

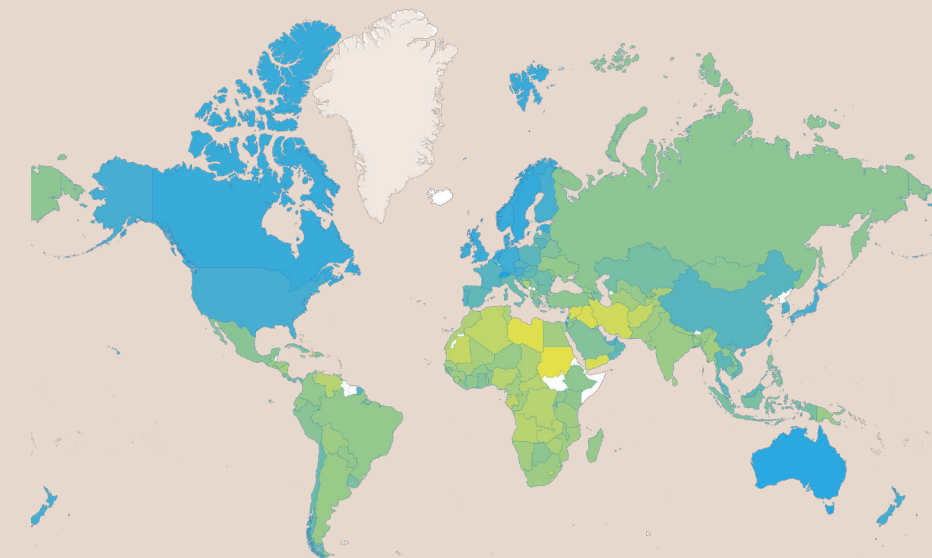
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ELITE QUALITY REPORT 2022

Diversity & Inclusion strengths and weaknesses
across the world

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Diversity & Inclusion strengths and weaknesses across the world

Do countries make use of their full human capital potential in the labor force, the economy, and in the higher echelons of politics? The D&I EQx-Barometer sheds light on a country's ability to create value while giving power to women and providing non-discriminatory conditions with regard to gender, sexual orientation, and religion. The strengths and weaknesses of international performance on D&I are examined here by analyzing the 6 key component Indicators of the D&I EQx-Barometer.

Leaders from Sub-Saharan Africa

This year, the D&I EQx-Barometer is led by a group of Sub-Saharan African countries: Rwanda, Mozambique, Namibia, and Burundi. Their leading role stems from the powerful combination of a high proportion of women in the *Labor force participation ratio – male vs. female* (LFR, iv.12) as well as strong female political representation (WPI, i.1). But do women really have a seat at the table? From a political perspective the answer is a resounding yes. Rwanda, Mozambique and Namibia have relatively strong female political representation in both ministerial positions and national and local legislatures (WPI, i.1, ranks # 1, # 17 and # 19, respectively). However, from an economic perspective, the picture is more mixed. In Namibia, women are certainly economically empowered, the country being one of the leaders in terms of the *Proportion of women in senior and middle management positions* (WMA; i.3, rank # 3). Many other Sub-Saharan African countries, however, do not fully use the potential of their female labor force in management positions. In Rwanda, and especially in Mozambique, politics and institutional settings seem to still hinder women in reaching senior management positions (WMA, i.3, ranks # 47 and # 84, respectively). This is also the main reason why Uganda, Angola and Tanzania lag behind other Sub-Saharan African countries in the ranking (WMA, i.3, ranks # 72, # 95 and # 97, respectively).

In contrast to this pattern, South Africa's main challenge is finding a way to include women in the labor force at all (LFR, iv. 12, rank # 70). While there is diversity and inclusion at the elite level this is not the case across society. By closing the gender gap in *Labor force participation ratio – male vs. female* (LFR, iv.12) the country could transform itself into a top performer in the D&I EQx-Barometer ranking.

