



**ELITE QUALITY  
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EQx2023

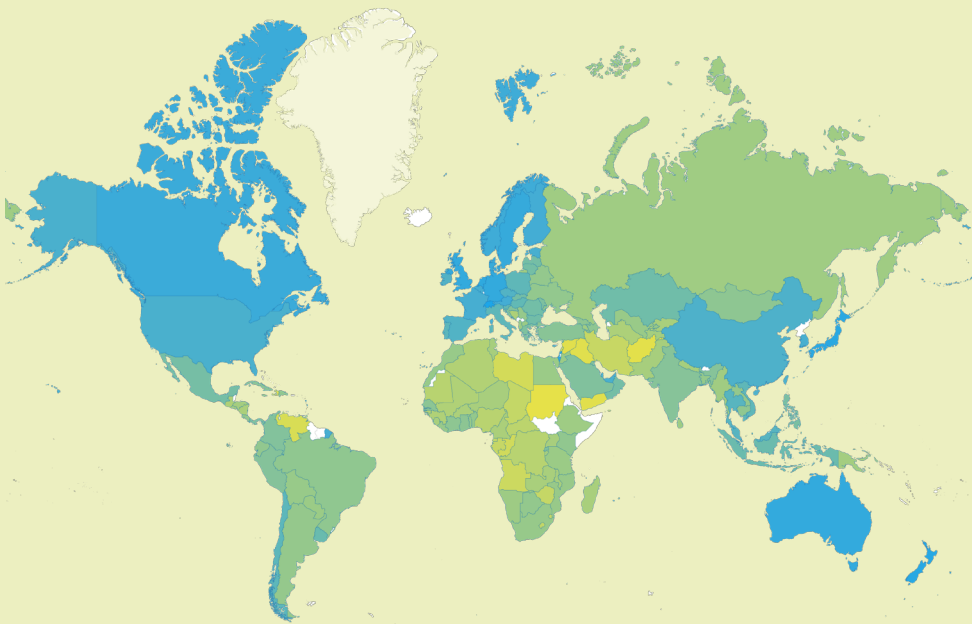
This PDF includes a contribution from the following book:

# ELITE QUALITY REPORT 2023

The strategic imperative of D&I at the country level

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Cite as:

Sander, G. & Goop, T. (2023). The strategic imperative of D&I at the country level. In T. Casas-Klett & G. Cozzi. (Eds.), *Elite Quality Report 2023: Country Scores and Global Rankings*. Zurich: Seismo.  
<https://doi.org/10.33058/seismo.30882.1827>

Published by Seismo Press AG, Zurich and Geneva in partnership with the Foundation for Value Creation.

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### 4.3 EQx-Indicator Family analyses

The D&I EQx-Indicator Family 2023

#### The strategic imperative of D&I at the country level

Diversity and Inclusion (D&I) at the country level remains an integral part of the EQx in 2023. In fact, the D&I EQx-Indicator Family's total weight in the EQx has increased—reflecting the importance of D&I at the country level in post-pandemic times: humans tend to fall back to old behavioral patterns in times of crisis. The world witnessed this fallback in gender equality during the recent pandemic. UN Chief António Guterres expects the recovery from this to take decades. The recovery is not only a moral imperative, but also a strategic imperative for countries looking to build resilience, foster innovation, and drive economic growth. This analysis provides an overview of this strategic imperative.

As was indicated by Jiang (2022) in the EQx2022, Value Creation mechanisms that work in organizations (at the micro-level) can also be value creating at the macro-level. Female participation, gender-equal talent pipelines for elite jobs, and a strong innovation culture fostered through gender parity in entrepreneurship are three aspects of the strategic imperative for gender equality reflected in the D&I EQx-Indicator Family.

