more details.

Figure 7 shows that datasets from the Women Business and the Law and World Bank Enterprise Surveys provide the broadest country coverage, while Bloomberg and Equileap contribute substantial corporate data, as do EDGE and the World Benchmarking Alliance.

FIGURE 7

Coverage of Gender-relevant Data Sources in Leadership



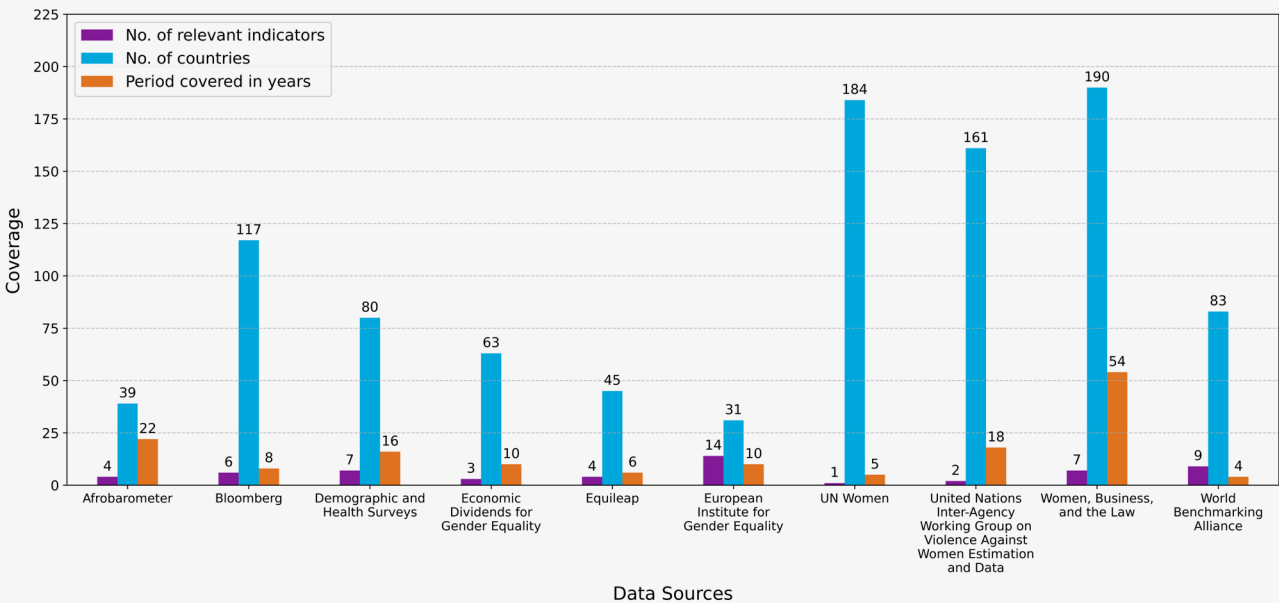
Gender-based Violence

Ten data sources capture whether laws safeguard women's rights in divorce, and protect against violence at home or in the workplace. Their indicators track women's autonomy, exposure to violence, and reporting behaviors, as well as prosecution outcomes. They assess public perceptions of government and policing, and evaluate company policies, grievance systems, supplier standards, and anti-harassment training. However, they rely on voluntary firm disclosures, coverage varies across countries and years, and firm-size disaggregation is limited. Other limitations include irregular survey

cycles, and an emphasis on de jure legal frameworks or perceptions rather than outcomes. See Table B5 in the Appendix for more information.

Figure 8 shows that the Women, Business and the Law dataset has the greatest global reach across 190 countries and spans 54 years of data, while Afrobarometer and the European Institute of Gender Equality provide important regional data. Corporate-focused datasets like Bloomberg, Equileap, and EDGE contribute limited but useful workplace indicators.

FIGURE 8
Coverage of Gender-relevant Data Sources in Gender-based Violence



Digital Access

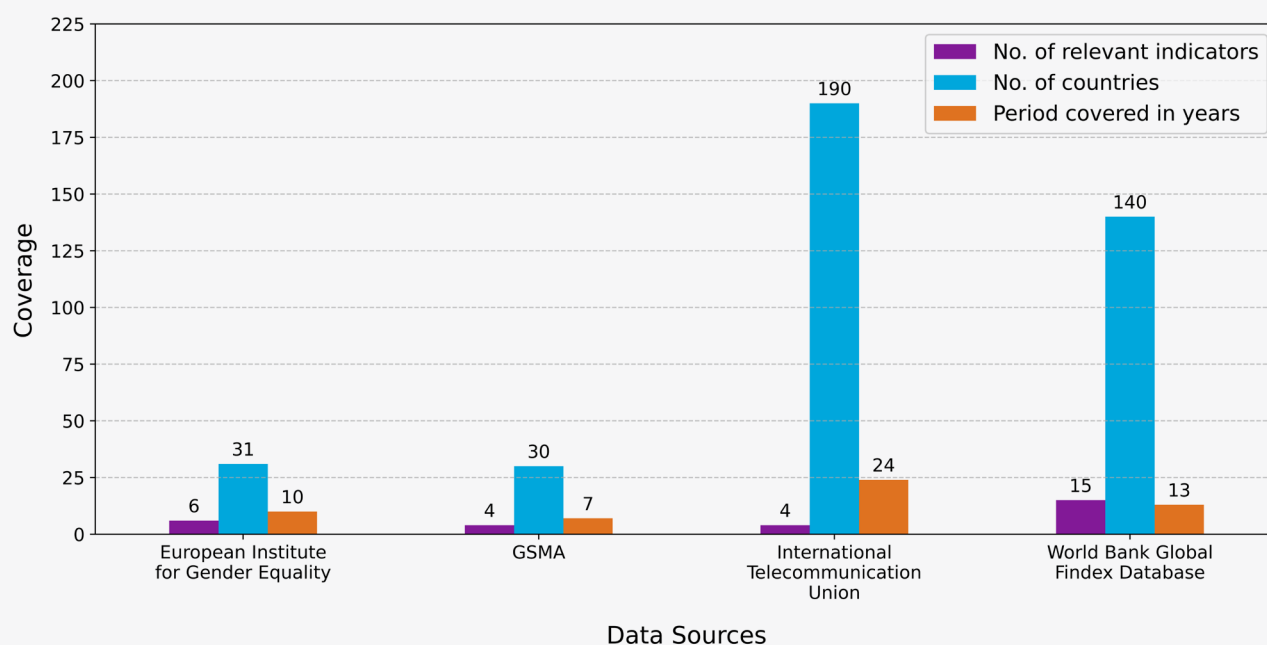
Four of the selected data sources capture digital inclusion by measuring computer and internet literacy, frequency and type of internet use, and women's access to mobile and digital financial services such as payments, savings, loans, and enterprise support. They also track disparities in mobile phone ownership and internet access, including daily versus less frequent use. Limitations include low coverage in developing countries, infrequent and irregular data collection, the exclusion of informal digital access points, limited demographic breakdowns, and inconsistencies in survey design, definitions,

and methodologies that undermine cross-country comparability and trend analysis. See Table B6 in the Appendix for further details.

As shown in Figure 9, the dataset from the International Telecommunications Union provides the most extensive geographic coverage with data spanning almost a quarter of a century, making it an essential resource for monitoring digital gender divide. It is followed closely by the World Bank Global Findex Database, which offers 15 indicators.

