

The Global Gender Gap Index 2015

The Global Gender Gap Index was first introduced by the World Economic Forum in 2006 as a framework for capturing the magnitude of gender-based disparities and tracking their progress. This year is the 10th edition of the Index, allowing for time-series analysis on the changing patterns of gender equality around the world and comparisons between and within countries.

The Index benchmarks national gender gaps on economic, political, education and health criteria, and provides country rankings that allow for effective comparisons across regions and income groups. The rankings are designed to create greater awareness among a global audience of the challenges posed by gender gaps and the opportunities created by reducing them. The methodology and quantitative analysis behind the rankings are intended to serve as a basis for designing effective measures for reducing gender gaps.

The first part of this chapter reviews the underlying concepts employed in creating the Global Gender Gap Index and outlines the methods used to calculate it. The second part presents the 2015 rankings, global patterns, regional performance and notable country cases. This includes an analysis on country performance over time, particularly for those countries that have been included in the Index since 2006. Next, we provide information on the key trends that can be observed through a decade of data for the 109 countries that have been covered since the first Index, by analysing data along subindex, income and regional lines. The fourth part of this chapter lays out the economic case for gender equality, including links between gender gaps and the economic performance of countries. In the fifth and final part, we provide information on implications for public policy and business practices.

The Country Profiles contained in Part 2 of this *Report* give a more detailed picture of the relative strengths and weaknesses of each country's performance compared with that of other nations and relative to its own past performance. The first page of each profile contains key demographic and economic indicators as well as detailed information on the country's performance in 2015, including a comparison within its income group. The second page of the Country Profiles shows the trends between 2006

and 2015 on the overall Index and four subindexes, as well as over 55 gender-related indicators that provide a fuller context for the country's performance. These indicators include information on employment & leadership; education and technology; health; family; and rights and norms.

MEASURING THE GLOBAL GENDER GAP

The methodology of the Index has remained stable since its development in 2006, providing robust comparative and intra-country information.

Three underlying concepts

There are three basic concepts underlying the Global Gender Gap Index, forming the basis of how indicators were chosen, how the data is treated and the scale used. First, the Index focuses on measuring gaps rather than levels. Second, it captures gaps in outcome variables rather than gaps in input variables. Third, it ranks countries according to gender equality rather than women's empowerment. These three concepts are briefly outlined below. For a description of how these concepts are captured by the construction techniques used in the creation of the Index, please see the "Construction of the Index" section below.

Gaps vs. levels

The Index is designed to measure gender-based gaps in access to resources and opportunities in countries rather than the actual levels of the available resources and opportunities in those countries. We do this in order to make the Global Gender Gap Index independent from the countries' levels of development. In other words, the Index is constructed to rank countries on their gender gaps not on their development level. For example, rich countries, generally speaking, are able to offer more education and health opportunities to all members of society, although this is quite independent of the gender-related gaps that may exist within those higher levels of health or education. The Global Gender Gap Index rewards countries for smaller gaps in access to these resources, regardless of the overall level of resources. Thus, in the case of education, the Index penalizes or rewards countries based

on the size of the gap between male and female enrolment rates, but not for the overall levels of education in the country.

Outcomes vs. inputs

The second basic concept underlying the Global Gender Gap Index is that it evaluates countries based on outcomes rather than inputs or means. Our aim is to provide a snapshot of where men and women stand with regard to some fundamental outcome indicators related to basic rights such as health, education, economic participation and political empowerment. Indicators related to country-specific policies, rights, culture or customs—factors that we consider “input” or “means” indicators—are not included in the Index, but they are displayed in the Country Profiles. For example, the Index includes an indicator comparing the gap between men and women in high-skilled jobs such as legislators, senior officials and managers (an outcome indicator) but does not include data on the length of maternity leave (a policy indicator).

Gender equality vs. women’s empowerment

The third distinguishing feature of the Global Gender Gap Index is that it ranks countries according to their proximity to gender equality rather than to women’s empowerment. Our aim is to focus on whether the gap between women and men in the chosen indicators has declined, rather than whether women are “winning” the “battle of the sexes”. Hence, the Index rewards countries that reach the point where outcomes for women equal those for men, but it neither rewards nor penalizes cases in which women are outperforming men in particular indicators in some countries. Thus a country that has higher enrolment for girls rather than boys in secondary school will score equal to a country where boys’ and girls’ enrolment is the same.

The four subindexes

The Global Gender Gap Index examines the gap between men and women in four fundamental categories (subindexes): *Economic Participation and Opportunity*, *Educational Attainment*, *Health and Survival* and *Political Empowerment*. Table 1 (page 5) displays all four of these subindexes and the 14 different indicators that compose them, along with the sources of data used for each.

Economic Participation and Opportunity

This subindex contains three concepts: the participation gap, the remuneration gap and the advancement gap. The participation gap is captured using the difference between women and men in labour force participation rates. The remuneration gap is captured through a hard data indicator (ratio of estimated female-to-male earned income) and a qualitative indicator gathered through the World Economic Forum’s Executive Opinion Survey (wage equality for similar work). Finally, the gap between the advancement of women

and men is captured through two hard data statistics (the ratio of women to men among legislators, senior officials and managers, and the ratio of women to men among technical and professional workers).

Educational Attainment

In this subindex, the gap between women’s and men’s current access to education is captured through ratios of women to men in primary-, secondary- and tertiary-level education. A longer-term view of the country’s ability to educate women and men in equal numbers is captured through the ratio of the female literacy rate to the male literacy rate.

Health and Survival

This subindex provides an overview of the differences between women’s and men’s health through the use of two indicators. The first is the sex ratio at birth, which aims specifically to capture the phenomenon of “missing women” prevalent in many countries with a strong son preference. Second, we use the gap between women’s and men’s healthy life expectancy. This measure provides an estimate of the number of years that women and men can expect to live in good health by taking into account the years lost to violence, disease, malnutrition or other relevant factors.

Political Empowerment

This subindex measures the gap between men and women at the highest level of political decision-making through the ratio of women to men in minister-level positions and the ratio of women to men in parliamentary positions. In addition, we include the ratio of women to men in terms of years in executive office (prime minister or president) for the last 50 years. A clear drawback in this category is the absence of any indicators capturing differences between the participation of women and men at local levels of government. Should such data become available at a globally comparative level in future years, they will be considered for inclusion in the Index.

Construction of the Index

The overall Global Gender Gap Index is constructed using a four-step process, outlined below. Some of the indicators listed in Table 1 require specific construction or modification in order to be used in the Index. For further information on the indicator-specific calculations, please refer to the How to Read the Country Profiles section in Part 2 of this *Report*.

Convert to ratios

Initially, all data are converted to female/male ratios. For example, a country with 20% of women in ministerial positions is assigned a ratio of 20 women /80 men, thus a value of 0.25. This is to ensure that the Index is capturing

Table 1: Structure of the Global Gender Gap Index

| Subindex | Variable | Source |
|---|--|--|
| Economic Participation and Opportunity | Ratio: female labour force participation over male value | International Labour Organisation (ILO) <i>Key Indicators of the Labour Market (KILM)</i> database, 6th edition; ILO estimates, 2013 |
| | Wage equality between women and men for similar work (converted to female-over-male ratio) | World Economic Forum <i>Executive Opinion Survey (EOS) 2015</i> |
| | Ratio: female estimated earned income over male value | World Economic Forum calculations based on United Nations Development Programme methodology (refer to <i>Human Development Report 2007/2009</i>) |
| | Ratio: female legislators, senior officials and managers over male value | International Labour Organisation <i>ILOStat</i> database, 2014 or latest available data; United Nations Development Programme <i>Human Development Report 2009</i> , most recent year available between 1999 and 2007 |
| | Ratio: female professional and technical workers over male value | International Labour Organisation <i>ILOStat</i> database, 2014 or latest available data; United Nations Development Programme <i>Human Development Report 2009</i> , most recent year available between 1999 and 2007 |
| Educational Attainment | Ratio: female literacy rate over male value | United Nations Educational, Scientific and Cultural Organization (UNESCO) Institute for Statistics <i>Education indicators</i> datababase, 2015, or latest available data; United Nations Development Programme <i>Human Development Report 2009</i> , most recent year available between 1997 and 2007; and <i>Human Development Report 2008</i> , most recent year available between 1999 and 2006 |
| | Ratio: female net primary enrolment rate over male value | UNESCO Institute for Statistics <i>Education indicators</i> database, 2014 or latest data available |
| | Ratio: female net secondary enrolment rate over male value | UNESCO Institute for Statistics <i>Education indicators</i> database, 2014 or latest data available |
| | Ratio: female gross tertiary enrolment ratio over male value | UNESCO Institute for Statistics <i>Education indicators</i> database, 2014 or latest data available |
| Health and Survival | Sex ratio at birth (converted to female-over-male ratio) | Central Intelligence Agency <i>The CIA World Factbook</i> , 2015 (data updated weekly) |
| | Ratio: female healthy life expectancy over male value | World Health Organization <i>Global Health Observatory</i> database, 2013 |
| Political Empowerment | Ratio: females with seats in parliament over male value | Inter-Parliamentary Union <i>Women in Politics: 2015</i> , reflecting elections/appointments up to 1 June 2015 |
| | Ratio: females at ministerial level over male value | Inter-Parliamentary Union <i>Women in Politics: 2015</i> , reflecting elections/appointments up to 1 June 2015 |
| | Ratio: number of years of a female head of state (last 50 years) over male value | World Economic Forum calculations, 30 June 2015 |

gaps between women and men's attainment levels, rather than the levels themselves.

Truncate data at equality benchmark

As a second step, these ratios are truncated at the "equality benchmark". For all indicators, except the two health indicators, this equality benchmark is considered to be 1, meaning equal numbers of women and men. In the case of the sex ratio at birth variable, the equality benchmark is set to be 0.944,¹ and the healthy life expectancy benchmark is set to be 1.06.² Truncating the data at the equality benchmarks for each indicator assigns the same score to a country that has reached parity between women and men and one where women have surpassed men.

The type of scale chosen determines whether the Index is rewarding women's empowerment or gender equality.³ To capture gender equality, two possible scales were considered. One was a *negative-positive scale* capturing the size and direction of the gender gap. This scale penalizes either men's advantage over women or women's advantage over men, and gives the highest points to absolute equality. The second choice was a *one-sided scale* that measures how close women are to reaching parity with men but does not reward or penalize countries for having a gender gap in the other direction. We find the one-sided scale more appropriate for our purposes, as it does not reward countries for having exceeded the parity benchmark.