Encouraging female participation is essential both in organizations and at the country level to leverage the full potential of information, resources, and capabilities (Jiang, 2022). Female participation at the country level is indeed a common feature of this year's top-scoring countries in the D&I EQx-Indicator Family 2023: The leaders are characterized by the high economic and political participation of women, as in Burundi (LFR, iv.12, rank # 1), Rwanda (LRF, iv.12, rank # 2; WPI, i.1, rank # 1), Mozambique (LFR, iv.12, rank # 5), Kenya (LRF, iv.12, rank # 11; WMA, i.3, rank # 1), Namibia (WMA, i.3, rank # 2), France (WPI, i.1, rank # 10) and New Zealand (WPI, i.1, rank # 7).

Top-scorers in the D&I EQx-Indicator Family 2023 exhibit a low *Gender education gap* (GEG, iii.8), as is the case in Austria (GEG, iii.8, rank # 1) and The Netherlands (GEG, iii.8, rank # 6). This Indicator reflects gender parity in tertiary education, a decisive factor for the gender composition of the talent pipeline for elite jobs and ensures a strong future labor force, both at the company level and in the political sphere. This year's rankings for the *Gender education gap* do not indicate regional patterns but rather depict a mix of different countries with different educational models. The leading countries are Austria, Saudi Arabia, and Chile (GEG, iii.8, ranks #1 to #3), followed by Turkey, Mexico, and The Netherlands (GEG, iii.8, ranks #4 to #6). This shows that a number of different models can all lead to gender balance in education. The pandemic has left its marks on the educational sector and may have increased country differences even more. The lack of data on African countries for the *Gender education gap* renders further comparisons to these countries impossible.

Similarly, D&I plays a crucial role in fostering a culture of innovation for both organizations and governments. The entrepreneurial strength of a country is one of the main drivers of innovation and economic growth. The D&I EQx-Indicator Family reflects this strength via the Index of Women Entrepreneurs (IWE, ii.6): From the perspective of the EQx, the Creative Destruction of *Entrepreneurship* is combined with the Creative Destruction associated with breaking gender-based existing economic power structures. The IWE ranking is led by the US (IWE, rank #1), commonly seen as the global innovation frontrunner, with New Zealand (IWE, rank #2) and Canada (IWE, rank #3) following closely in second and third places.

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Countries covered: 151

Indicators included:

		Weight within Family	Weight within EQx
WPI	Women's Power Index	9.1%	0.3%
GRI	Religion - Government Restriction Index	1.4%	0.3%
LIN	LGBT+ inclusiveness	1.4%	0.3%
WSB	Women self made billionaires	1.4%	0.3%
WBL	Women, business and the law	1.4%	0.3%
WMA	Proportion of women in senior and middle	1.4%	0.3%
IWE	Index of Women Entrepreneurs	28.3%	1.1%
GEG	Gender education gap (dev. fm optimum)	18.4%	0.6%
LFR	Labor force participation ratio - male vs fe	37.4%	0.8%

#### Rationale

The Diversity & Inclusion (D&I) EQx-Indicator Family is a construct formed by 9 Indicators. The weighting of each Indicator is conceptual and will likely evolve in new iterations of the EQx. The rationale of the D&I EQx-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.