FIGURE 9

Coverage of Gender-relevant Data Sources in Digital Access



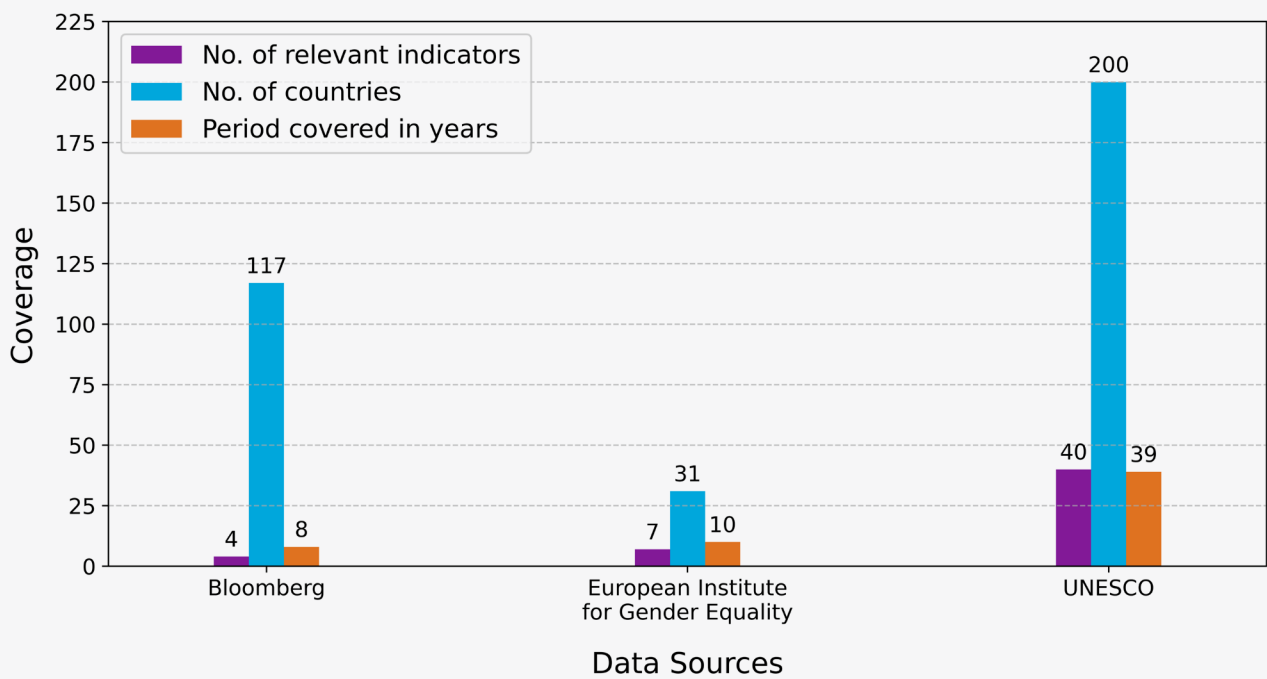
Education

Data sources relevant to education capture enrollment, completion, attainment, and literacy outcomes by sex and age, while also highlighting gender gaps in science, technology, engineering and math (STEM) and in information and communication technologies, business, and law. They measure the share of female teachers and academic staff, out-of-school rates, youth not in education or training, and transitions to secondary and tertiary education. Company-level indicators add insights into workplace training and skills programs. Despite this

breadth, gaps include variable country coverage and reporting quality, and periodicity that limits comparability and trend analysis. See Table B7 in the Appendix for more details.

UNESCO's dataset features 40 relevant gender indicators across 200 countries over almost four decades, making it the foremost global resource for education-related gender statistics. Bloomberg data spans 117 countries and primarily draws from corporate reporting on training and skills development.

FIGURE 10
Coverage of Gender-relevant Data Sources in Education





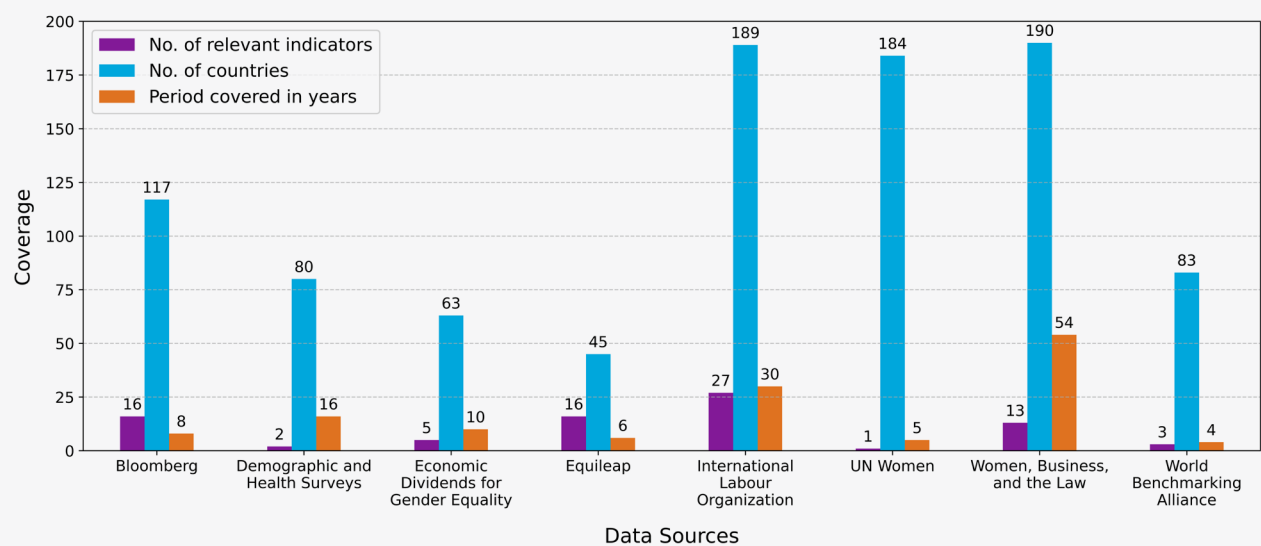
Flexible Work and Care

Data sources relevant to flexible work and care measure provisions for maternity, paternity, and parental leave, as well as benefits for self-employed workers, dismissal protections, and adoption or eldercare support. They measure workplace practices such as childcare subsidies, nursing breaks, and anti-discrimination protections. They also assess women’s reproductive autonomy through access to family planning, and track employer and supplier compliance on family support. Significant gaps include a reliance on de jure legal frameworks without data on uptake or effectiveness, limited informal-sector

representation, an overemphasis on large firms, and inconsistent periodic coverage. See Table B8 in the Appendix for more details.

The ILO dataset provides extensive global coverage, as shown in Figure 11, spanning 189 countries and 27 relevant indicators, making it a foundational source for assessing national legal frameworks that influence work-life balance. Equileap has a focus on corporate gender equality practices, as do datasets from EDGE and the World Benchmarking Alliance.

FIGURE 11
Coverage of Gender-relevant Data Sources in Flexible Work and Care



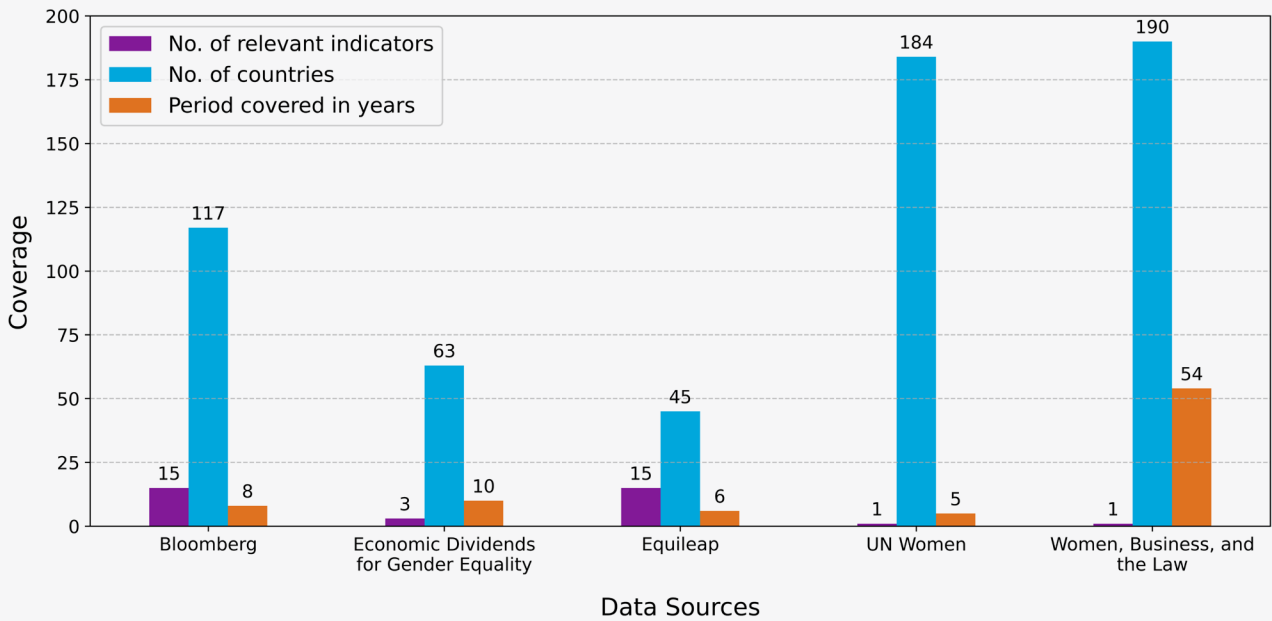
Equal Pay

Data sources relevant to equal pay assess whether laws mandate equal remuneration for work of equal value. They track women’s share among top earners and across pay quartiles, and measure gender pay gaps by management level, role, and occupational bands. They also include pay ratios, as well as organizational practices such as compensation reviews, living wage commitments, publication of pay gap data, and strategies to close disparities. Major limitations include a reliance on voluntary disclosures from large capitalization

firms, minimal coverage of small, medium, and informal businesses, short and inconsistent reporting cycles, and a lack of standardized methodologies. See Table B9 in the Appendix for more information.

As shown in Figure 12, the Women, Business, and the Law dataset covers 190 countries over 54 years, although it includes just one indicator directly related to pay equity. In contrast, Bloomberg and Equileap each provide 15 relevant indicators on corporate gender pay gaps and transparency.