Table 2: Calculation of weights within each subindex

| ECONOMIC PARTICIPATION AND OPPORTUNITY SUBINDEX | | | |
|--|--------------------|--|----------|
| Ratio | Standard deviation | Standard deviation per 1% point change | Weight |
| Ratio: female labour force participation over male value | 0.160 | 0.063 | 0.199 |
| Wage equality between women and men for similar work (converted to female-over-male ratio) | 0.103 | 0.097 | 0.310 |
| Ratio: female estimated earned income over male value | 0.144 | 0.069 | 0.221 |
| Ratio: female legislators, senior officials and managers over male value | 0.214 | 0.047 | 0.149 |
| Ratio: female professional and technical workers over male value | 0.262 | 0.038 | 0.121 |
| TOTAL | | | 1 |
| EDUCATIONAL ATTAINMENT SUBINDEX | | | |
| Ratio | Standard deviation | Standard deviation per 1% point change | Weight |
| Ratio: female literacy rate over male value | 0.145 | 0.069 | 0.191 |
| Ratio: female net primary enrolment rate over male value | 0.060 | 0.167 | 0.459 |
| Ratio: female net secondary enrolment rate over male value | 0.120 | 0.083 | 0.230 |
| Ratio: female gross tertiary enrolment ratio over male value | 0.228 | 0.044 | 0.121 |
| TOTAL | | | 1 |
| HEALTH AND SURVIVAL SUBINDEX | | | |
| Ratio | Standard deviation | Standard deviation per 1% point change | Weight |
| Sex ratio at birth (converted to female-over-male ratio) | 0.010 | 0.998 | 0.693 |
| Ratio: female healthy life expectancy over male value | 0.023 | 0.441 | 0.307 |
| TOTAL | | | 1 |
| POLITICAL EMPOWERMENT SUBINDEX | | | |
| Ratio | Standard deviation | Standard deviation per 1% point change | Weight |
| Ratio: females with seats in parliament over male value | 0.166 | 0.060 | 0.310 |
| Ratio: females at ministerial level over male value | 0.208 | 0.048 | 0.247 |
| Ratio: number of years with a female head of state (last 50 years) over male value | 0.116 | 0.086 | 0.443 |
| TOTAL | | | 1 |

Note: Calculations are based on the *Global Gender Gap Report 2006*.

Calculate subindex scores

The third step in the process involves calculating the weighted average of the indicators within each subindex to create the subindex scores. Averaging the different indicators would implicitly give more weight to the measure that exhibits the largest variability or standard deviation. We therefore first normalize the indicators by equalizing their standard deviations. For example, within the Educational Attainment subindex, standard deviations for each of the four indicators are calculated. Then we determine what a 1% point change would translate to in terms of standard deviations by dividing 0.01 by the standard deviation for each indicator. These four values are then used as weights to calculate the weighted average of the four indicators.

This way of weighting indicators allows us to make sure that each indicator has the same relative impact on the subindex. For example, an indicator with a small variability or standard deviation, such as primary enrolment rate, gets a larger weight within the Educational Attainment

subindex than an indicator with a larger variability, such as tertiary enrolment rate. Therefore, a country with a large gender gap in primary education (an indicator where most countries have achieved near-parity between women and men) will be more heavily penalized. Similarly, in the case of the sex ratio indicator (within the Health and Survival subindex), where most countries have a very high sex ratio and the spread of the data is small, the larger weight will penalize more heavily those countries that deviate from this value. Table 2 displays the values of the weights used.⁴

Calculate final scores

In the case of all subindexes, the highest possible score is 1 (equality) and the lowest possible score is 0 (inequality), thus binding the scores between inequality and equality benchmarks.⁵ An un-weighted average of each subindex score is used to calculate the overall Global Gender Gap Index score. As in the case of the subindexes, this final value ranges between 1 (equality) and 0 (inequality), thus

allowing for comparisons relative to ideal standards of equality in addition to relative country rankings.⁶ The equality and inequality benchmarks remain fixed across time, allowing the reader to track individual country progress in relation to an ideal standard of equality. Furthermore, the option of roughly interpreting the final Index scores as a percentage value that reveals how a country has reduced its gender gap should help make the Index more intuitively appealing to readers.⁷

THE GLOBAL GENDER GAP INDEX RESULTS IN 2015

Country Coverage 2015

We aim to include a maximum number of countries in the *Report* every year, within the constraints posed by data availability. To be included in the *Report*, a country must have data available for a minimum of 12 indicators out of the 14 that make up the Index. In 2015, we have been able to include 145 countries in the *Report*. Of these, 109 have been included in the *Report* since the first edition published in 2006.

Nearly 200 countries were considered for inclusion this year. Out of the 145 ultimately covered in this *Report*, 19 countries had one data point missing and 31 countries had two data points missing. Missing data is clearly marked on each relevant Country Profile.

Last year we included 142 countries in the Index. This year, we were able to include three new countries—Benin, Cameroon and The Gambia—resulting in a total of 145 countries.

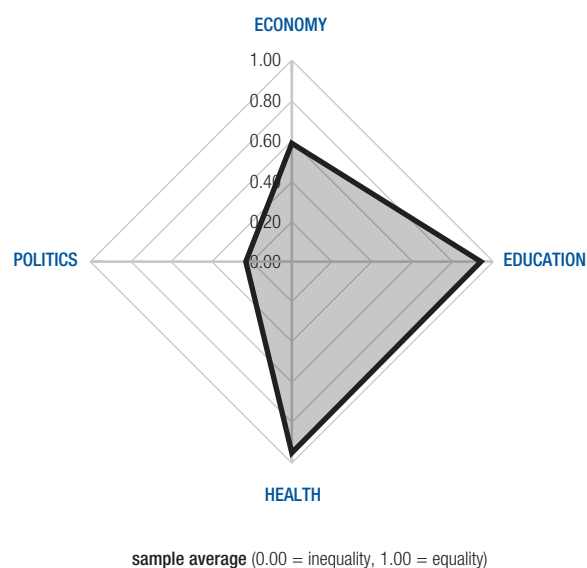
Figure 1 is a global snapshot of the gender gap in the four subindexes. It shows that the 145 countries covered in the *Report* have closed almost 96% of the gap in health outcomes between women and men and 95% of the gap in educational attainment. However, the gap between women and men on economic participation and political empowerment remains wide: only 59% of the economic outcomes gap and 23% of the political outcomes gap have been closed.

Global Results

Table 3 (page 8) displays the 2015 index and subindex rankings, organized from highest to lowest by rank, on the overall index. No country in the world has fully closed the gender gap, but four out of the five Nordic countries and Ireland have closed more than 80% of it. Yemen, the lowest ranking country has closed over 48% of the gender gap. For further analysis of countries, refer to the Country Results section.

Figure 2 (page 12) illustrates the spread of country scores for the overall Index. The population-weighted global average is highlighted by the blue diamond. Iceland holds the top spot, followed closely by Norway and Finland. At the other end are Pakistan, Syria and Yemen, which is the lowest-scoring country in the Index.

Figure 1: Global performance, 2015



Source: Global Gender Gap Index 2015.

Performance by Subindex, 2015

Table 4 (page 10) displays the rankings by subindex, organized highest to lowest by rank per subindex. In 2015, 25 countries have fully closed the gap on the Educational Attainment subindex, the same number as the last two years. Angola, Yemen, Guinea, Benin and Chad hold the last five spots on this subindex, with Benin and Chad having closed less than 70% of their education gender gap. In total, there are 21 countries where women still have less than 90% of the education outcomes that men have. Thirty-five countries are below world average (weighted by population) on this subindex. While the Index takes into account four key indicators to measure the gender gap on education outcomes, the Country Profiles provide additional information on the gaps between women and men, on out-of-school children of primary school age, education attainment rates, STEM education and PhD degrees.

Forty countries (five more than last year) have fully closed their gender gap on the Health and Survival subindex. Mali, Albania, India, Armenia and China are the lowest-ranked countries, and no country currently has a gap bigger than 90% on this subindex. Only nine countries are below world average (weighted by population) on this subindex. While the index takes into account two key measures of gender gaps, this year we are presenting additional contextual information in the Country Profiles that reveals differences between male and female outcomes from cardiovascular disease, cancer, diabetes, respiratory disease, HIV, malaria, tuberculosis and malnutrition. Additionally, the Country Profiles contain detailed information on maternal health and fertility.