Different strengths across European countries

The top scorers from Europe are Austria, The Netherlands, Switzerland, and Norway, with each country having its own set of strengths. While Austria and The Netherlands have almost closed the *Gender education gap* (GEG, iii. 8, ranks # 2 and # 6, respectively), Switzerland takes a leading position in terms of having a very high number of Female entrepreneurs (IWE, ii. 6, rank # 1 within Europe, rank # 3 worldwide). Norway has the world's best score in the *Women's Power Index* (WPI, i. 1, rank # 1) combined with a narrow gender gap in relation to *Labor force participation ratio – male vs. female* (LFR, iv. 12, rank # 20). In contrast, Italy is a particularly poor performer within Europe, with a relatively large labor force participation gender gap (LFR, iv. 12, rank # 103) in combination with a low score in female management representation (WMA, i. 3, rank # 80). Can Italy leverage its distinct regional experience and implement best practice D&I policies that have proven to be effective in involving and empowering women in the labor market?

Female entrepreneurs: The US and Israel stand out

Entrepreneurship is one of the main avenues for value creation in society. The US and Israel are both role models in providing conditions that facilitate the path for female entrepreneurs. The Indicators for both *Women self made billionaires* (WSB, i. 3, rank # 9) and *female entrepreneurs* (IWE, ii 6, rank # 2) are outstanding for the US, while Israel leads the way in the *Index of Women Entrepreneurs* (IWE, ii 6, rank # 1). Other countries that do well in these Indicators include Switzerland (rank # 2), New Zealand (rank # 4) and Poland (rank # 5). China's ranking is also in the best third of all countries included.

Political representation of women in Central America

Central America leads the world in terms of women's political power with Costa Rica, Nicaragua, Mexico, and Cuba being top scorers. Women in these countries play a key role in political decision-making. In Nicaragua, this also translates to a high proportion of female managers (WMA, i. 3, rank # 7). However, Central American countries suffer from a major lack of women in the labor force. As with South Africa, closing the gender gap in labor force participation (LFR, iv.12) is important to address for all rungs of the social pyramid, not just for elites.

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Countries covered: 151

Indicators included:

		Weight within Family	Weight within EQx
WPI	Women's Power Index	11.3%	0.4%
WBL	Women, business and the law	8.6%	0.3%
LIN	LGBT+ inclusiveness	8.6%	0.3%
GRI	Religion - Government Restriction Index	4.3%	0.1%
SHI	Religion - Social Hostilities Index	8.6%	0.3%
WSB	Women self made billionaires	8.6%	0.3%
WMA	Prop. of women in senior and middle mgmt. positions*	8.6%	0.3%
IWE	Index of Women Entrepreneurs	27.7%	0.9%
GEG	Gender education gap	13.9%	0.5%
LFM	Labor force participation ratio - male vs fe	32.9%	1.1%

Diversity & Inclusion EQx-Barometer, total weight **3.3%**

Rationale

The Diversity & Inclusion (D&I) EQx-Barometer is a construct formed by 10 Indicators. The weighting of each Indicator is conceptual and will likely evolve in new iterations of the EQx. The rationale of the D&I Indicator Family is simple. Any type of discrimination from gender to religion has a business model logic, constitutes a form of rent-seeking, and compromises Value Creation. Those discriminated against face barriers that hinder or prevent them from realizing their potential for Value Creation. Moreover, society suffers a serious loss, while the overall Value Creation potential of the economy is compromised.