FIGURE 12
Coverage of Gender-relevant Data Sources in Equal Pay



Entrepreneurship

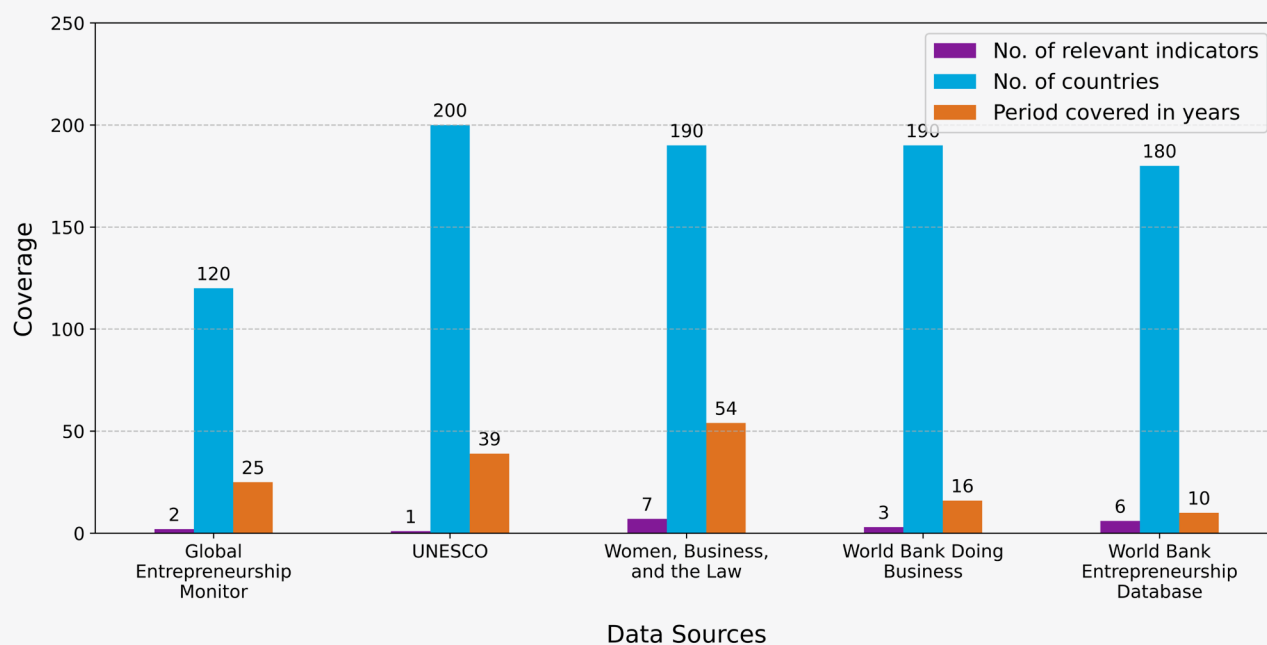
Data sources relevant to entrepreneurship capture whether women can sign contracts, register businesses, and move freely in the same way as men. They also assess outcomes such as the number and share of female owners, directors, and sole proprietors, and gender ratios in total and opportunity-driven entrepreneurial activity. They assess structural barriers such as the time, cost, and procedures required to start a business, as well as participation in training programs that build entrepreneurial and technical skills. Despite this breadth, major limitations include short or irregular time series, discontinued data collection, lack of firm-size and

sectoral disaggregation, and a reliance on self-reported data that introduces bias.

As shown in Figure 13, the Women, Business, and the Law dataset provides extensive coverage, spanning 190 countries and 54 years of data, with indicators that capture legal and regulatory frameworks affecting women entrepreneurs. The Global Entrepreneurship Monitor also has broad geographic and historical coverage, and it adds specialized data on gender-focused outcomes in entrepreneurship. See Table B10 in the Appendix for more details.

FIGURE 13

Coverage of Gender-relevant Data Sources in Entrepreneurship





5

Data Gap Assessment

Data Coverage Across Themes

In total, the selected datasets provide 429 indicators that on average cover 129 countries across an 18 years span. Flexible work and care is measured by eight data sources and 83 indicators, the largest volume of indicators of all themes. This is followed by leadership and employment, with 62 and 58 indicators respectively. Further details are available in Table 2A in the Appendix.

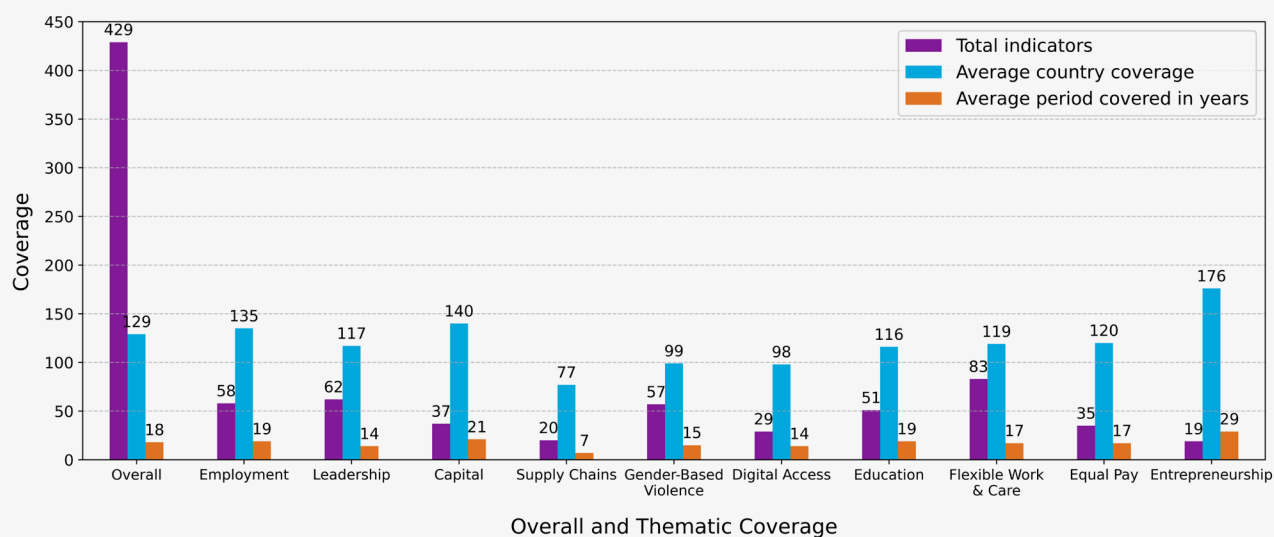
In contrast, digital access, supply chains, and entrepreneurship have far fewer indicators, as shown in

Figure 14. Entrepreneurship has the broadest geographic reach, covering an average of 176 countries, followed by capital and employment. The themes of supply chains, digital access and gender-based violence had the most limited geographic coverage.

The total period of time covered also varied widely, with an average period of 29 years for entrepreneurship, while themes such as supply chains, digital access, and leadership had much shorter time series.

FIGURE 14

Coverage of Gender-relevant Data Sources by Theme



Common Gaps Across all Data Sources

Short or irregular data collection period is a common issue that hampers meaningful trend analysis of the selected data sources, as shown in Figure 15. Many also rely on voluntary or self-reported data, which introduces inconsistencies, biases, and comparability challenges, especially among firms choosing to disclose data.

Another recurring gap is limited representativeness, with datasets predominantly capturing certified firms, publicly-listed companies, or formal enterprises, thereby excluding many small and medium businesses, and micro and informal enterprises.

Another common gap is the absence of sectoral, firm-size, and industry disaggregation, and a heavy reliance on administrative data. An overemphasis on legal or de jure provisions without sufficient tracking of enforcement or outcomes further reduces utility. Finally, irregular survey cycles, varying methodologies, limited external validation, and inconsistent definitions severely undermine cross-country comparability and the use of data for policy and investment decision-making. Table 3A in the Appendix outlines how these limitations are reflected in individual themes.

FIGURE 15

Common Data Gaps Across Data Sources



Common Gaps Across Themes

The research team developed a data coverage scorecard to highlight the limits of coverage across the ten themes. It provides ratings of good, fair, or poor according to the availability of gender data for indicators, country, and period covered, as noted in Table 2. This multidimensional scorecard allows strengths and weaknesses to be evaluated consistently across themes.

Capital is the only theme with strong coverage across indicators, country, and years. Employment and equal pay also perform well, receiving ratings of ‘good’ for indicator and country coverage, although both rated ‘fair’ for years of coverage. Supply chains rated lowest, exhibiting only moderate indicator spread and rating poorly for both country and year coverage.

TABLE 2
Data Scorecard Across Themes

Theme	Indicator Rating	Country Coverage Rating	Period Coverage Rating
Employment	Good	Good	Fair
Leadership	Good	Fair	Poor
Capital	Good	Good	Good
Supply Chains	Fair	Poor	Poor
Gender-based Violence	Good	Fair	Fair
Digital Access	Fair	Fair	Poor
Education	Good	Fair	Fair
Flexible Work & Care	Good	Fair	Fair
Equal Pay	Good	Good	Fair
Entrepreneurship	Poor	Good	Good

Note: A ‘good’ rating applies to themes with more than 35 indicators, data from over 120 countries, or coverage of more than 20 years. A ‘fair’ rating indicates 20 to 34 indicators, 90 to 119 countries, or 15 to 19 years of coverage. A ‘poor’ rating applies to themes with fewer than 20 indicators, coverage of less than 90 countries, or less than 15 years of data.

6

Recommendations *and* a Call to Action

The publicly-available data sources assessed in this report offer substantial global coverage and, in the case of the World Bank's Women, Business and the Law dataset, historical data spanning more than half a century. This is complemented by non-public data sources that provide private-sector insights or a specialized focus that rounds out information available publicly.