Table 3: Global rankings, 2015

| Country | GLOBAL INDEX | | ECONOMIC PARTICIPATION AND OPPORTUNITY | | EDUCATIONAL ATTAINMENT | | HEALTH AND SURVIVAL | | POLITICAL EMPOWERMENT | |
|---------------------|--------------|-------|--|-------|------------------------|-------|---------------------|-------|-----------------------|-------|
| | Rank | Score | Rank | Score | Rank | Score | Rank | Score | Rank | Score |
| Iceland | 1 | 0.881 | 5 | 0.836 | 1 | 1.000 | 105 | 0.970 | 1 | 0.719 |
| Norway | 2 | 0.850 | 1 | 0.868 | 32 | 1.000 | 70 | 0.974 | 3 | 0.559 |
| Finland | 3 | 0.850 | 8 | 0.815 | 1 | 1.000 | 1 | 0.980 | 2 | 0.607 |
| Sweden | 4 | 0.823 | 4 | 0.836 | 54 | 0.996 | 71 | 0.974 | 5 | 0.486 |
| Ireland | 5 | 0.807 | 26 | 0.777 | 44 | 0.998 | 56 | 0.979 | 6 | 0.474 |
| Rwanda | 6 | 0.794 | 14 | 0.808 | 112 | 0.944 | 91 | 0.972 | 7 | 0.452 |
| Philippines | 7 | 0.790 | 16 | 0.799 | 34 | 1.000 | 1 | 0.980 | 17 | 0.382 |
| Switzerland | 8 | 0.785 | 17 | 0.798 | 69 | 0.993 | 74 | 0.974 | 18 | 0.376 |
| Slovenia | 9 | 0.784 | 24 | 0.778 | 29 | 1.000 | 79 | 0.973 | 16 | 0.385 |
| New Zealand | 10 | 0.782 | 30 | 0.768 | 1 | 1.000 | 105 | 0.970 | 15 | 0.390 |
| Germany | 11 | 0.779 | 38 | 0.737 | 88 | 0.987 | 56 | 0.979 | 11 | 0.413 |
| Nicaragua | 12 | 0.776 | 100 | 0.619 | 1 | 1.000 | 1 | 0.980 | 4 | 0.506 |
| Netherlands | 13 | 0.776 | 39 | 0.732 | 1 | 1.000 | 104 | 0.970 | 13 | 0.401 |
| Denmark | 14 | 0.767 | 20 | 0.788 | 1 | 1.000 | 107 | 0.970 | 29 | 0.309 |
| France | 15 | 0.761 | 56 | 0.699 | 1 | 1.000 | 1 | 0.980 | 19 | 0.365 |
| Namibia | 16 | 0.760 | 27 | 0.775 | 1 | 1.000 | 1 | 0.980 | 33 | 0.287 |
| South Africa | 17 | 0.759 | 72 | 0.670 | 85 | 0.987 | 1 | 0.980 | 14 | 0.400 |
| United Kingdom | 18 | 0.758 | 43 | 0.724 | 37 | 1.000 | 66 | 0.974 | 23 | 0.335 |
| Belgium | 19 | 0.753 | 34 | 0.762 | 1 | 1.000 | 66 | 0.974 | 35 | 0.275 |
| Latvia | 20 | 0.752 | 21 | 0.784 | 1 | 1.000 | 1 | 0.980 | 40 | 0.246 |
| Estonia | 21 | 0.749 | 47 | 0.711 | 39 | 0.999 | 1 | 0.980 | 30 | 0.308 |
| Bolivia | 22 | 0.749 | 96 | 0.634 | 101 | 0.967 | 1 | 0.980 | 10 | 0.415 |
| Burundi | 23 | 0.748 | 3 | 0.845 | 131 | 0.857 | 68 | 0.974 | 28 | 0.314 |
| Barbados | 24 | 0.744 | 2 | 0.848 | 46 | 0.998 | 1 | 0.980 | 77 | 0.150 |
| Spain | 25 | 0.742 | 67 | 0.674 | 47 | 0.998 | 93 | 0.972 | 26 | 0.326 |
| Moldova | 26 | 0.742 | 18 | 0.797 | 50 | 0.996 | 42 | 0.979 | 58 | 0.195 |
| Mozambique | 27 | 0.741 | 29 | 0.773 | 129 | 0.860 | 114 | 0.968 | 21 | 0.361 |
| United States | 28 | 0.740 | 6 | 0.826 | 40 | 0.999 | 64 | 0.975 | 72 | 0.162 |
| Cuba | 29 | 0.740 | 119 | 0.579 | 26 | 1.000 | 63 | 0.975 | 12 | 0.407 |
| Canada | 30 | 0.740 | 28 | 0.773 | 1 | 1.000 | 109 | 0.969 | 46 | 0.218 |
| Lithuania | 31 | 0.740 | 35 | 0.759 | 66 | 0.994 | 42 | 0.979 | 45 | 0.227 |
| Luxembourg | 32 | 0.738 | 31 | 0.766 | 1 | 1.000 | 71 | 0.974 | 53 | 0.212 |
| Ecuador | 33 | 0.738 | 66 | 0.677 | 53 | 0.996 | 1 | 0.980 | 31 | 0.297 |
| Belarus | 34 | 0.734 | 10 | 0.813 | 33 | 1.000 | 42 | 0.979 | 79 | 0.146 |
| Argentina | 35 | 0.734 | 105 | 0.615 | 55 | 0.996 | 1 | 0.980 | 22 | 0.347 |
| Australia | 36 | 0.733 | 32 | 0.766 | 1 | 1.000 | 74 | 0.974 | 61 | 0.193 |
| Austria | 37 | 0.733 | 52 | 0.705 | 1 | 1.000 | 1 | 0.980 | 39 | 0.246 |
| Costa Rica | 38 | 0.732 | 118 | 0.587 | 1 | 1.000 | 64 | 0.975 | 20 | 0.365 |
| Portugal | 39 | 0.731 | 46 | 0.712 | 60 | 0.995 | 79 | 0.973 | 41 | 0.244 |
| Bahamas | 40 | 0.728 | 7 | 0.823 | 1 | 1.000 | 1 | 0.980 | 98 | 0.110 |
| Italy | 41 | 0.726 | 111 | 0.603 | 58 | 0.995 | 74 | 0.974 | 24 | 0.331 |
| Colombia | 42 | 0.725 | 37 | 0.746 | 61 | 0.994 | 42 | 0.979 | 64 | 0.180 |
| Bulgaria | 43 | 0.722 | 55 | 0.701 | 72 | 0.992 | 42 | 0.979 | 48 | 0.215 |
| Panama | 44 | 0.722 | 57 | 0.698 | 62 | 0.994 | 1 | 0.980 | 51 | 0.214 |
| Serbia | 45 | 0.720 | 74 | 0.669 | 52 | 0.996 | 79 | 0.973 | 43 | 0.242 |
| Trinidad and Tobago | 46 | 0.720 | 53 | 0.704 | 59 | 0.995 | 1 | 0.980 | 56 | 0.201 |
| Kazakhstan | 47 | 0.719 | 36 | 0.749 | 28 | 1.000 | 1 | 0.980 | 78 | 0.148 |
| Kenya | 48 | 0.719 | 25 | 0.778 | 113 | 0.942 | 85 | 0.973 | 62 | 0.182 |
| Tanzania | 49 | 0.718 | 49 | 0.709 | 126 | 0.894 | 55 | 0.979 | 32 | 0.292 |
| Cape Verde | 50 | 0.717 | 115 | 0.591 | 99 | 0.970 | 1 | 0.980 | 25 | 0.329 |
| Poland | 51 | 0.715 | 75 | 0.667 | 38 | 1.000 | 42 | 0.979 | 52 | 0.213 |
| Lao PDR | 52 | 0.713 | 11 | 0.811 | 116 | 0.935 | 92 | 0.972 | 84 | 0.132 |
| Israel | 53 | 0.712 | 71 | 0.671 | 51 | 0.996 | 69 | 0.974 | 54 | 0.205 |
| Singapore | 54 | 0.711 | 9 | 0.814 | 111 | 0.945 | 122 | 0.967 | 92 | 0.119 |
| Botswana | 55 | 0.710 | 15 | 0.800 | 1 | 1.000 | 87 | 0.973 | 126 | 0.068 |
| Mongolia | 56 | 0.709 | 22 | 0.783 | 73 | 0.992 | 1 | 0.980 | 117 | 0.084 |
| Zimbabwe | 57 | 0.709 | 51 | 0.707 | 97 | 0.974 | 1 | 0.980 | 66 | 0.175 |
| Uganda | 58 | 0.708 | 84 | 0.653 | 117 | 0.930 | 1 | 0.980 | 36 | 0.271 |
| Croatia | 59 | 0.708 | 78 | 0.664 | 65 | 0.994 | 42 | 0.979 | 60 | 0.193 |
| Thailand | 60 | 0.706 | 19 | 0.794 | 67 | 0.994 | 1 | 0.980 | 131 | 0.057 |
| Lesotho | 61 | 0.706 | 68 | 0.672 | 1 | 1.000 | 1 | 0.980 | 68 | 0.172 |
| El Salvador | 62 | 0.706 | 92 | 0.639 | 78 | 0.991 | 1 | 0.980 | 49 | 0.214 |
| Ghana | 63 | 0.704 | 13 | 0.808 | 119 | 0.924 | 87 | 0.973 | 96 | 0.112 |
| Bangladesh | 64 | 0.704 | 130 | 0.462 | 109 | 0.948 | 95 | 0.971 | 8 | 0.433 |
| Jamaica | 65 | 0.703 | 64 | 0.678 | 42 | 0.998 | 1 | 0.980 | 75 | 0.155 |
| Guyana | 66 | 0.702 | 124 | 0.569 | 1 | 1.000 | 1 | 0.980 | 37 | 0.261 |
| Ukraine | 67 | 0.702 | 40 | 0.731 | 30 | 1.000 | 42 | 0.979 | 107 | 0.098 |
| Malawi | 68 | 0.701 | 12 | 0.809 | 124 | 0.910 | 78 | 0.973 | 95 | 0.113 |
| Macedonia, FYR | 69 | 0.701 | 70 | 0.671 | 80 | 0.990 | 120 | 0.967 | 65 | 0.178 |
| Albania | 70 | 0.701 | 69 | 0.671 | 98 | 0.972 | 142 | 0.947 | 50 | 0.214 |
| Mexico | 71 | 0.699 | 126 | 0.545 | 75 | 0.991 | 1 | 0.980 | 34 | 0.281 |
| Senegal | 72 | 0.698 | 65 | 0.678 | 133 | 0.833 | 124 | 0.967 | 27 | 0.316 |
| Chile | 73 | 0.698 | 123 | 0.570 | 36 | 1.000 | 41 | 0.979 | 42 | 0.243 |

Table 3: Global rankings, 2015 (cont'd.)