Rank /151	Country	Score	Rank /151	Country	Score	Rank /151	Country	Score
1	Rwanda	83.0	51	Timor-Leste	60.3	101	Burkina Faso	47.7
2	Mozambique	78.7	52	Serbia	60.1	102	Ecuador	47.5
3	Namibia	73.1	53	Belarus	60.1	103	Estonia	47.4
4	Burundi	72.3	54	Chile	59.8	104	Côte d'Ivoire	47.3
5	Nepal	72.2	55	Belgium	59.7	105	North Macedonia	47.1
6	Austria	71.3	56	Cyprus	59.7	106	Dominican Republic	47.1
7	Netherlands	70.4	57	Lesotho	59.2	107	Russian Federation	46.8
8	New Zealand	69.1	58	Eswatini	59.0	108	Armenia	46.8
9	Togo	69.0	59	Bulgaria	59.0	109	Panama	46.5
10	Switzerland	68.9	60	Jamaica	58.8	110	El Salvador	46.2
11	Lao PDR	68.2	61	Cameroon	58.7	111	Philippines	46.0
12	Kenya	68.1	62	Singapore	58.5	112	Senegal	45.9
13	Madagascar	67.6	63	China	58.4	113	Romania	45.6
14	United States	67.2	64	Thailand	58.1	114	Niger	45.1
15	Norway	67.0	65	Cambodia	58.1	115	Gabon	44.8
16	United Kingdom	66.9	66	Mongolia	58.1	116	Malaysia	44.4
17	Guinea	66.5	67	Malawi	57.9	117	Uzbekistan	43.0
17	Vietnam	66.5	68	Colombia	56.5	118	Venezuela, RB	42.6
19	Moldova	66.5	69	Lithuania	56.5	119	Mauritius	41.9
20	South Africa	66.3	70	Ethiopia	56.2	120	Honduras	41.0
21	France	65.8	71	Slovenia	55.9	121	Bosnia and Herzegovina	39.0
22	Sierra Leone	65.4	72	Kazakhstan	55.9	122	Turkmenistan	39.0
23	Angola	65.2	73	Haiti	55.1	123	United Arab Emirates	35.7
24	Spain	65.1	74	Indonesia	55.0	124	Kyrgyz Republic	33.7
25	Bolivia	64.5	75	Costa Rica	54.8	125	Turkey	33.3
26	Uganda	64.5	76	Uruguay	54.7	126	Tajikistan	32.7
27	Congo, Rep.	64.3	77	Equatorial Guinea	54.2	127	Myanmar	32.4
28	Israel	64.1	78	Czech Republic	54.0	128	Qatar	30.8
29	Tanzania	64.1	79	Trinidad and Tobago	53.7	129	Kuwait	27.5
30	Benin	63.7	80	Brazil	53.3	130	Bahrain	26.1
31	Germany	62.9	81	Korea, Rep.	53.2	131	Guatemala	25.0
32	Azerbaijan	62.8	82	Mexico	53.1	132	Mauritania	23.8
33	Guinea-Bissau	62.6	83	Chad	53.0	133	Saudi Arabia	22.7
34	Ghana	62.2	84	Nigeria	52.6	134	Sri Lanka	22.3
35	Sweden	61.8	85	Poland	52.6	135	Libya	22.1
36	Albania	61.7	86	Greece	52.0	136	Sudan	17.3
37	Croatia	61.6	87	Hungary	51.9	137	Bangladesh	14.6
38	Congo, Dem. Rep.	61.5	88	Argentina	50.9	138	Morocco	11.9
39	Zambia	61.5	88	Nicaragua	50.9	139	Jordan	11.7
40	Ireland	61.5	90	Latvia	50.6	140	India	10.9
41	Finland	61.5	91	Slovak Republic	50.6	141	Iraq	10.5
42	Botswana	61.4	92	Paraguay	50.4	142	Oman	10.0
43	Liberia	61.3	93	Japan	50.3	143	Lebanon	10.0
44	Zimbabwe	61.1	94	Italy	50.2	144	Tunisia	8.1
45	Portugal	60.9	95	Cuba	50.1	145	Afghanistan	7.4
46	Canada	60.9	95	Central African Republic	49.8	146	Pakistan	7.3
47	Australia	60.8	97	Georgia	48.7	147	Syrian Arab Republic	4.6
48	Denmark	60.6	98	Gambia, The	48.3	148	Algeria	3.7
49	Papua New Guinea	60.5	99	Mali	48.2	149	Egypt, Arab Rep.	3.6
50	Peru	60.5	100	Ukraine	47.9	150	Yemen, Rep.	3.1
						151	Iran, Islamic Rep.	2.3

The Elite Quality Report 2021 (EQx2021) provides Country Scores & Global Rank for countries @Foundation for Value Creation 2021