However, some of the publicly available sources primarily document legal or institutional frameworks, with minimal detail on actual implementation or outcomes. Other public sources, including the World Bank Global Findex Database and World Bank Enterprise Surveys, aggregate data at country levels but are updated inconsistently,

undermining their usefulness for trend analysis. Meanwhile, non-public datasets often lack external validation, underrepresent small, medium, and informal businesses, and are biased toward developed markets. Inconsistent survey methodologies further constrain cross-country comparability.



The scorecard developed for this report revealed similar inconsistencies in data coverage across themes. Several themes rate poorly in regard to information on implementation and tangible outcomes. Irregular collection cycles, limited demographic and firm-level disaggregation, and minimal external validation also pose challenges.



Photo: © Nyani Quarmyne / International Finance Corporation

Strategic Actions to Strengthen Gender Data for Private Sector Development

Six actions are recommended to close these critical data gaps and support inclusive economic growth:

	<p>Harmonize gender indicators through standard definitions, methodologies, and reporting. Proprietary or non-public sources suffer most from inconsistent definitions, varying methodologies, and fragmented data reporting practices. Consistent collection of gender data, mapping of national or firm-level classifications to international standards, rigorous quality assurance and validation, and clear documentation of metadata are all vital and must be carried out systematically.</p>
	<p>Bring partners together to consolidate and guide harmonization efforts. A unified data framework would improve comparability across firms, markets, and countries, and help shape private sector development and equity initiatives. IFC's Private Sector Gender & Inclusion Data Hub is well positioned to lead the integration of datasets, including those housed in the World Bank Gender Data Portal. It can also provide the technical guidance and governance needed to align indicators, and convene partners such as the ILO, UNESCO, UN Women, national statistical agencies, and private-sector providers like Bloomberg, EDGE, and Equileap.</p>
	<p>Move from voluntary to mandatory reporting of gender data. Securities commissions, stock exchanges, financial supervisory authorities, and corporate governance or sustainability bodies can help strengthen proprietary and private sector sources by embedding core gender indicators on employment, leadership, pay equity, supply chains, and access to capital into financial and governance reporting. Making such disclosures a compliance obligation, reinforced through listing rules and supervisory guidance, would align practices and improve comparability across markets.</p>
	<p>Leverage private sector collaboration to improve the collection and reporting of gender data. Many companies lack vital information on the gender composition of their customers and their value chains. Industry associations, financial institutions, GSMA mobile money providers, multinational firms, and agencies such as UN Women could help fill this gap by investing in gender-responsive data practices through improved survey design, training, and consistent integration of gender metrics across operations and reporting systems.</p>
	<p>Forge strategic partnerships to access and share valuable data. Collaboration among firms, development partners, policymakers, research institutions, and IFC teams can help close data gaps and include more diverse datasets. Compelling data stories, case studies, and visualizations can help to disseminate information and lessons learned and improve the collection, funding, and use of high-quality gender data.</p>
	<p>Commission targeted surveys and integrate big data sources. IFC's Private Sector Gender & Inclusion Data Hub could commission or coordinate focused private sector surveys across regions and industries. This could leverage World Bank expertise drawn from programs such as the Living Standards Measurement Study-Plus, the Strengthening Gender Statistics project, Measures for Advancing Gender Equality, and the Gender Innovation Labs. Partnerships with technology firms, satellite-data providers, and national statistical offices could integrate big-data sources with survey findings, while maintaining rigorous methodology. Use rapid survey methodologies and properly documented instruments aligned with international data systems to obtain timely, comparable, and high-quality gender statistics.</p>

Collectively, these actions can address critical data gaps and support impactful, evidence-based decision-making that advances gender equality. By leveraging high-quality data, companies and investors can benchmark performance across markets, assess regulatory and operational risks, and design strategies that both strengthen women's economic inclusion and enhance business outcomes.

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Appendix A

Table 1A: Keyword Searches for Identifying Gender Indicators

Theme	Keyword Phrase Searches
Inclusive Capital	Women access to finance dataset, female SME loan statistics, gender credit gap country database, women microfinance indicators, investment flows to women-led businesses, women banking inclusion statistics, gender lending practices, financial services for women, women access to venture capital, credit approval rates by gender.
Inclusive Supply Chains	Women-owned suppliers' data, gender responsive procurement indicators, supply-chain diversity women vendors, corporate supplier gender policy statistics, inclusive sourcing data, women participation in procurement, women supplier's registry, supplier diversity metrics, women in logistics chain, female-led vendors database.
Inclusive Employment	Female labor force participation rate by sector, gender wage employment quality dataset, women informal employment statistics, gender disaggregated occupation data, working conditions by gender, job quality for women, employment type breakdown by sex, women in non-standard employment, female employment by industry, part-time work gender gap.
Inclusive Leadership	Women on boards database, female executives share global, gender diversity C-suite statistics, female representation senior management dataset, women in corporate leadership, boardroom gender diversity index, women decision-makers in firms, female board seats by region, executive pipeline gender data, management gender composition.
Addressing Gender-based Violence	Workplace sexual harassment prevalence data, GBV reporting mechanisms corporate, national laws violence against women dataset, gender violence survey indicators, anti-harassment workplace policy gender, corporate GBV prevention programs, complaints resolution GBV gender data, gender-based misconduct reporting, violence at work gender statistics, legal protection against GBV.
Digital Access	Gender digital divide mobile ownership, female internet usage statistics by country, women digital skills index, women mobile money adoption dataset, women access to digital infrastructure, ICT usage by gender, women tech literacy indicators, mobile tech gender gap, female digital financial inclusion, gender gap in smartphone access.
Education and Skills	Female STEM enrollment tertiary data, girls secondary school completion rate, women vocational training statistics, gender education attainment UNESCO dataset, women in technical education, gender gap in skill acquisition, TVET participation by sex, women education outcomes, female participation in online learning, gender skills mismatch statistics.
Flexible Work and Care	Paid parental leave gender data, childcare support workplace statistics, women flexible work arrangement survey, paternity leave uptake by gender, employer-provided family support policies, telework uptake by gender, caregiving responsibilities data, work-life balance indicators gender, access to part-time work by sex, gender breakdown of leave benefits.
Equal Pay	Gender pay gap dataset, equal remuneration indicators country comparison, company pay equity audit results, gender wage transparency index, raw vs adjusted gender pay gap, pay quartiles by gender, compensation review by sex, salary distribution by gender, income disparity indicators, wage ladder by sex.
Entrepreneurship	Women business ownership rate global, female startup financing data, gender regulatory barriers entrepreneurship, women entrepreneurs access to credit statistics, self-employment gender data, startup ecosystem gender breakdown, women-led enterprise index, informal entrepreneurs gender split, female business registration rate, gendered challenges in entrepreneurship.

Table 2A: Assessment of Data Sources Coverage across Themes

Theme	No of Sources	Name of Sources
Capital	5	Bloomberg; Economic Dividends for Gender Equality; World Bank Global Findex Database; International Monetary Fund Financial Access Survey; Women, Business, and the Law
Digital Access	4	European Institute for Gender Equality; World Bank Global Findex Database; GSMA; International Telecommunication Union
Education	3	Bloomberg; European Institute for Gender Equality; United Nations Educational, Scientific and Cultural Organization
Employment	7	Bloomberg, Economic Dividends for Gender Equality; Equileap; International Labour Organization; UN Women; World Bank Enterprise Surveys; Women, Business, and the Law
Entrepreneurship	5	Global Entrepreneurship Monitor; United Nations Educational, Scientific and Cultural Organization; World Bank Doing Business; World Bank Entrepreneurship Database; Women, Business, and the Law
Equal Pay	5	Bloomberg, Economic Dividends for Gender Equality, Equileap, UN Women, Women, Business, and the Law
Flexible Work and Care	8	Bloomberg; Demographic and Health Surveys; Economic Dividends for Gender Equality; Equileap, UN Women; World Benchmarking Alliance; Women, Business, and the Law
Gender-based Violence	10	Afrobarometer; Bloomberg; Demographic and Health Surveys; Economic Dividends for Gender Equality; European Institute for Gender Equality; Equileap, UN Women, United Nations Inter-Agency Working Group on Violence Against Women Estimation and Data; World Benchmarking Alliance; Women, Business, and the Law
Leadership	9	Bloomberg; Economic Dividends for Gender Equality; European Institute for Gender Equality; Equileap, UN Women, World Bank Entrepreneurship Database; World Benchmarking Alliance; World Bank Enterprise Surveys; Women, Business, and the Law
Supply Chains	4	Bloomberg, Economic Dividends for Gender Equality, Equileap, World Benchmarking Alliance