Diversity & Inclusion EQx-Indicator Family, total weight 4.3%

Rank /151	Country	Score	Rank /151	Country	Score	Rank /151	Country	Score
1	Rwanda	86.1	51	Bulgaria	60.0	101	Philippines	47.4
2	Mozambique	81.1	52	Chile	59.9	102	Mali	47.3
3	Burundi	77.1	53	Belarus	59.7	103	Panama	47.1
4	Austria	73.1	54	Cyprus	59.6	104	Estonia	47.0
5	Netherlands	73.0	55	Moldova	59.6	105	El Salvador	46.9
6	Nepal	72.9	56	Costa Rica	59.5	106	Senegal	46.1
7	Namibia	72.5	57	Cameroon	59.3	107	Gambia, The	45.8
8	New Zealand	72.1	58	Liberia	59.1	108	Niger	45.8
9	France	69.9	59	Papua New Guinea	59.0	109	Dominican Republic	44.8
10	Kenya	69.9	60	Timor-Leste	58.6	110	Malaysia	44.7
11	Germany	69.8	61	Congo, Dem. Rep.	58.4	111	Romania	44.2
12	Switzerland	69.1	62	Lesotho	58.4	112	Gabon	43.4
13	Bolivia	69.1	63	Thailand	57.9	113	Côte d'Ivoire	43.3
14	Guinea	69.1	64	Singapore	57.8	114	Armenia	42.8
15	United Kingdom	69.0	65	Lithuania	57.7	115	Uzbekistan	40.3
16	Lao PDR	67.4	66	Eswatini	57.7	116	Mauritius	39.9
17	Sierra Leone	66.8	67	Cambodia	56.7	117	Chad	39.3
17	Spain	66.7	68	Haiti	56.7	118	Russian Federation	39.2
19	Norway	66.3	69	Ethiopia	56.6	119	Bosnia and Herzegovina	38.6
20	Albania	66.2	70	Equatorial Guinea	56.0	120	Turkmenistan	37.0
21	United States	66.0	71	Slovenia	55.9	121	Turkey	36.1
22	Togo	65.5	72	Kazakhstan	55.9	122	Qatar	35.4
23	Belgium	65.1	73	Jamaica	55.8	123	Honduras	35.0
24	Finland	64.9	74	Czech Republic	55.3	124	United Arab Emirates	34.9
25	Tanzania	64.9	75	Korea, Rep.	54.6	125	Venezuela, RB	34.3
26	Australia	64.6	76	Colombia	54.3	126	Tajikistan	33.1
27	Congo, Rep.	63.9	77	Indonesia	54.2	127	Kyrgyz Republic	32.1
28	Canada	63.6	78	Mongolia	54.0	128	Saudi Arabia	30.0
29	Benin	63.6	79	Brazil	53.5	129	Myanmar	29.4
30	South Africa	63.4	80	Japan	53.3	130	Libya	26.8
31	Vietnam	63.3	81	Mexico	52.7	131	Kuwait	25.6
32	Sweden	63.1	82	Malawi	52.5	132	Bahrain	24.4
33	Ireland	62.2	83	Slovak Republic	52.0	133	Guatemala	23.9
34	Israel	62.1	84	Georgia	51.9	134	Mauritania	22.5
35	Portugal	62.0	85	Greece	51.7	135	Sri Lanka	21.6
36	Madagascar	61.5	86	Argentina	51.7	136	Sudan	16.3
37	Zimbabwe	61.4	87	Nicaragua	51.6	137	Tunisia	16.2
38	Angola	61.4	88	Trinidad and Tobago	51.4	138	Bangladesh	15.4
39	Guinea-Bissau	61.3	88	Hungary	51.2	139	Iraq	11.9
40	Denmark	61.2	90	Poland	51.1	140	India	9.6
41	Uganda	61.2	91	North Macedonia	50.8	141	Pakistan	8.7
42	Botswana	61.1	92	Paraguay	50.8	142	Afghanistan	8.6
43	Ghana	60.7	93	Italy	50.5	143	Oman	8.3
44	Zambia	60.7	94	Central African Republic	49.8	144	Morocco	7.8
45	Serbia	60.6	95	Ukraine	49.5	145	Jordan	6.9
46	Uruguay	60.5	95	Latvia	49.3	146	Algeria	6.2
47	Croatia	60.4	97	Ecuador	48.9	147	Lebanon	6.2
48	China	60.1	98	Cuba	48.8	148	Syrian Arab Republic	5.5
49	Peru	60.1	99	Nigeria	48.6	149	Egypt, Arab Rep.	4.2
50	Azerbaijan	60.1	100	Burkina Faso	48.5	150	Iran, Islamic Rep.	3.4
						151	Yemen, Rep.	2.8

The Elite Quality Report 2023 (EQx2023) provides Country Scores and Global Rankings for 151 countries  
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