| Country | GLOBAL INDEX | | ECONOMIC PARTICIPATION AND OPPORTUNITY | | EDUCATIONAL ATTAINMENT | | HEALTH AND SURVIVAL | | POLITICAL EMPOWERMENT | |
|----------------------|--------------|-------|--|-------|------------------------|-------|---------------------|-------|-----------------------|-------|
| | Rank | Score | Rank | Score | Rank | Score | Rank | Score | Rank | Score |
| Madagascar | 74 | 0.698 | 59 | 0.696 | 95 | 0.981 | 90 | 0.973 | 80 | 0.142 |
| Russian Federation | 75 | 0.694 | 42 | 0.731 | 27 | 1.000 | 42 | 0.979 | 128 | 0.066 |
| Kyrgyz Republic | 76 | 0.693 | 80 | 0.658 | 81 | 0.989 | 79 | 0.973 | 76 | 0.153 |
| Romania | 77 | 0.693 | 50 | 0.708 | 64 | 0.994 | 42 | 0.979 | 113 | 0.090 |
| Venezuela | 78 | 0.691 | 82 | 0.657 | 79 | 0.990 | 1 | 0.980 | 82 | 0.139 |
| Montenegro | 79 | 0.689 | 73 | 0.670 | 49 | 0.997 | 62 | 0.975 | 94 | 0.114 |
| Honduras | 80 | 0.688 | 101 | 0.617 | 1 | 1.000 | 61 | 0.976 | 74 | 0.160 |
| Czech Republic | 81 | 0.687 | 94 | 0.636 | 1 | 1.000 | 42 | 0.979 | 83 | 0.134 |
| Georgia | 82 | 0.687 | 60 | 0.692 | 31 | 1.000 | 120 | 0.967 | 114 | 0.089 |
| Vietnam | 83 | 0.687 | 41 | 0.731 | 114 | 0.941 | 139 | 0.950 | 88 | 0.124 |
| Sri Lanka | 84 | 0.686 | 120 | 0.577 | 57 | 0.995 | 1 | 0.980 | 59 | 0.193 |
| Brazil | 85 | 0.686 | 89 | 0.642 | 1 | 1.000 | 1 | 0.980 | 89 | 0.123 |
| Dominican Republic | 86 | 0.686 | 86 | 0.648 | 91 | 0.984 | 98 | 0.971 | 81 | 0.140 |
| Greece | 87 | 0.685 | 87 | 0.644 | 56 | 0.996 | 56 | 0.979 | 91 | 0.120 |
| Brunei Darussalam | 88 | 0.684 | 23 | 0.780 | 70 | 0.993 | 131 | 0.966 | 145 | 0.000 |
| Peru | 89 | 0.683 | 110 | 0.603 | 87 | 0.987 | 101 | 0.970 | 67 | 0.173 |
| Cameroon* | 90 | 0.682 | 44 | 0.724 | 130 | 0.857 | 115 | 0.968 | 63 | 0.180 |
| China | 91 | 0.682 | 81 | 0.657 | 83 | 0.988 | 145 | 0.919 | 73 | 0.162 |
| Indonesia | 92 | 0.681 | 114 | 0.593 | 89 | 0.986 | 60 | 0.976 | 71 | 0.168 |
| Uruguay | 93 | 0.679 | 91 | 0.639 | 48 | 0.997 | 1 | 0.980 | 106 | 0.101 |
| Suriname | 94 | 0.678 | 103 | 0.616 | 45 | 0.998 | 1 | 0.980 | 90 | 0.120 |
| Tajikistan | 95 | 0.675 | 48 | 0.709 | 120 | 0.922 | 127 | 0.966 | 103 | 0.104 |
| Azerbaijan | 96 | 0.675 | 54 | 0.701 | 90 | 0.984 | 139 | 0.950 | 129 | 0.063 |
| Slovak Republic | 97 | 0.675 | 93 | 0.638 | 1 | 1.000 | 79 | 0.973 | 115 | 0.087 |
| Gambia, The* | 98 | 0.674 | 58 | 0.697 | 118 | 0.926 | 85 | 0.973 | 108 | 0.098 |
| Hungary | 99 | 0.672 | 62 | 0.685 | 76 | 0.991 | 42 | 0.979 | 139 | 0.035 |
| Cyprus | 100 | 0.671 | 88 | 0.643 | 41 | 0.998 | 73 | 0.974 | 124 | 0.069 |
| Japan | 101 | 0.670 | 106 | 0.611 | 84 | 0.988 | 42 | 0.979 | 104 | 0.103 |
| Swaziland | 102 | 0.670 | 107 | 0.608 | 1 | 1.000 | 133 | 0.961 | 100 | 0.109 |
| Belize | 103 | 0.668 | 85 | 0.651 | 68 | 0.994 | 1 | 0.980 | 135 | 0.048 |
| Malta | 104 | 0.668 | 122 | 0.573 | 1 | 1.000 | 108 | 0.970 | 86 | 0.128 |
| Armenia | 105 | 0.668 | 79 | 0.664 | 35 | 1.000 | 144 | 0.939 | 125 | 0.068 |
| Guatemala | 106 | 0.667 | 98 | 0.627 | 108 | 0.953 | 1 | 0.980 | 99 | 0.109 |
| Paraguay | 107 | 0.666 | 102 | 0.616 | 63 | 0.994 | 1 | 0.980 | 122 | 0.075 |
| India | 108 | 0.664 | 139 | 0.383 | 125 | 0.896 | 143 | 0.942 | 9 | 0.433 |
| Cambodia | 109 | 0.662 | 63 | 0.681 | 127 | 0.891 | 1 | 0.980 | 109 | 0.098 |
| Nepal | 110 | 0.658 | 121 | 0.575 | 122 | 0.917 | 94 | 0.972 | 70 | 0.169 |
| Malaysia | 111 | 0.655 | 95 | 0.634 | 100 | 0.967 | 110 | 0.969 | 134 | 0.051 |
| Liberia | 112 | 0.652 | 99 | 0.620 | 136 | 0.806 | 119 | 0.967 | 47 | 0.216 |
| Maldives | 113 | 0.652 | 117 | 0.589 | 43 | 0.998 | 130 | 0.966 | 133 | 0.055 |
| Burkina Faso | 114 | 0.651 | 45 | 0.721 | 134 | 0.831 | 117 | 0.967 | 118 | 0.083 |
| Korea, Rep. | 115 | 0.651 | 125 | 0.557 | 102 | 0.965 | 79 | 0.973 | 101 | 0.107 |
| Zambia | 116 | 0.650 | 83 | 0.656 | 128 | 0.863 | 77 | 0.974 | 102 | 0.107 |
| Kuwait | 117 | 0.646 | 104 | 0.615 | 77 | 0.991 | 137 | 0.957 | 141 | 0.022 |
| Bhutan | 118 | 0.646 | 90 | 0.641 | 121 | 0.921 | 126 | 0.966 | 132 | 0.056 |
| United Arab Emirates | 119 | 0.646 | 128 | 0.519 | 86 | 0.987 | 133 | 0.961 | 93 | 0.115 |
| Mauritius | 120 | 0.646 | 127 | 0.534 | 74 | 0.991 | 1 | 0.980 | 120 | 0.078 |
| Fiji | 121 | 0.645 | 129 | 0.512 | 71 | 0.992 | 1 | 0.980 | 110 | 0.097 |
| Qatar | 122 | 0.645 | 97 | 0.632 | 96 | 0.977 | 137 | 0.957 | 144 | 0.013 |
| Bahrain | 123 | 0.644 | 113 | 0.597 | 94 | 0.981 | 133 | 0.961 | 138 | 0.037 |
| Ethiopia | 124 | 0.640 | 108 | 0.608 | 140 | 0.741 | 59 | 0.978 | 44 | 0.232 |
| Nigeria | 125 | 0.638 | 61 | 0.691 | 137 | 0.802 | 133 | 0.961 | 111 | 0.097 |
| Angola | 126 | 0.637 | 116 | 0.590 | 141 | 0.726 | 1 | 0.980 | 38 | 0.251 |
| Tunisia | 127 | 0.634 | 133 | 0.444 | 107 | 0.953 | 111 | 0.969 | 69 | 0.170 |
| Algeria | 128 | 0.632 | 137 | 0.410 | 110 | 0.946 | 128 | 0.966 | 55 | 0.205 |
| Benin* | 129 | 0.625 | 33 | 0.764 | 144 | 0.700 | 117 | 0.967 | 127 | 0.067 |
| Turkey | 130 | 0.624 | 131 | 0.459 | 105 | 0.957 | 1 | 0.980 | 105 | 0.103 |
| Guinea | 131 | 0.618 | 76 | 0.666 | 143 | 0.707 | 116 | 0.967 | 85 | 0.130 |
| Mauritania | 132 | 0.613 | 132 | 0.447 | 132 | 0.839 | 87 | 0.973 | 57 | 0.195 |
| Côte d'Ivoire | 133 | 0.606 | 112 | 0.603 | 138 | 0.773 | 113 | 0.968 | 119 | 0.081 |
| Saudi Arabia | 134 | 0.605 | 138 | 0.387 | 82 | 0.988 | 129 | 0.966 | 121 | 0.077 |
| Oman | 135 | 0.604 | 134 | 0.441 | 92 | 0.984 | 100 | 0.971 | 142 | 0.021 |
| Egypt | 136 | 0.599 | 135 | 0.441 | 115 | 0.935 | 97 | 0.971 | 136 | 0.048 |
| Mali | 137 | 0.599 | 109 | 0.605 | 139 | 0.755 | 141 | 0.949 | 116 | 0.086 |
| Lebanon | 138 | 0.598 | 136 | 0.439 | 104 | 0.963 | 103 | 0.970 | 143 | 0.021 |
| Morocco | 139 | 0.593 | 140 | 0.378 | 123 | 0.914 | 95 | 0.971 | 97 | 0.110 |
| Jordan | 140 | 0.593 | 142 | 0.350 | 93 | 0.983 | 132 | 0.966 | 123 | 0.073 |
| Iran, Islamic Rep. | 141 | 0.580 | 141 | 0.357 | 106 | 0.954 | 99 | 0.971 | 137 | 0.037 |
| Chad | 142 | 0.580 | 77 | 0.666 | 145 | 0.591 | 112 | 0.968 | 112 | 0.093 |
| Syria | 143 | 0.568 | 144 | 0.279 | 103 | 0.965 | 102 | 0.970 | 130 | 0.059 |
| Pakistan | 144 | 0.559 | 143 | 0.330 | 135 | 0.813 | 125 | 0.967 | 87 | 0.127 |
| Yemen | 145 | 0.484 | 145 | 0.225 | 142 | 0.720 | 123 | 0.967 | 140 | 0.026 |