Table 3A: Summary of Data Gaps Across Thematic Categories

Theme	Summary of Data Gaps
Capital	Limited country coverage and representativeness, narrow indicator scope (de jure legal provisions, binary indicator, counts only); limited coverage of small firms, informal sector, and intersectional barriers; sector-specific variability, lacks firm-size and subnational disaggregation; periodicity and timeliness issues; supply-side administrative figures from central bank/regulator; data availability varies by countries; and reliance on self-reported responses.
Supply chains	Voluntary or public-disclosure data with limited geographic coverage and underrepresentation of emerging markets; narrow or low-count indicator sets focused on large-cap or certified firms; lacks firm-size or value-chain disaggregation; sectoral, regional and country reporting inconsistencies, self-reported data with no external validation; continuity challenges; and short or inconsistent time series.
Employment	Limited representativeness (focus on formal enterprises ≥ 5 employees, large-cap or certified firms); narrow or de jure legal provision indicators; no informal/unpaid part-time employment data; lacks intersectional, firm-size, job-type, and sub-national detail; irregular/ inconsistent survey cycles; continuity challenges; self-reported data without external validation; modelling, imputation, and voluntary disclosures affect cross-country comparability.
Leadership	Limited representativeness (formal firms ≥ 5 employees, certification seekers, large-cap listed companies); de jure and binary indicators with limited pipelines and sector-specific variability; limited coverage of informal or small enterprises and non-priority sectors; lacks board-level disaggregation; short/inconsistent time series and irregular or biennial survey cycles; voluntary disclosures or modelled estimates without external validation undermines cross-country comparability.
Gender-based Violence	De jure legal provision or perception-based indicators dominate; limited enforcement, outcome, or prevalence data; overrepresentation of listed or certified firms and underrepresentation of SMEs and emerging market actors; self-reported data with no external validation; sectoral and regional reporting inconsistencies; limited firm-size disaggregation and varying disclosure quality; inconsistent or short time series; annual or irregular updates undermine trend analysis and availability vary by country.
Digital Inclusion	Regional bias and limited country coverage; periodicity gaps (e.g., triennial, low- and middle-income or delayed annual updates); modeled estimates for non-surveyed countries; limited disaggregation by skill level/age/income; excludes informal sector & digital access points; relies on self-reported or harmonized administrative data with varying national quality; comparability issues due to differing survey instruments, definitions, methodologies & implementation.
Education	Regional and inconsistent time-series coverage for several countries; high-level indicators with incomplete time series; no data on informal sector pathways or private-sector training outcomes; lags and inconsistent reporting years; varying national reporting quality; and cross-country comparability constrained by differing methodologies and update lags.
Flexible Work and Care	Focuses on de jure provisions or self-reported policies; voluntary public disclosures; focus on large-cap listed firms; underrepresentation of SMEs, and uncertified employers; limited coverage of non-priority sectors; short/ inconsistent time series, sector-specific variability, lacks external validation, and cross-country comparability affected by cultural sensitivity and respondent disclosure bias.
Equal Pay	Focus on de jure laws or voluntary corporate disclosures with no enforcement, outcome, or disaggregated wage data; limited to large-cap listed or certified firms, leaving SMEs and informal employers uncovered; emerging markets underrepresented, no country-level weighting or external validation; continuity challenges; sectoral and regional imbalance in reporting, and short time-series; minimal information on actual pay structures, compliance, or focus on firm-defined metrics.
Entrepreneurship	De jure laws or registry data dominate; actual entrepreneurship outcome and intersectional dimensions are absent; biennial updates & inconsistent reporting reduce timeliness; samples exclude informal/unregistered enterprises; variation in legal definitions, business registry, and reported administrative data affects cross-country comparability; limited sub-national, sector, and digital-entrepreneurship disaggregation; reliance on self-reported data introduces bias.

Appendix B

Table B1: Data Availability and Gaps in Inclusive Capital

Data Sources	List of Relevant Indicators	Country and Year Coverage	Data Gaps Summary
Women, Business and Law	The law prohibits discrimination in access to credit based on gender; Women and men have equal ownership rights to immovable property; Sons and daughters have equal rights to inherit assets from their parents; Male and female surviving spouses have equal rights to inherit assets; The law grants spouse equal administrative authority over assets during marriage; The law provides for the valuation of nonmonetary contributions.	190 countries, 1970-2024	Focuses on de jure laws; lacks enforcement/outcome data; limited coverage on intersectional barriers; and annual updates may lag real-time legal reforms.
IMF Financial Access Survey	Number of deposit accounts of women through commercial banks; Number of deposit accounts of women through microfinance institutions; Number of deposit accounts of women through microfinance institutions; Number of loan accounts of women through commercial banks; Number of loan accounts of women through commercial banks per 1,000 female adults; Number of loan accounts of women through microfinance institutions; Number of loan accounts of women through microfinance institutions per 1,000 female adults; Total loans outstanding of women through microfinance institutions in local currency.	190 countries, 2004-2024	Supply-side administrative figures from central banks/regulator; exclude informal and unbanked populations; limited gender reporting by many countries; data availability varies; and comparability issues across countries.
World Bank Global Findex Database	Account, female (% age 15+); Financial institution account, female (% age 15+); Saved at a financial institution, female (% age 15+); Owns a debit or credit card, female (% age 15+); Owns a debit card, female (% age 15+); Received private sector wages, female (% age 15+); Received wages, female (% age 15+); Received government transfer or pension, female (% age 15+); Received government transfer, female (% age 15+); Owns a credit card, female (% age 15+); Used a mobile phone or the internet to access an account (% with an account, age 15+); Credit card ownership (% age 15+); Has an inactive account (% age 15+); Account ownership at a financial institution or with a mobile-money-service provider (% of population ages 15+); Made or received digital payments in the past year (% age 15+); Made digital payments in the past year (% age 15+); Received digital payments in the past year (% age 15+); Use a mobile money account two or more times a month (% with a mobile money account, age 15+)	140 countries, 2011-2024, collected every three years	Triennial data collection limits granularity, short time series, no subnational granularity, relies on self-reported responses subject to recall and social desirability bias; and cross-country comparability may be affected by cultural and survey implementation differences.
Economic Dividends for Gender Equality	Number of companies that implement verifiable gender responsive investment policies and practices Where applicable, does the company track repayment rates by gender?	63 countries, 2011-2024	Voluntary employer participation; limited coverage of small and informal sector employers; focused on certified organizations, short time series; and sector-specific variability.
Bloomberg	Does the company offer and/or fund any lending, savings, or other financial products specifically for women-owned businesses – micro, small or other?	117 countries, 2015-2023	Voluntary self-reporting; limited coverage in developing countries; overrepresentation of large-cap listed firms; sectoral imbalance in disclosures; lack of independent verification; and continuity challenges.

Table B2: Data Availability and Gaps in Supply Chains

Data Sources	List of Relevant Indicators	Country and Year Coverage	Data Gaps Summary
World Benchmarking Alliance	The company requires its suppliers to have a grievance mechanism in place for workers to raise complaints; The company requires its suppliers to undertake a gender needs assessment with respect to their supply chain workers; The company supports its suppliers in offering professional development opportunities to women workers in the supply chain; the company helps ensure its suppliers provide childcare support to their workers; The company requires its suppliers to address the specific health, safety and hygiene needs of their women workers; The company supports its suppliers in ensuring a gender-responsive, safe, and healthy work environment for their workers; The company supports its suppliers in providing their workers with access to gender-responsive health information and services; The company requires its suppliers to have a violence & harassment policy that covers their workers; The company requires its suppliers to provide training on violence & harassment to its managers and workers; The company provides support to its suppliers to prevent violence & harassment in the supply chain; The company requires its suppliers to have an effective remediation process for addressing violence and harassment grievances of their workers; and the company monitors its suppliers' remediation process for addressing violence and harassment grievances filed by their workers.	83 countries, 2020-2023	Public disclosures; limited coverage for non-priority sectors; overrepresentation of listed firms; short time series, varying disclosure quality across countries; and no external validation.
Bloomberg	Does the company have a supplier diversity program that includes women suppliers/vendors?; Has the company allocated specific resources for both retaining and increasing the percentage of women clients or customers in any of its businesses?; Does the company track the client or customer base by gender?; Does the company measure the retention of women clients or customers in any of its businesses?	117 countries, 2015-2023	Voluntary self-reporting; limited coverage in developing countries; overrepresentation of large-cap listed firms; sectoral imbalance in disclosures; lack of independent verification; continuity challenges, and reliance on non-standardized, firm-defined metrics.
Economic Dividends for Gender Equality	Number of companies that implement verifiable gender responsive procurement policies and practices Publishes a robust initiative or policy to reduce the social risks in its supply chain, such as forbidding forced labor and child labor, the exploitation or harassment of workers, human trafficking, and abuse of human or labor rights. Publishes a supplier diversity policy or program to ensure diversity in the supply chain, including support for women-owned businesses.	63 countries, 2011-2024	Voluntary employer participation; limited coverage of small and informal sector employers; focused on certified organizations, short time series; and sector-specific variability.
Equileap	Publishes an employee protection/whistleblower policy or equivalent which demonstrates the provision of reporting systems for internal ethical complaints anonymously and without retaliation or retribution.	45 countries, 2019-2024	Public disclosures; limited geographic coverage (emerging markets underrepresented); focus on large-cap listed firms; sectoral and regional reporting inconsistencies; short-time series, and reliance on self-reported data without full external audit.

Table B3: Data Availability and Gaps in Inclusive Employment

Data Sources	List of Relevant Indicators	Country and Year Coverage	Data Gaps Summary
World Bank Enterprise Survey	Proportion of permanent FT workers that are women (%); Proportion of permanent FT production workers that are women (%); Proportion of permanent FT non-production workers that are women (%); Percentage of full-time temporary female employee; Proportion of women workers offered formal training over last fiscal year (%).	159 countries, 2005 - 2023	Surveys conducted irregularly; limited to formal enterprises ≥ 5 employees; cross-country comparability affected by sampling cycles; limited sectoral coverage outside manufacturing and services.
Women Business and Law	A woman can apply for a passport in the same way as a man; A woman can travel outside the country in the same way as a man; A woman can travel outside her home in the same way as a man; A woman can choose where to live in the same way as a man; A woman can get a job in the same way as a man; The law prohibit discrimination in employment based on gender; A woman can work at night in the same way as a man; A woman can work in a job deemed dangerous in the same way as a man; A woman can work in an industrial job in the same way as a man; The law is free of legal provisions that require a married woman to obey her husband; Dismissal of pregnant workers is prohibited; There is legislation on sexual harassment in employment; Criminal penalties or civil remedies exist for sexual harassment in employment.	190 countries, 1970-2024	Focuses on de jure laws; lack enforcement/outcome data; limited coverage on intersectional barriers; and annual updates may lag real-time legal reforms.
International Labour Organization	Employment to population ratio (%); Labor force participation rate; Ratio of female to male labor force participation rate (%); Ratio of female to male youth unemployment rate (% ages 15-24); Share of youth not in education, employment or training (%); Unemployment (%); Employment by sector (%); Employers (% of employment); Self-employed (% of employment); Vulnerable employment (% of employment); Wage and salaried workers (% of employment); Labor force, female (% of total labor force); Labor force (number); Female share of employment in senior and middle management (%); Time-related underemployment (% of employment); Part time employment (% of employment); Labor force by education level (%); Unemployment by level of education (%); Informal employment (% of total non-agricultural employment), Unemployment by level of education (%); Informal employment (% of total non-agricultural employment).	189 countries, 1994 - 2024	Inconsistent national survey quality and frequency; reliance on modelled estimates for missing data; limited coverage of unpaid and informal work in some countries; gender indicators vary by data availability; and cross-country comparability constrained by imputation assumptions and periodic methodology revisions.
Economic Dividends for Gender Equality	Percentage change in share of women in core functions; Percentage change in share of women in support functions; Attrition rate of women (%)	63 countries, 2011-2024	Voluntary employer participation; limited coverage of small and informal sector employers; focused on certified organizations, short time series; and sector-specific variability.

Bloomberg	Percent women in IT/engineering; Percentage of women in revenue producing roles; Women promoted vs total promoted (%); Percentage of women new hires; Percentage of women attrition; median tenure of female employees; Percent entry level positions female; Employee retention rate female; Percent information technology female; Percent engineering female	117 countries, 2015-2023	Voluntary self-reporting; limited coverage in developing countries; overrepresentation of large cap listed firms; sectoral imbalance in disclosures; lack of independent verification; and continuity challenges.
Equileap	Proportion of employees who are women/female, as a percentage of all employees; Publishes non-binary gender categories as part of the overall workforce demographics.	45 countries, 2019-2024	Public disclosures; limited geographic coverage, focus on large-cap listed firms; sectoral/ regional reporting inconsistencies; short-time series, and reliance on self-reported data.
UN Women	Percentage of women employees, Percentage of new hires women, Percentage of new promotions for women.	184 countries, 2020-2024	Voluntary self-reporting; variation in disclosure across companies; inconsistent terminology and calculation methods; no external validation; selection bias in participating firms; and inconsistent time-series.

Table B4: Data Availability and Gaps in Inclusive Leadership

Data Sources	List of Relevant Indicators	Country and Year Coverage	Data Gaps Summary
World Bank Enterprise Survey	Firms with women participation in ownership; Percent of firms with majority women ownership; Firms with a woman top manager.	159 countries, 2005 - 2023	Surveys are irregular; excludes informal firms; cross-country comparability issues; and limited sectoral coverage.
Bloomberg	Women on Board (number/percent); women executives (number/percent); women in senior, middle, or other management (percent/ratio); women in workforce or non-managerial roles (percent); board gender and ethnic diversity (count/percent); at least one female director (yes/no); female chairperson or CEO (yes/no); number of female executives; percentage of female executives; female leadership action plan; requires gender diverse candidates for management; board size; chief executive officer or equivalent a woman; chairman or equivalent a woman; chief financial officer or equivalent is a woman.	117 countries, 2015-2023	Voluntary self-reporting; limited coverage in developing countries; overrepresentation of large-cap listed firms; sectoral imbalance in disclosures; lack of independent verification; and continuity challenges.
Economic Dividends for Gender Equality	Tracks women's representation across management levels (junior, middle, upper, top); monitors percentage change in women's share in core and support functions; assesses attrition rates by level and function; Board composition (women) and evaluates whether equal opportunities exist in recruitment and promotion (Y/N).	63 countries, 2011-2024	Voluntary employer participation; limited coverage of small & informal sector employers; focused on certified organizations, and short time series.

Equileap	Gender of chairperson of board of directors; Gender chief executive officer or equivalent ; Gender chief financial officer, or equivalent; Proportion of female board directors as a percentage of all board directors; Proportion of women/female executives as a percentage of all executives; Proportion of women/female senior managers as a percentage of all senior managers; Proportion of women/female managers expressed as a percentage of all managers; Ratio of percentage of women in senior management (or management, if senior management is ND) compared to percentage of women in workforce.	45 countries, 2019-2024	Public and company-verified disclosures; uneven geographic coverage (emerging markets underrepresented); focus on large-cap listed firms; sectoral and regional reporting inconsistencies; short-time series, and reliance on self-reported data without full external audit.
World Benchmarking Alliance	Assesses whether the company maintains a gender balance (40–60%) at all organizational levels: highest governance body; senior executive level; senior management; middle or other management; and across all employees.	83 countries, 2020-2023	Public disclosures; limited coverage for non-priority sectors; overrepresentation of listed firms; short time series, and no external validation.
Women, Business, and the Law	A woman can be head of household in the same way as a man.	190 countries, 1970-2024	Focuses on de jure laws; limited coverage of intersectional barriers.
World Bank Entrepreneurship Database	Number of directors. Share of female business directors.	180 countries, 2014 - 2024	Biennial data updates; excludes informal enterprises and unregistered businesses; variation in business registry systems and legal definitions.
European Institute for Gender Equality	Percentage of women in highest decision-making body (includes presidents, non-executive directors, executives, and employee representatives), and serving as chairpersons (presidents), board members, CEOs, senior executives (e.g., management board or executive committee), and non-executive members of the highest decision-making bodies.	31 countries, 2014 - 2024	Limited to EU countries; excludes informal sector; relies on harmonized administrative and survey data with variable national reporting quality.
UN Women	Percentage of women employee at management level; Percentage of women on Boards / Executive Team / Partners; Percentage of women in senior leadership positions; Percentage of women on non-executive board	184 countries, 2020-2024	Voluntary self-reporting; variable disclosure across companies; inconsistent terminology & calculation methods; no external validation; selection bias in participating firms; inconsistent time-series.

Table B5: Data Availability and Gaps in Gender-based Violence

Data Sources	List of Relevant Indicators	Country and Year Coverage	Data Gaps Summary
Women, Business and Law	There is legislation on sexual harassment in employment; Criminal penalties or civil remedies exist for sexual harassment in employment; There is legislation specifically addressing domestic violence; A woman can obtain a judgment of divorce in the same way as a man; A woman has the same rights to remarry as a man; Dismissal of pregnant workers is prohibited; The law is free of legal provisions that require a married woman to obey her husband.	190 countries, 1970-2024	Focus on de jure laws; limited coverage on intersectional barriers; varying annual updates frequency.
Demographic and Health Surveys	Women's autonomy in sexual, reproductive and health-care decisions; participation in major household choices; attitudes justifying wife-beating; prevalence, non-help-seeking and injury outcomes of sexual, intimate-partner or spousal violence; share of women free from partner violence or controlling behaviors.	80 countries, 2005 -2023	Survey rounds infrequent and vary by country; limited to ages 15-49; and cross-country comparability affected by cultural sensitivity and respondent disclosure bias.
United Nations Inter-Agency Working Group on Violence Against Women Estimation and Data	Proportion of women subjected to physical and/or sexual violence in the last 12 months (% of ever-partnered women ages) across age groups: 15-49; 15+; and disaggregated into 15-19; 20-24; 25-29; 30-34; 35-44; 45-54; 55-64; and 65+ years. Proportion of women subjected to physical and/or sexual violence in the last 12 months (modeled estimate, % of ever partnered women ages) across age groups: 15-49; 15+; and disaggregated into 15-19; 20-24; 25-29; 30-34; 35-44; 45-54; 55-64; and 65+ years.	161 countries, 2007 - 2023	Surveys are infrequent; relies on self-reported data subject; variation in survey instruments; and coverage gaps in reporting frameworks.
European Institute for Gender Equality	Annual number of female victims of various forms of violence (intimate partner, domestic, physical, psychological, sexual, economic, femicide, rape); reported offences and protection orders related to such violence; male perpetrators recorded, prosecuted, sentenced, or imprisoned; and rates of intentional homicide, sexual assault, and sexual offences by sex of victim and perpetrator.	31 countries, 2014 - 2024	Limited to EU countries; excludes informal sector; relies on harmonized administrative and survey data with variable national reporting quality.
Afrobarometer	Rates (1-5) public perceptions on government action and performance regarding women's rights and equality; perceived prevalence of violence against women; attitudes toward women in leadership; seriousness of police response to GBV reports; and identifies the most important women's rights issue from a set of predefined options.	39 countries, 2001 - 2023	Irregular survey rounds; data limited to perceptions; gender indicators included only in select rounds; limited to Africa; and cross-country comparability issues.