* New countries 2015

Table 4: Rankings by subindex, 2015

| ECONOMIC PARTICIPATION AND OPPORTUNITY | | | | | | EDUCATIONAL ATTAINMENT | | | | | |
|--|------|-------|----------------------|------|-------|------------------------|------|-------|----------------------|------|-------|
| Country | Rank | Score | Country | Rank | Score | Country | Rank | Score | Country | Rank | Score |
| Norway | 1 | 0.868 | Serbia | 74 | 0.669 | Australia | 1 | 1.000 | Mauritius | 74 | 0.991 |
| Barbados | 2 | 0.848 | Poland | 75 | 0.667 | Austria | 1 | 1.000 | Mexico | 75 | 0.991 |
| Burundi | 3 | 0.845 | Guinea | 76 | 0.666 | Bahamas | 1 | 1.000 | Hungary | 76 | 0.991 |
| Sweden | 4 | 0.836 | Chad | 77 | 0.666 | Belgium | 1 | 1.000 | Kuwait | 77 | 0.991 |
| Iceland | 5 | 0.836 | Croatia | 78 | 0.664 | Botswana | 1 | 1.000 | El Salvador | 78 | 0.991 |
| United States | 6 | 0.826 | Armenia | 79 | 0.664 | Brazil | 1 | 1.000 | Venezuela | 79 | 0.990 |
| Bahamas | 7 | 0.823 | Kyrgyz Republic | 80 | 0.658 | Canada | 1 | 1.000 | Macedonia, FYR | 80 | 0.990 |
| Finland | 8 | 0.815 | China | 81 | 0.657 | Costa Rica | 1 | 1.000 | Kyrgyz Republic | 81 | 0.989 |
| Singapore | 9 | 0.814 | Venezuela | 82 | 0.657 | Czech Republic | 1 | 1.000 | Saudi Arabia | 82 | 0.988 |
| Belarus | 10 | 0.813 | Zambia | 83 | 0.656 | Denmark | 1 | 1.000 | China | 83 | 0.988 |
| Lao PDR | 11 | 0.811 | Uganda | 84 | 0.653 | Finland | 1 | 1.000 | Japan | 84 | 0.988 |
| Malawi | 12 | 0.809 | Belize | 85 | 0.651 | France | 1 | 1.000 | South Africa | 85 | 0.987 |
| Ghana | 13 | 0.808 | Dominican Republic | 86 | 0.648 | Guyana | 1 | 1.000 | United Arab Emirates | 86 | 0.987 |
| Rwanda | 14 | 0.808 | Greece | 87 | 0.644 | Honduras | 1 | 1.000 | Peru | 87 | 0.987 |
| Botswana | 15 | 0.800 | Cyprus | 88 | 0.643 | Iceland | 1 | 1.000 | Germany | 88 | 0.987 |
| Philippines | 16 | 0.799 | Brazil | 89 | 0.642 | Latvia | 1 | 1.000 | Indonesia | 89 | 0.986 |
| Switzerland | 17 | 0.798 | Bhutan | 90 | 0.641 | Lesotho | 1 | 1.000 | Azerbaijan | 90 | 0.984 |
| Moldova | 18 | 0.797 | Uruguay | 91 | 0.639 | Luxembourg | 1 | 1.000 | Dominican Republic | 91 | 0.984 |
| Thailand | 19 | 0.794 | El Salvador | 92 | 0.639 | Malta | 1 | 1.000 | Oman | 92 | 0.984 |
| Denmark | 20 | 0.788 | Slovak Republic | 93 | 0.638 | Namibia | 1 | 1.000 | Jordan | 93 | 0.983 |
| Latvia | 21 | 0.784 | Czech Republic | 94 | 0.636 | Netherlands | 1 | 1.000 | Bahrain | 94 | 0.981 |
| Mongolia | 22 | 0.783 | Malaysia | 95 | 0.634 | New Zealand | 1 | 1.000 | Madagascar | 95 | 0.981 |
| Brunei Darussalam | 23 | 0.780 | Bolivia | 96 | 0.634 | Nicaragua | 1 | 1.000 | Qatar | 96 | 0.977 |
| Slovenia | 24 | 0.778 | Qatar | 97 | 0.632 | Slovak Republic | 1 | 1.000 | Zimbabwe | 97 | 0.974 |
| Kenya | 25 | 0.778 | Guatemala | 98 | 0.627 | Swaziland | 1 | 1.000 | Albania | 98 | 0.972 |
| Ireland | 26 | 0.777 | Liberia | 99 | 0.620 | Cuba | 26 | 1.000 | Cape Verde | 99 | 0.970 |
| Namibia | 27 | 0.775 | Nicaragua | 100 | 0.619 | Russian Federation | 27 | 1.000 | Malaysia | 100 | 0.967 |
| Canada | 28 | 0.773 | Honduras | 101 | 0.617 | Kazakhstan | 28 | 1.000 | Bolivia | 101 | 0.967 |
| Mozambique | 29 | 0.773 | Paraguay | 102 | 0.616 | Slovenia | 29 | 1.000 | Korea, Rep. | 102 | 0.965 |
| New Zealand | 30 | 0.768 | Suriname | 103 | 0.616 | Ukraine | 30 | 1.000 | Syria | 103 | 0.965 |
| Luxembourg | 31 | 0.766 | Kuwait | 104 | 0.615 | Georgia | 31 | 1.000 | Lebanon | 104 | 0.963 |
| Australia | 32 | 0.766 | Argentina | 105 | 0.615 | Norway | 32 | 1.000 | Turkey | 105 | 0.957 |
| Benin* | 33 | 0.764 | Japan | 106 | 0.611 | Belarus | 33 | 1.000 | Iran, Islamic Rep. | 106 | 0.954 |
| Belgium | 34 | 0.762 | Swaziland | 107 | 0.608 | Philippines | 34 | 1.000 | Tunisia | 107 | 0.953 |
| Lithuania | 35 | 0.759 | Ethiopia | 108 | 0.608 | Armenia | 35 | 1.000 | Guatemala | 108 | 0.953 |
| Kazakhstan | 36 | 0.749 | Mali | 109 | 0.605 | Chile | 36 | 1.000 | Bangladesh | 109 | 0.948 |
| Colombia | 37 | 0.746 | Peru | 110 | 0.603 | United Kingdom | 37 | 1.000 | Algeria | 110 | 0.946 |
| Germany | 38 | 0.737 | Italy | 111 | 0.603 | Poland | 38 | 1.000 | Singapore | 111 | 0.945 |
| Netherlands | 39 | 0.732 | Côte d'Ivoire | 112 | 0.603 | Estonia | 39 | 0.999 | Rwanda | 112 | 0.944 |
| Ukraine | 40 | 0.731 | Bahrain | 113 | 0.597 | United States | 40 | 0.999 | Kenya | 113 | 0.942 |
| Vietnam | 41 | 0.731 | Indonesia | 114 | 0.593 | Cyprus | 41 | 0.998 | Vietnam | 114 | 0.941 |
| Russian Federation | 42 | 0.731 | Cape Verde | 115 | 0.591 | Jamaica | 42 | 0.998 | Egypt | 115 | 0.935 |
| United Kingdom | 43 | 0.724 | Angola | 116 | 0.590 | Maldives | 43 | 0.998 | Lao PDR | 116 | 0.935 |
| Cameroon* | 44 | 0.724 | Maldives | 117 | 0.589 | Ireland | 44 | 0.998 | Uganda | 117 | 0.930 |
| Burkina Faso | 45 | 0.721 | Costa Rica | 118 | 0.587 | Suriname | 45 | 0.998 | Gambia, The* | 118 | 0.926 |
| Portugal | 46 | 0.712 | Cuba | 119 | 0.579 | Barbados | 46 | 0.998 | Ghana | 119 | 0.924 |
| Estonia | 47 | 0.711 | Sri Lanka | 120 | 0.577 | Spain | 47 | 0.998 | Tajikistan | 120 | 0.922 |
| Tajikistan | 48 | 0.709 | Nepal | 121 | 0.575 | Uruguay | 48 | 0.997 | Bhutan | 121 | 0.921 |
| Tanzania | 49 | 0.709 | Malta | 122 | 0.573 | Montenegro | 49 | 0.997 | Nepal | 122 | 0.917 |
| Romania | 50 | 0.708 | Chile | 123 | 0.570 | Moldova | 50 | 0.996 | Morocco | 123 | 0.914 |
| Zimbabwe | 51 | 0.707 | Guyana | 124 | 0.569 | Israel | 51 | 0.996 | Malawi | 124 | 0.910 |
| Austria | 52 | 0.705 | Korea, Rep. | 125 | 0.557 | Serbia | 52 | 0.996 | India | 125 | 0.896 |
| Trinidad and Tobago | 53 | 0.704 | Mexico | 126 | 0.545 | Ecuador | 53 | 0.996 | Tanzania | 126 | 0.894 |
| Azerbaijan | 54 | 0.701 | Mauritius | 127 | 0.534 | Sweden | 54 | 0.996 | Cambodia | 127 | 0.891 |
| Bulgaria | 55 | 0.701 | United Arab Emirates | 128 | 0.519 | Argentina | 55 | 0.996 | Zambia | 128 | 0.863 |
| France | 56 | 0.699 | Fiji | 129 | 0.512 | Greece | 56 | 0.996 | Mozambique | 129 | 0.860 |
| Panama | 57 | 0.698 | Bangladesh | 130 | 0.462 | Italy | 57 | 0.995 | Cameroon* | 130 | 0.857 |
| Gambia, The* | 58 | 0.697 | Turkey | 131 | 0.459 | Trinidad and Tobago | 59 | 0.995 | Burundi | 131 | 0.857 |
| Madagascar | 59 | 0.696 | Mauritania | 132 | 0.447 | Portugal | 60 | 0.995 | Mauritania | 132 | 0.839 |
| Georgia | 60 | 0.692 | Tunisia | 133 | 0.444 | Colombia | 61 | 0.994 | Senegal | 133 | 0.833 |
| Nigeria | 61 | 0.691 | Oman | 134 | 0.441 | Panama | 62 | 0.994 | Burkina Faso | 134 | 0.831 |
| Hungary | 62 | 0.685 | Egypt | 135 | 0.441 | Paraguay | 63 | 0.994 | Pakistan | 135 | 0.813 |
| Cambodia | 63 | 0.681 | Lebanon | 136 | 0.439 | Romania | 64 | 0.994 | Liberia | 136 | 0.806 |
| Jamaica | 64 | 0.678 | Algeria | 137 | 0.410 | Croatia | 65 | 0.994 | Nigeria | 137 | 0.802 |
| Senegal | 65 | 0.678 | Saudi Arabia | 138 | 0.387 | Lithuania | 66 | 0.994 | Côte d'Ivoire | 138 | 0.773 |
| Ecuador | 66 | 0.677 | India | 139 | 0.383 | Thailand | 67 | 0.994 | Mali | 139 | 0.755 |
| Spain | 67 | 0.674 | Morocco | 140 | 0.378 | Belize | 68 | 0.994 | Ethiopia | 140 | 0.741 |
| Lesotho | 68 | 0.672 | Iran, Islamic Rep. | 141 | 0.357 | Switzerland | 69 | 0.993 | Angola | 141 | 0.726 |
| Albania | 69 | 0.671 | Jordan | 142 | 0.350 | Brunei Darussalam | 70 | 0.993 | Yemen | 142 | 0.720 |
| Macedonia, FYR | 70 | 0.671 | Pakistan | 143 | 0.330 | Fiji | 71 | 0.992 | Guinea | 143 | 0.707 |
| Israel | 71 | 0.671 | Syria | 144 | 0.279 | Bulgaria | 72 | 0.992 | Benin* | 144 | 0.700 |
| South Africa | 72 | 0.670 | Yemen | 145 | 0.225 | Mongolia | 73 | 0.992 | Chad | 145 | 0.591 |
| Montenegro | 73 | 0.670 | | | | | | | | | |

* New countries 2015

Note: Countries highlighted in blue have reached parity on that subindex.

* New countries 2015

Table 4: Rankings by subindex, 2015 (cont'd.)