Bloomberg	Does the company have a publicly available company policy that explicitly condemns sexual harassment in the workplace?; Are employees required to complete sexual harassment training at least once a year?; For all sexual harassment allegations, does the company utilize an impartial third-party investigator?; Does the company prohibit nondisclosure agreements pertaining to claims of sexual harassment in settlement agreements, unless requested by the victim?; Does the company require employees to take sexual harassment claims to private arbitration?; Does the company evaluate all advertising and marketing content for gender biases prior to publication?	117 countries, 2015-2023	Voluntary self-reporting; limited coverage in developing countries; overrepresentation of large-cap listed firms; sectoral imbalance in disclosures; no external validation; continuity challenges, and reliance on non-standardized, firm-defined metrics.
Economic Dividends for Gender Equality	Organizational culture on sexual harassment & discrimination prevention (Y/N); Improved perception of personal safety by gender; Recommend working (here) to women; Recommend working (here) to men.	63 countries, 2011-2024	Voluntary employer participation; limited coverage of small and informal sector employers; focused on certified organizations, short time series; and sector-specific variability.
Equileap	Publishes an anti-sexual harassment policy or equivalent to prohibit all forms of violence in the workplace, including verbal, physical and sexual harassment; Requires suppliers to prohibit all forms of violence in the workplace, including sexual harassment; Publishes an employee health and safety policy or equivalent to ensure the safety of employees in the workplace; Publishes a human rights policy or equivalent to ensure the protection of the human rights of all employees across all business operations.	45 countries, 2019-2024	Public disclosures; limited geographic coverage; focus on large-cap listed firms; sectoral and regional reporting inconsistencies; short-time series, and no external audit.
World Benchmarking Alliance	The company has publicly available policies in place regarding violence and harassment in the workplace; The company provides training on violence & harassment to its employees; The company takes additional actions to help prevent violence and harassment in the workplace; The company has a remediation process for addressing violence and harassment grievances in the workplace; The company requires its suppliers to have a violence & harassment policy that covers their workers; The company requires its suppliers to provide training on violence & harassment to its managers and workers; The company provides support to its suppliers to prevent violence & harassment in the supply chain; The company requires its suppliers to have an effective remediation process for addressing violence and harassment grievances of their workers; The company monitors its suppliers' remediation process for addressing violence and harassment grievances filed by their workers.	83 countries, 2020-2023	Public disclosures; limited coverage for non-priority sectors; overrepresentation of listed firms; short time series, varying disclosure quality across countries; and no external validation.
UN Women	Have a procedure to address and respond to incidents of violence and harassment.	184 countries, 2020-2024	Voluntary self-reporting; variation in disclosure across companies; inconsistent terminology and calculation methods; no external validation; selection bias in participating firms; and inconsistent time-series.

Table B6: Data Availability and Gaps in Digital Access

Data Sources	List of Relevant Indicators	Country and Year Coverage	Data Gaps Summary
European Institute for Gender Equality	Percentage of individuals, by age and sex, with any level of computer skills; Percentage of individuals, by age and sex, who have ever used a computer; Percentage of individuals, by age and sex, who have used the internet within the last 12 months; Percentage of individuals, by age and sex, who have performed at least one computer or internet-related activity from the specified list; Percentage of individuals by age and sex with a defined level of internet skills; Percentage of individuals by age and sex who have ever used the internet.	31 countries, 2014-2024	Limited to EU countries; excludes informal sector; no breakdown by skill level, or age; variable national reporting quality and short time series.
World Bank Global Findex Database	Share of women who used digital financial services to store, save, borrow money; Share of women using mobile money to save, borrow, grow their enterprises; Used a mobile phone or the internet to pay bills, female (% age 15+); Used a mobile phone or the internet to buy something online, female (% age 15+); Made a digital payment, female (% age 15+); Received digital payments, female (% age 15+); Mobile money account, female (% age 15+); Saved money using a mobile money account, female (% age 15+); Borrowed any money from a formal financial institution or using a mobile money account, female (% age 15+); Used a mobile phone or the internet to access an account (% with an account, age 15+); Account ownership at a financial institution or with a mobile-money-service provider (% of population ages 15+); Made or received digital payments in the past year (% age 15+); Made digital payments in the past year (% age 15+); Received digital payments in the past year (% age 15+); Use a mobile money account two or more times a month (% with a mobile money account, age 15+).	140 countries, annually, 2011 -2024, collected every three years	Triennial data collection limits granularity, short time series, no subnational granularity, relies on self-reported responses subject to recall and social desirability bias; and cross-country comparability may be affected by cultural and survey implementation differences.
International Telecommunication Union	Percentage of female individuals using the internet; Percentage of female individuals using the Internet - at least once a day; Percentage of female individuals using the Internet - at least once a week but not every day; Percentage of female individuals using the Internet - less than once a week.	190 countries, 2004-2023	Data availability varies by country and year; limited ICT skills data disaggregated by sex; excludes informal digital access points; self-reported usage subject to response bias; different national survey instruments and definitions.
GSMA	Mobile ownership rate for women; Gender gap in mobile ownership; Proportion of women who use mobile internet; Gender gap in mobile internet use.	30 countries, 2017-2023	Coverage restricted to low- and middle-income countries; short time series; uses modeled estimates for non-surveyed countries; self-reported responses subject to bias; and evolving survey questions limit strict cross-year comparability.

Table B7: Data Availability and Gaps in Education

Data Sources	List of Relevant Indicators	Country and Year Coverage	Data Gaps Summary
UNESCO	Female share of graduates in business, administration, & law programs, tertiary (%); Female share of graduates in ICT programs, tertiary (%); Female share of graduates in non-STEM fields, tertiary (%); Tertiary education, academic staff (% female); School enrollment, preprimary (% gross); Primary completion rate, based on completers (%); Primary completion rate (% of relevant age group); Primary pupils (% female); School enrollment, primary (%); Net intake rate grade 1 (% of official school-age population); Primary education, teachers (% female); Children out of school, primary (Number); Children out of school (% of primary school age); Expected years of schooling; Lower secondary completion rate (% of relevant age group); Secondary pupils (% female); Secondary education, vocational pupils (% female); Vocational and technical enrolment (% of total secondary enrolment); School enrollment, secondary (%); Progression to secondary school (%); Secondary education, teachers (% female); Gross graduation ratio, tertiary (%); School enrollment, tertiary (% gross); Share of graduates by field, female (%); Share of youth not in education, employment or training (% of youth population); Students in lower secondary vocational education, female (%); Students in upper secondary vocational education, female (%); Students in post-secondary non-tertiary vocational education, female (%); Share of graduates in business, administration, & law programs, female (%); Share of graduates in non-STEM fields, female (%); Share of all students in lower secondary education enrolled in vocational programs (%); Share of all students in upper secondary education enrolled in vocational programs (%); Share of all students in post-secondary non-tertiary education enrolled in vocational programs (%); Youth illiterate population, 15-24 years, female (%); Youth illiterate population, 15-24 years (number); Rate of out-of-school youth of upper secondary school age (%); Share of graduates in ICT programs, female.	200 countries, 1985-2024	Inconsistent reporting years; data gaps for TVET and non-formal education; limited sub-national or socio-economic disaggregation; does not track private sector-linked training outcomes; limited updates for some countries; and cross-country comparability affected by variation in administrative capacity and reporting standards.
European Institute for Gender Equality	At least upper secondary educational attainment, age group 25-64 by sex; Young people aged 20-24 with at least upper secondary educational attainment level by sex; Participation rate of young people in formal education by sex, age and labor status; Average age when leaving formal education by sex and educational attainment level for persons who left within the last 3 or 5 years; Out-of-school rate by sex and age - as % of the population of the corresponding age; Out-of-school rate in population of lower secondary school age, by sex; Out-of-school rate in population of upper secondary school age, by sex	31 countries, 2014-2024	Limited to EU countries; excludes informal sector; relies on harmonized administrative and survey data; variable national reporting quality; and delayed annual updates.
Bloomberg	Sponsors financial education programs for women; sponsors health education programs for women; sponsors stem education programs for women; average female employee training hours	117 countries, 2015-2023	Voluntary self-reporting; limited coverage in developing countries; large cap listed firms overrepresented; sectoral imbalance in disclosures; lacks independent verification; continuity challenges.

Table B8: Data Availability and Gaps in Flexible Work and Care

Data Sources	List of Relevant Indicators	Country and Year Coverage	Data Gaps Summary
Women, Business and Law	Paid leave of at least 14 weeks is available to mothers; The government administer 100 percent of maternity leave benefits; Paid leave is available to fathers; There is paid parental leave; The age at which women and men can retire with full pension benefits is the same; The age at which women and men can retire with partial pension benefits is the same; The mandatory retirement age for women and men is the same; There are periods of absence due to childcare accounted for in pension benefits; Length of paid maternity leave (calendar days); Length of paid paternity leave (calendar days); Length of paid shared parental leave (calendar days); Length of paid parental leave days mother quota; Length of paid parental leave days father quota.	190 countries, 1970-2024	Focus on de jure laws; lack of enforcement/outcome data; limited coverage of intersectional barriers; annual updates may lag real-time legal reforms.
Demographic and Health Surveys	Demand for family planning satisfied by any methods (% of married women with demand for family planning); Demand for family planning satisfied by modern methods (% of married women with demand for family planning).	80 countries, 2005-2023	Survey rounds infrequent and vary by country; limited to ages 15–49; cross-country comparability affected by cultural sensitivity and respondent disclosure bias.
Bloomberg	Recruits women after career break; female employees family-related leave percent; global minimum weeks paid primary parental leave; investigator for sexual harassment; global minimum weeks paid secondary parental leave; covers contraception; childcare backup/ subsidies policy; adoption assistance; parental leave retention rate; flexible work schedule; fertility services; egg freezing; elder care backup or subsidies policy; flexible work location; onsite lactation rooms.	117 countries, 2015-2023	Voluntary self-reporting; limited coverage in developing countries; overrepresentation of large-cap listed firms; sectoral imbalance in disclosures; no external validation; and continuity challenges.
Economic Dividends for Gender Equality	No# of employees accessing childcare; Uptake of paternity/parental leave by employees' partners; Offers paid maternity and paternity leave of equal length; Flexible working arrangements (Y/N); Share of time spent by gender on tasks at home.	63 countries, 2011-2024	Voluntary employer participation; limited coverage of small and informal sector employers; focused on certified organizations, short time series.
Equileap	Company offers ≥14 weeks childcare leave to primary carers at ≥67% pay; Number of weeks company offers childcare leave to primary carers at ≥67% pay; State guarantees ≥14 weeks childcare leave to primary carers at ≥67% pay; Number of weeks state guarantees childcare leave to primary carers at ≥67% pay; Company or state guarantee ≥14 weeks childcare leave to primary carers at ≥67% pay (higher of the two); Number of weeks company or state guarantee childcare leave to primary carers at ≥67% pay (higher of the two); Company offers ≥2 weeks childcare leave to secondary carers at ≥67% pay; Number of weeks company offers childcare leave to secondary carers at ≥67% pay; State guarantees ≥2 weeks childcare leave to secondary carers at ≥67% pay; Number of weeks state guarantees	45 countries, 2019-2024	Limited to public disclosures; limited geographic coverage (emerging markets underrepresented); focus on large-cap listed firms; sectoral and regional reporting inconsistencies; short-time series, and reliance on self-reported data without full external audit.

	<p>childcare leave to secondary carers at $\geq 67\%$ pay; Company or state guarantee ≥ 2 weeks childcare leave to secondary carers at $\geq 67\%$ pay (higher of the two); Number of weeks company or state guarantee childcare leave to secondary carers at $\geq 67\%$ pay (higher of the two); Company offers flexible work schedules (control of start/end times); Company offers flexible work locations (remote or hybrid work); Company publishes equal access policy for training and career development; Company publishes equal opportunity hiring policy to ensure gender diversity.</p>		
World Benchmarking Alliance	Company offers childcare support; offers other family support to its employees; helps ensure its suppliers provide childcare support to workers.	83 countries, 2020-2023	Public disclosures; limited coverage of non-priority sectors; listed firms overrepresented; short-time series.
UN Women	Retention rate of women employees that took parental leave.	184 countries, 2020-2024	Voluntary self-reporting disclosure varies across companies; inconsistent terminology/calculation methods; no external validation; selection bias in participating firms.
International Labour Organization	Maternity leave duration; transfer to fathers; cash benefits (% earnings); benefits for self-employed; adoptive leave; dismissal protection; proof of non-maternity dismissal; right to return; ban on pregnancy testing; parental leave duration; parental leave benefits (% earnings); self-employed parental leave; adoptive & same-sex parental leave; parental dismissal protection; long-term care leave (incl. self-employed); emergency leave (incl. self-employed); prenatal medical leave; paid nursing breaks—number, duration, and period allowed; workplace nursing facilities; public eldercare system; family care obligations.	189 countries, 1994-2024	Inconsistent national survey quality & frequency; reliance on modelled estimates for missing data; limited coverage of unpaid and informal work in some countries; and cross-country comparability constrained by imputation assumptions and periodic methodology revisions.

Table B9: Data Availability and Gaps in Equal Pay

Data Sources	List of Relevant Indicators	Country and Year Coverage	Data Gaps Summary
Women, Business and Law	The law mandates equal remuneration for work of equal value .	190 countries, 1970-2024	Focuses on de jure laws; lack enforcement/outcome data; limited coverage on intersectional barriers; and annual updates may lag real-time legal reforms.
Bloomberg	Percentage of women top 10 percent compensated employees; percentage women in the top pay quartile; Percentage of women in the upper middle pay quartile; percentage women in the lower middle pay quartile; Percentage women in the lower pay quartile; gender pay gap breakout; Percentage gender pay gap for senior management; percentage gender pay gap mid & other management; percentage gender pay gap employees ex management; gender pay gap waterfall conduct gender-based compensation review; mean gender pay gap; unadjusted mean gender pay gap; median gender pay gap; unadjusted partial mean gender pay gap.	117 countries, 2015-2023	Voluntary self-reporting; limited coverage in developing countries; overrepresentation of large-cap listed firms; sectoral imbalance in disclosures; lack of independent verification; continuity challenges, and reliance on non-standardized, firm-defined metrics.
Economic Dividends for Gender Equality	Statistically insignificant unexplained pay gap; Equal pay for equivalent work; Paid fairly compared to others in similar roles.	63 countries, 2011-2024	Voluntary employer participation; limited coverage of small and informal sector employers; focused on certified organizations, short time series; and sector-specific variability.
Equileap	Commits to paying a living wage to all employees; Requires suppliers to pay a living wage; Publishes overall gender pay gap or gender-segregated pay data; Publishes pay gap data by occupational bands covering all employees; Publishes strategy with at least two actions to close gender pay gap: Shows overall gender pay gap $\leq 3\%$ across all employees (mean: unadjusted), Shows pay gaps $\leq 3\%$ in all bands (mean; unadjusted; 3 bands minimum); Mean unadjusted women's pay as percentage of men's pay; Median unadjusted women's pay as percentage of men's pay; Mean adjusted women's pay as percentage of men's pay; Median adjusted women's pay as percentage of men's pay; Mean unadjusted pay by bands as percentage of men's pay; Median unadjusted pay by bands as percentage of men's pay; Mean adjusted pay by bands as percentage of men's pay; Median adjusted pay by bands as percentage of men's pay.	45 countries, 2019-2024	Limited to public disclosures; limited geographic coverage (emerging markets underrepresented); focus on large-cap listed firms; sectoral and regional reporting inconsistencies; short-time series, and no external validation.
UN Women	Ratio of the basic salary and remuneration of women to men.	184 countries, 2020-2024	Voluntary self-reporting; variation in disclosure across companies; inconsistent terminology and calculation methods; no external validation; selection bias in participating firms; and inconsistent time-series.

Table B10: Data Availability and Gaps in Entrepreneurship

Data Sources	List of Relevant Indicators	Country and Year Coverage	Data Gaps Summary
UNESCO	Share of women who have participated in business training programs/TVET programs (soft/technical skills) online/offline.	200 countries, 1990-2024	Inconsistent reporting years; limited sub-national disaggregation; limited updates for some countries; and cross-country comparability affected by variation in administrative capacity and reporting standards.
Women, Business and Law	A woman can sign a contract in the same way as a man; A woman can register a business in the same way as a man; A woman can open a bank account in the same way as a man; A woman can apply for a passport in the same way as a man; A woman can travel outside the country in the same way as a man; A woman can travel outside her home in the same way as a man; A woman can choose where to live in the same way as a man.	190 countries, 1970-2024	Focuses on de jure laws; lack enforcement/outcome data; limited coverage on intersectional barriers; and annual updates may lag real-time legal reforms.
World Bank Entrepreneurship Database	Number of business owners; Number of directors; Number of sole proprietors; Share of female sole proprietors; Share of female business directors; Share of female business owners.	180 countries, 2014-2024	Biennial data updates; exclude informal enterprises and unregistered businesses; and variation in business registry systems and legal definitions affect cross-country comparability.
Global Entrepreneurship Monitor	Female/Male Total Entrepreneurial Activity (TEA) Ratio; Female/Male Opportunity-Driven TEA Ratio.	120 countries, 2008-2024	Self-reported survey data subject to bias; excludes firm-level registry validation; limited representation of informal micro-enterprises; availability vary by year and country; and cross-country comparability affected by cultural interpretation of entrepreneurship.
World Bank Doing Business	Time required to start a business, female (days); Cost of business start-up procedures, female (% of GNI per capita); Start-up procedures to register a business, female (number).	190 countries, 2003-2019	Focuses on de jure laws rather than actual outcomes; excludes informal and microenterprises; indicators cover start-up phase only; no gender data on licensing, taxes, or insolvency; data based on expert perceptions in capital cities only; and discontinued in 2021, affecting continuity and trend analysis.

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