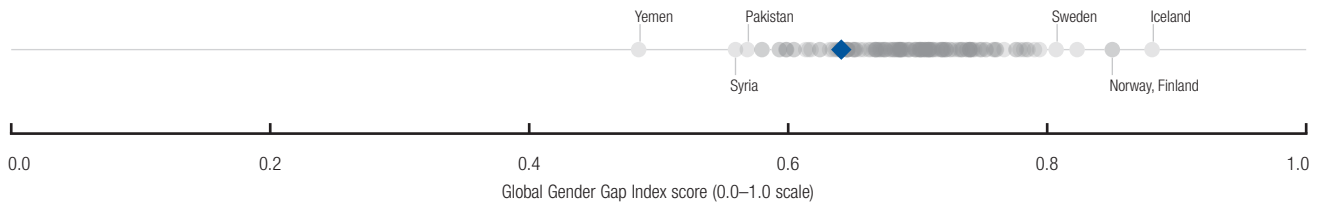
| HEALTH AND SURVIVAL | | | POLITICAL EMPOWERMENT | | | | | | | | |
|---------------------|------|-------|-----------------------|------|-------|---------------------|-------|-------|----------------------|-----|-------|
| Country | Rank | Score | Country | Rank | Score | | | | | | |
| Angola | 1 | 0.980 | Switzerland | 74 | 0.974 | Iceland | 1 | 0.719 | Honduras | 74 | 0.160 |
| Argentina | 1 | 0.980 | Australia | 74 | 0.974 | Finland | 2 | 0.607 | Jamaica | 75 | 0.155 |
| Austria | 1 | 0.980 | Italy | 74 | 0.974 | Norway | 3 | 0.559 | Kyrgyz Republic | 76 | 0.153 |
| Bahamas | 1 | 0.980 | Zambia | 77 | 0.974 | Nicaragua | 4 | 0.506 | Barbados | 77 | 0.150 |
| Barbados | 1 | 0.980 | Malawi | 78 | 0.973 | Sweden | 5 | 0.486 | Kazakhstan | 78 | 0.148 |
| Belize | 1 | 0.980 | Slovenia | 79 | 0.973 | Ireland | 6 | 0.474 | Belarus | 79 | 0.146 |
| Bolivia | 1 | 0.980 | Portugal | 79 | 0.973 | Rwanda | 7 | 0.452 | Madagascar | 80 | 0.142 |
| Brazil | 1 | 0.980 | Serbia | 79 | 0.973 | Bangladesh | 8 | 0.433 | Dominican Republic | 81 | 0.140 |
| Cambodia | 1 | 0.980 | Kyrgyz Republic | 79 | 0.973 | India | 9 | 0.433 | Venezuela | 82 | 0.139 |
| Cape Verde | 1 | 0.980 | Slovak Republic | 79 | 0.973 | Bolivia | 10 | 0.415 | Czech Republic | 83 | 0.134 |
| Ecuador | 1 | 0.980 | Korea, Rep. | 79 | 0.973 | Germany | 11 | 0.413 | Lao PDR | 84 | 0.132 |
| El Salvador | 1 | 0.980 | Kenya | 85 | 0.973 | Cuba | 12 | 0.407 | Guinea | 85 | 0.130 |
| Estonia | 1 | 0.980 | Gambia, The* | 85 | 0.973 | Netherlands | 13 | 0.401 | Malta | 86 | 0.128 |
| Fiji | 1 | 0.980 | Ghana | 87 | 0.973 | South Africa | 14 | 0.400 | Pakistan | 87 | 0.127 |
| Finland | 1 | 0.980 | Botswana | 87 | 0.973 | New Zealand | 15 | 0.390 | Vietnam | 88 | 0.124 |
| France | 1 | 0.980 | Mauritania | 87 | 0.973 | Slovenia | 16 | 0.385 | Brazil | 89 | 0.123 |
| Guatemala | 1 | 0.980 | Madagascar | 90 | 0.973 | Philippines | 17 | 0.382 | Suriname | 90 | 0.120 |
| Guyana | 1 | 0.980 | Rwanda | 91 | 0.972 | Switzerland | 18 | 0.376 | Greece | 91 | 0.120 |
| Jamaica | 1 | 0.980 | Lao PDR | 92 | 0.972 | France | 19 | 0.365 | Singapore | 92 | 0.119 |
| Kazakhstan | 1 | 0.980 | Spain | 93 | 0.972 | Costa Rica | 20 | 0.365 | United Arab Emirates | 93 | 0.115 |
| Latvia | 1 | 0.980 | Nepal | 94 | 0.972 | Mozambique | 21 | 0.361 | Montenegro | 94 | 0.114 |
| Lesotho | 1 | 0.980 | Bangladesh | 95 | 0.971 | Argentina | 22 | 0.347 | Malawi | 95 | 0.113 |
| Mauritius | 1 | 0.980 | Morocco | 95 | 0.971 | United Kingdom | 23 | 0.335 | Ghana | 96 | 0.112 |
| Mexico | 1 | 0.980 | Egypt | 97 | 0.971 | Italy | 24 | 0.331 | Morocco | 97 | 0.110 |
| Mongolia | 1 | 0.980 | Dominican Republic | 98 | 0.971 | Cape Verde | 25 | 0.329 | Bahamas | 98 | 0.110 |
| Namibia | 1 | 0.980 | Iran, Islamic Rep. | 99 | 0.971 | Spain | 26 | 0.326 | Guatemala | 99 | 0.109 |
| Nicaragua | 1 | 0.980 | Oman | 100 | 0.971 | Senegal | 27 | 0.316 | Swaziland | 100 | 0.109 |
| Panama | 1 | 0.980 | Peru | 101 | 0.970 | Burundi | 28 | 0.314 | Korea, Rep. | 101 | 0.107 |
| Paraguay | 1 | 0.980 | Syria | 102 | 0.970 | Denmark | 29 | 0.309 | Zambia | 102 | 0.107 |
| Philippines | 1 | 0.980 | Lebanon | 103 | 0.970 | Estonia | 30 | 0.308 | Tajikistan | 103 | 0.104 |
| South Africa | 1 | 0.980 | Netherlands | 104 | 0.970 | Ecuador | 31 | 0.297 | Japan | 104 | 0.103 |
| Sri Lanka | 1 | 0.980 | Iceland | 105 | 0.970 | Tanzania | 32 | 0.292 | Turkey | 105 | 0.103 |
| Suriname | 1 | 0.980 | New Zealand | 105 | 0.970 | Namibia | 33 | 0.287 | Uruguay | 106 | 0.101 |
| Thailand | 1 | 0.980 | Denmark | 107 | 0.970 | Mexico | 34 | 0.281 | Ukraine | 107 | 0.098 |
| Trinidad and Tobago | 1 | 0.980 | Malta | 108 | 0.970 | Belgium | 35 | 0.275 | Gambia, The* | 108 | 0.098 |
| Turkey | 1 | 0.980 | Canada | 109 | 0.969 | Uganda | 36 | 0.271 | Cambodia | 109 | 0.098 |
| Uganda | 1 | 0.980 | Malaysia | 110 | 0.969 | Guyana | 37 | 0.261 | Fiji | 110 | 0.097 |
| Uruguay | 1 | 0.980 | Tunisia | 111 | 0.969 | Angola | 38 | 0.251 | Nigeria | 111 | 0.097 |
| Venezuela | 1 | 0.980 | Chad | 112 | 0.968 | Austria | 39 | 0.246 | Chad | 112 | 0.093 |
| Zimbabwe | 1 | 0.980 | Côte d'Ivoire | 113 | 0.968 | Latvia | 40 | 0.246 | Romania | 113 | 0.090 |
| Chile | 41 | 0.979 | Mozambique | 114 | 0.968 | Portugal | 41 | 0.244 | Georgia | 114 | 0.089 |
| Belarus | 42 | 0.979 | Cameroon* | 115 | 0.968 | Chile | 42 | 0.243 | Slovak Republic | 115 | 0.087 |
| Moldova | 42 | 0.979 | Guinea | 116 | 0.967 | Serbia | 43 | 0.242 | Mali | 116 | 0.086 |
| Lithuania | 42 | 0.979 | Benin* | 117 | 0.967 | Ethiopia | 44 | 0.232 | Mongolia | 117 | 0.084 |
| Colombia | 42 | 0.979 | Burkina Faso | 117 | 0.967 | Lithuania | 45 | 0.227 | Burkina Faso | 118 | 0.083 |
| Ukraine | 42 | 0.979 | Liberia | 119 | 0.967 | Canada | 46 | 0.218 | Côte d'Ivoire | 119 | 0.081 |
| Russian Federation | 42 | 0.979 | Georgia | 120 | 0.967 | Liberia | 47 | 0.216 | Mauritius | 120 | 0.078 |
| Romania | 42 | 0.979 | Macedonia, FYR | 120 | 0.967 | Bulgaria | 48 | 0.215 | Saudi Arabia | 121 | 0.077 |
| Bulgaria | 42 | 0.979 | Singapore | 122 | 0.967 | El Salvador | 49 | 0.214 | Paraguay | 122 | 0.075 |
| Hungary | 42 | 0.979 | Yemen | 123 | 0.967 | Albania | 50 | 0.214 | Jordan | 123 | 0.073 |
| Poland | 42 | 0.979 | Senegal | 124 | 0.967 | Panama | 51 | 0.214 | Cyprus | 124 | 0.069 |
| Croatia | 42 | 0.979 | Pakistan | 125 | 0.967 | Poland | 52 | 0.213 | Armenia | 125 | 0.068 |
| Czech Republic | 42 | 0.979 | Bhutan | 126 | 0.966 | Luxembourg | 53 | 0.212 | Botswana | 126 | 0.068 |
| Japan | 42 | 0.979 | Tajikistan | 127 | 0.966 | Israel | 54 | 0.205 | Benin* | 127 | 0.067 |
| Tanzania | 55 | 0.979 | Algeria | 128 | 0.966 | Algeria | 55 | 0.205 | Russian Federation | 128 | 0.066 |
| Ireland | 56 | 0.979 | Saudi Arabia | 129 | 0.966 | Trinidad and Tobago | 56 | 0.201 | Azerbaijan | 129 | 0.063 |
| Germany | 56 | 0.979 | Maldives | 130 | 0.966 | Mauritania | 57 | 0.195 | Syria | 130 | 0.059 |
| Greece | 56 | 0.979 | Brunei Darussalam | 131 | 0.966 | Moldova | 58 | 0.195 | Thailand | 131 | 0.057 |
| Ethiopia | 59 | 0.978 | Jordan | 132 | 0.966 | Sri Lanka | 59 | 0.193 | Bhutan | 132 | 0.056 |
| Indonesia | 60 | 0.976 | Nigeria | 133 | 0.961 | Croatia | 60 | 0.193 | Maldives | 133 | 0.055 |
| Honduras | 61 | 0.976 | Swaziland | 133 | 0.961 | Australia | 61 | 0.193 | Malaysia | 134 | 0.051 |
| Montenegro | 62 | 0.975 | Bahrain | 133 | 0.961 | Kenya | 62 | 0.182 | Belize | 135 | 0.048 |
| Cuba | 63 | 0.975 | United Arab Emirates | 133 | 0.961 | Cameroon* | 63 | 0.180 | Egypt | 136 | 0.048 |
| United States | 64 | 0.975 | Qatar | 137 | 0.957 | Colombia | 64 | 0.180 | Iran, Islamic Rep. | 137 | 0.037 |
| Costa Rica | 64 | 0.975 | Kuwait | 137 | 0.957 | Macedonia, FYR | 65 | 0.178 | Bahrain | 138 | 0.037 |
| Belgium | 66 | 0.974 | Vietnam | 139 | 0.950 | Zimbabwe | 66 | 0.175 | Hungary | 139 | 0.035 |
| United Kingdom | 66 | 0.974 | Azerbaijan | 139 | 0.950 | Peru | 67 | 0.173 | Yemen | 140 | 0.026 |
| Burundi | 68 | 0.974 | Mali | 141 | 0.949 | Lesotho | 68 | 0.172 | Kuwait | 141 | 0.022 |
| Israel | 69 | 0.974 | Albania | 142 | 0.947 | Tunisia | 69 | 0.170 | Oman | 142 | 0.021 |
| Norway | 70 | 0.974 | India | 143 | 0.942 | Nepal | 70 | 0.169 | Lebanon | 143 | 0.021 |
| Sweden | 71 | 0.974 | Armenia | 144 | 0.939 | Indonesia | 71 | 0.168 | Qatar | 144 | 0.013 |
| Luxembourg | 71 | 0.974 | China | 145 | 0.919 | United States | 72 | 0.162 | Brunei Darussalam | 145 | 0.000 |
| Cyprus | 73 | 0.974 | | | China | 73 | 0.162 | | | | |

Note: Countries highlighted in blue have reached parity on that subindex.

* New countries 2015

* New countries 2015

Figure 2: Global Gender Gap Index, 2015



Source: Global Gender Gap Index 2015.
 Note: Blue diamond corresponds to the global average.

While 10 countries—Austria, Bahamas, Brazil, France, Finland, Guyana, Latvia, Lesotho, Nicaragua, and Namibia—have fully closed the gap on both the Health and Survival and Educational Attainment subindexes, no country has closed either the Economic Participation and Opportunity or Political Empowerment gaps.

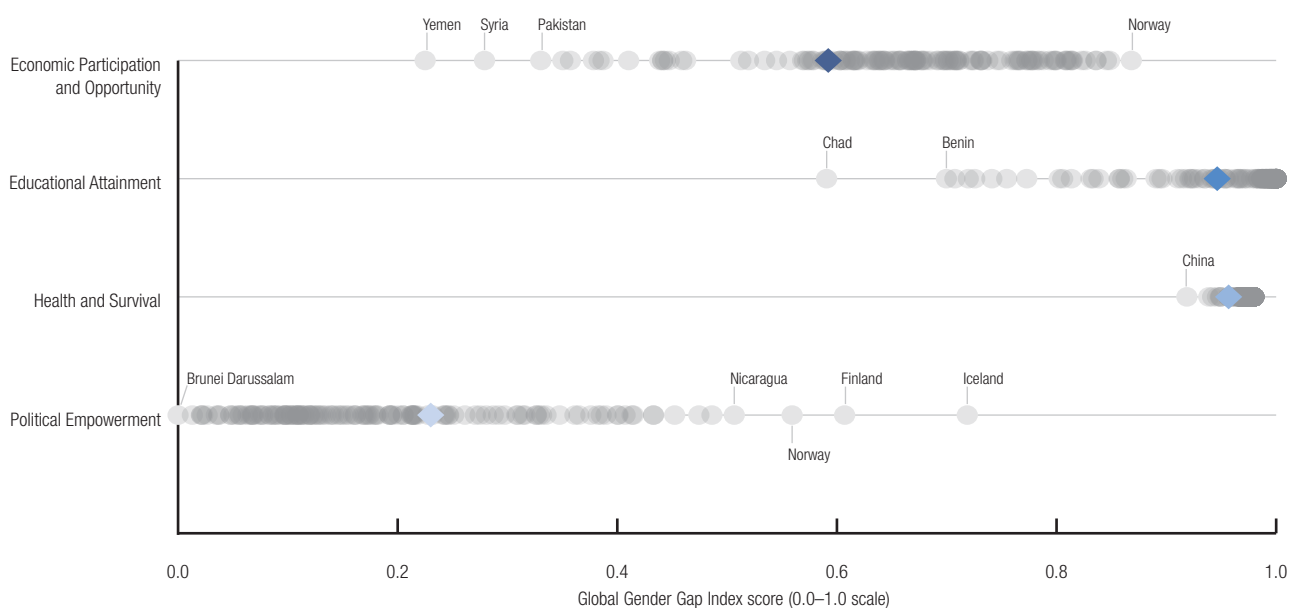
On the Economic Participation and Opportunity subindex, 14 countries, including four from Sub-Saharan Africa and five from Europe and Central Asia, have closed more than 80% of the gap. Norway, Barbados, Burundi, Sweden and Iceland occupy the top five spots on this subindex. Sixteen countries have closed less than 50% of the economic participation and opportunity gap, including 11 from the Middle East and North Africa region. Iran, Jordan, Pakistan, Syria and Yemen hold the last five spots on this subindex. Thirty-one countries are below world average (weighted by population) on that subindex. The Country Profiles include further data on employment and leadership, such as part-time employment, workers

in informal employment or the percentage of female top managers.

On the Political Empowerment subindex, only Iceland and Finland have closed more than 60% of the gender gap; 39 countries have closed less than 10% of the gap. Yemen, Kuwait, Oman, Lebanon, Qatar, and Brunei Darussalam have the lowest rankings on this subindex, having closed less than 3% of the political gender gap. 101 countries are below world average (weighted by population) and Brunei Darussalam still has a score of zero on that subindex, with no representation of women. The Country Profiles also present detailed information on parliamentary quota type and voluntary political party quotas.

Figure 3 illustrates the range of country scores for the four subindexes. The population-weighted average for each subindex is highlighted by blue diamonds. Health and Survival is the closest to reaching universal gender parity, followed by Educational Attainment, Economic Participation and Opportunity, and, lastly, Political

Figure 3: Global Gender Gap subindex, 2015



Source: Global Gender Gap Index 2015.
 Note: Blue diamonds correspond to subindex averages.

Empowerment. The widest range in scores is found on the Political Empowerment subindex, followed by Economic Participation and Opportunity. Norway tops the Economic Participation and Opportunity subindex and Yemen is the worst performing country. Chad clearly lags behind the rest of the world on Educational Attainment and China is the worst performing country on Health and Survival. Iceland tops the Political Empowerment subindex, followed by Finland and Norway. Brunei Darussalam is the worst performing country in this subindex, with a score of 0.

Performance by Region, 2015

Table 5 (page 15) displays the rankings by regional classification, organized by rank within each regional group. In 2015, eight out of the 24 countries from Asia and the Pacific have closed over 70% of the gap, with the Philippines, New Zealand and Australia in the lead. At the bottom end of the rankings, two countries from the region—Iran and Pakistan—have closed less than 60% of the gender gap. In Latin America and the Caribbean, 14 of the 26 countries in the region have closed over 70% of the gender gap. Nicaragua, Bolivia and Barbados occupy the top three spots. The lowest-ranked country in the region—Paraguay—has closed a little over 65% of its gender gap. In the Middle East and North Africa region, only Israel has closed over 70% of the gender gap, while six countries have closed less than 60% of the gender gap. Canada and the United States have both closed nearly 75% of the gender gap. In Sub-Saharan Africa, out of 28 countries covered, 14 have closed over 70% of the gender gap, with Rwanda, Namibia and South Africa in the lead, while two countries—Mali and Chad—have closed less than 60% of the gap. In Europe and Central Asia, out of 46 countries, five countries have closed over 80% of the gap, while 15 countries have closed less than 70%.

Figures 4 through 8 (page 14) show the range of scores for the overall Index and the four subindexes by region. In addition population-weighted group averages are provided in each figure. Readers should note that the figures for the Global Index, Economic Participation and Opportunity subindex and Political Empowerment subindex display the full scale of 0.00 to 1.00 while the figures for the Health and Survival and Educational Attainment subindexes display the scale from 0.50 to 1.00 in order to improve visual clarity. This particular distinction in scales for the four subindexes is used in all relevant figures in this chapter.

Figure 4 shows the range of country scores within each region as well as regional averages on the overall Global Gender Gap Index. North America holds the top spot, with the United States and Canada at almost the same score. Europe and Central Asia is next with a wide spread among the 46 countries covered. The Latin America and the Caribbean region follows, with a regional group average of just over 70% of the gap being closed. Next is Sub-Saharan Africa, followed by Asia and the

Pacific. Last in order of average scores is the Middle East and North Africa.

Figure 5 displays the Economic Participation and Opportunity subindex results by region. North America has the highest average score (82% of its economic gender gap is closed), followed by Sub-Saharan Africa, Europe and Central Asia, Latin America and the Caribbean, Asia and the Pacific and Middle East and North Africa, where only 40% of the economic gender gap has been closed. There are significant variations within regions, with clear laggards and leaders.

Figure 6 displays the Educational Attainment subindex results by region. North America is again in the lead, followed by Latin America and the Caribbean and Europe and Central Asia. Each of these regions has closed over 99% of the gender gap. Asia and the Pacific and Middle East and North Africa follow next, having closed, respectively, 95% and 93% of the education gender gap. The lowest average comes from Sub-Saharan Africa at 84%.

Figure 7 displays the Health and Survival subindex results by region. While all regions are close to parity, differences in averages are driven primarily by a few underperforming countries in some regions, particularly in Asia and the Pacific, Sub-Saharan Africa and Europe and Central Asia.

Figure 8 displays the Political Empowerment subindex results by region. In terms of averages, the highest-ranking region is Asia and the Pacific (26% of its political empowerment gender gap is closed), followed by Europe and Central Asia (23%), although the three highest scoring countries are in Europe and Central Asia. In order of regional averages, Latin America and the Caribbean (20%), Sub-Saharan Africa (19%), North America (17%) and Middle East and North Africa (9%) follow next.

Performance by Income Group, 2015

Table 6 (page 17) displays the rankings by income group (Table A2 in Appendix A displays the income group categories used). In 2015, among the 52 countries in the high-income group, the Nordic countries lead the way while Bahrain, Saudi Arabia and Oman are the lowest performing countries in this category. Among the 39 countries in the upper-middle income group, Namibia, South Africa, Cuba, Ecuador and Belarus lead the way; Algeria, Turkey, Lebanon, Jordan and Iran occupy the last spots. In the lower-middle income group, out of 35 countries, Philippines, Nicaragua, Bolivia, Moldova, and Kenya take the top five places, whereas Morocco, Syria, Pakistan, Yemen and Zambia occupy the last five spots. In the low-income group, out of 18 countries, Rwanda, Burundi, Mozambique, Tanzania, and Zimbabwe come out on top and Ethiopia, Benin, Guinea, Mali and Chad hold the last spots.

Figures 9 through 13 (page 18) show the range of scores for the overall Index and the four subindexes

Figure 4: Global Gender Gap Index 2015, by region

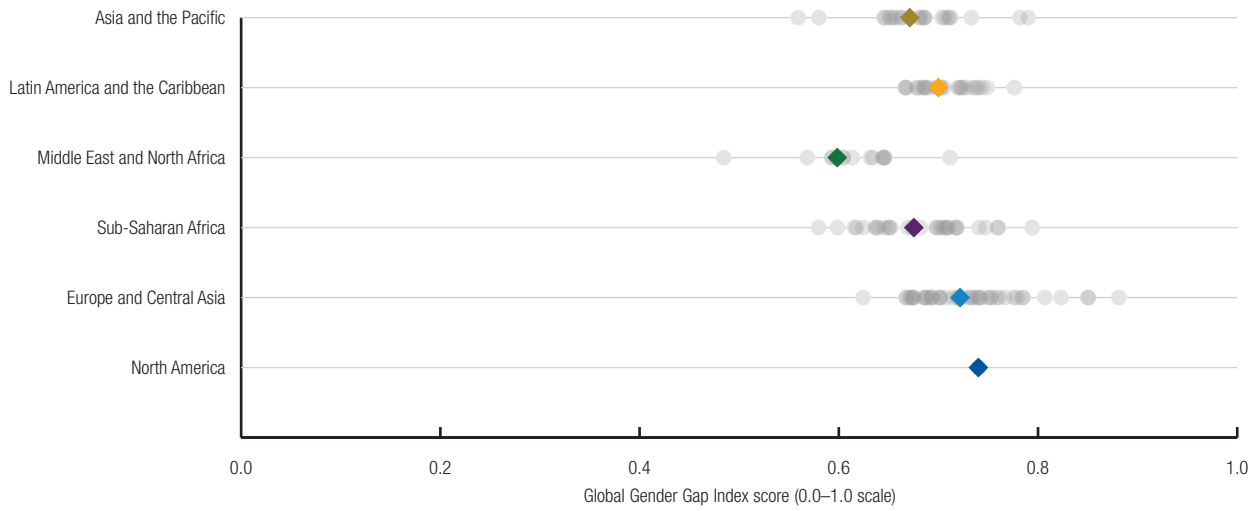


Figure 5: Economic Participation and Opportunity subindex 2015, by region

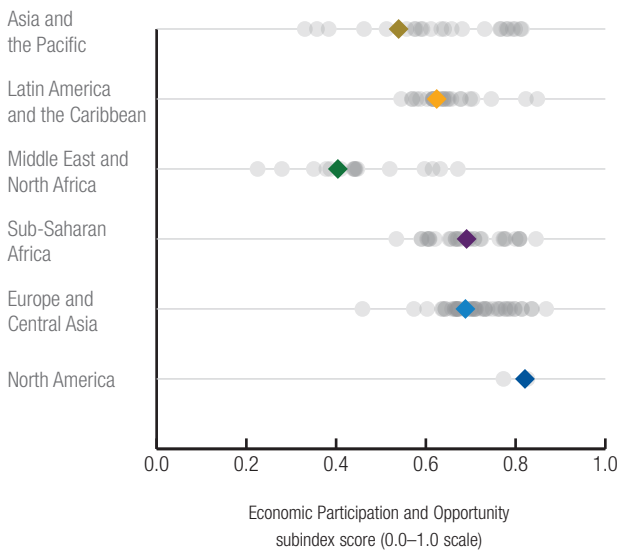


Figure 6: Educational Attainment subindex 2015, by region

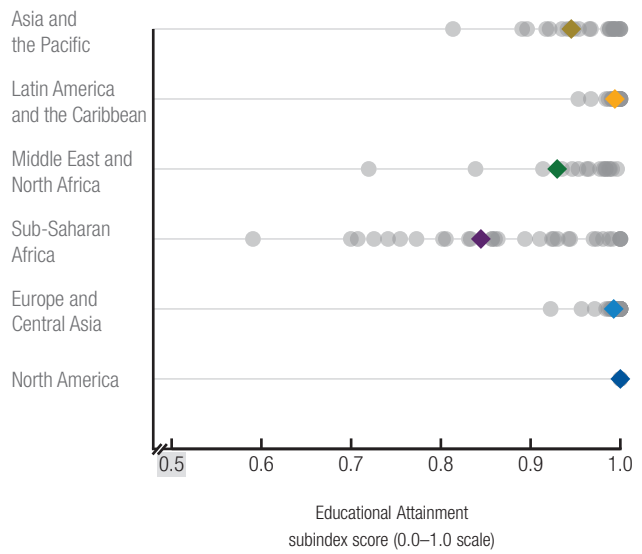


Figure 7: Health and Survival subindex 2015, by region

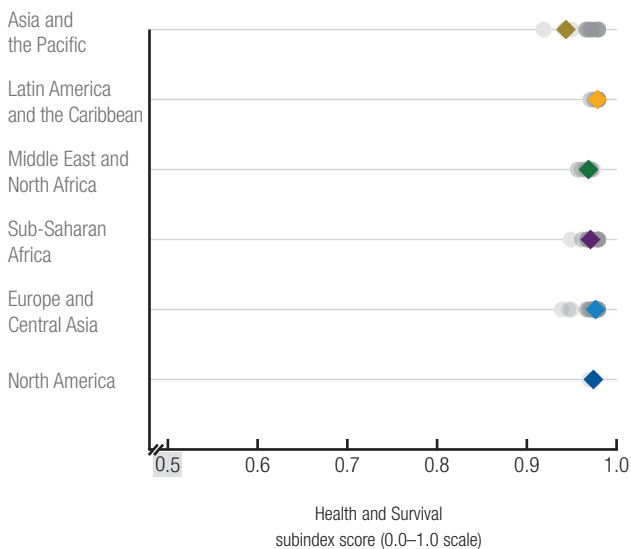
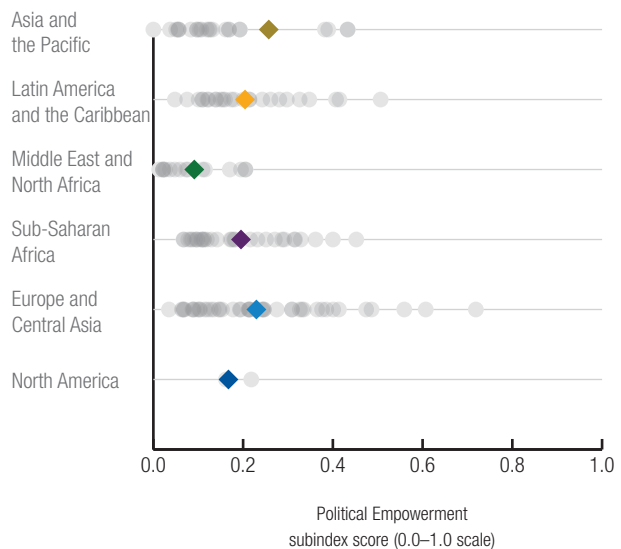


Figure 8: Political Empowerment subindex 2015, by region



Source (Figures 4–8): Global Gender Gap Index 2015; World Bank *World Development Indicators (WDI)* online database, accessed July 2015.

Notes (Figures 4–8): Colored diamonds correspond to regional averages. Regional classification details are in Appendix A. The X axis has been truncated on Figures 6 and 7 to enhance readability.

Table 5: Rankings by region, 2015

| ASIA AND THE PACIFIC | | | LATIN AMERICA AND THE CARIBBEAN | | | MIDDLE EAST AND NORTH AFRICA | | |
|----------------------|--------------|---------------|---------------------------------|--------------|---------------|------------------------------|--------------|---------------|
| Country | Overall rank | Overall score | Country | Overall rank | Overall score | Country | Overall rank | Overall score |
| Philippines | 7 | 0.790 | Nicaragua | 12 | 0.776 | Israel | 53 | 0.712 |
| New Zealand | 10 | 0.782 | Bolivia | 22 | 0.749 | Kuwait | 117 | 0.646 |
| Australia | 36 | 0.733 | Barbados | 24 | 0.744 | United Arab Emirates | 119 | 0.646 |
| Lao PDR | 52 | 0.713 | Cuba | 29 | 0.740 | Qatar | 122 | 0.645 |
| Singapore | 54 | 0.711 | Ecuador | 33 | 0.738 | Bahrain | 123 | 0.644 |
| Mongolia | 56 | 0.709 | Argentina | 35 | 0.734 | Tunisia | 127 | 0.634 |
| Thailand | 60 | 0.706 | Costa Rica | 38 | 0.732 | Algeria | 128 | 0.632 |
| Bangladesh | 64 | 0.704 | Bahamas | 40 | 0.728 | Mauritania | 132 | 0.613 |
| Vietnam | 83 | 0.687 | Colombia | 42 | 0.725 | Saudi Arabia | 134 | 0.605 |
| Sri Lanka | 84 | 0.686 | Panama | 44 | 0.722 | Oman | 135 | 0.604 |
| Brunei Darussalam | 88 | 0.684 | Trinidad and Tobago | 46 | 0.720 | Egypt | 136 | 0.599 |
| China | 91 | 0.682 | El Salvador | 62 | 0.706 | Lebanon | 138 | 0.598 |
| Indonesia | 92 | 0.681 | Jamaica | 65 | 0.703 | Morocco | 139 | 0.593 |
| Japan | 101 | 0.670 | Guyana | 66 | 0.702 | Jordan | 140 | 0.593 |
| India | 108 | 0.664 | Mexico | 71 | 0.699 | Syria | 143 | 0.568 |
| Cambodia | 109 | 0.662 | Chile | 73 | 0.698 | Yemen | 145 | 0.484 |
| Nepal | 110 | 0.658 | Venezuela | 78 | 0.691 | | | |
| Malaysia | 111 | 0.655 | Honduras | 80 | 0.688 | | | |
| Maldives | 113 | 0.652 | Brazil | 85 | 0.686 | | | |
| Korea, Rep. | 115 | 0.651 | Dominican Republic | 86 | 0.686 | | | |
| Bhutan | 118 | 0.646 | Peru | 89 | 0.683 | | | |
| Fiji | 121 | 0.645 | Uruguay | 93 | 0.679 | | | |
| Iran, Islamic Rep. | 141 | 0.580 | Suriname | 94 | 0.678 | | | |
| Pakistan | 144 | 0.559 | Belize | 103 | 0.668 | | | |
| | | | Guatemala | 106 | 0.667 | | | |
| | | | Paraguay | 107 | 0.666 | | | |

(Continued on next page)

by income group. In addition, population-weighted group averages are provided.

Figure 9 (page 18) shows the range of country scores within each income group as well as income-group averages on the overall Global Gender Gap Index. High-income countries have the highest average score (72%), followed by upper middle-income countries (68%), low-income countries (68%) and lower middle-income countries (nearly 66%).

Figure 10 (page 18) displays the Economic Participation and Opportunity subindex scores by income group. High-income countries (71%) are again in the lead, followed by low-income countries (68%). Next are upper middle-income countries (63%) and in the last place are lower middle-income countries (49%).

Figure 11 (page 18) displays the Educational Attainment subindex scores by income group. High-income countries have nearly closed the gap in education (99.5%) while upper-middle income countries are close behind (98.4%). Lower-middle income countries, however, have more mixed performance, with countries that have fully closed the gap as well as countries that have closed just a little over 70% of it and a mean of 90.6%. Low-income countries are farthest behind at 84%.

Figure 12 (page 18) displays the Health and Survival Subindex scores by income group. All income groups, except the upper-middle income group have closed over 95% of the health gap, with high-income countries in the lead followed by low income, lower-middle income and

upper-middle income countries. Because the averages are weighted by population size, and in an otherwise fairly homogenous subindex, India and China's poor performances in the upper-middle and lower-middle income categories drive the income group order by average.

Figure 13 (page 18) displays the Political Empowerment subindex scores by income group. Lower-middle income (30%) and low-income (21.4%) countries trump high-income (21.0%) countries by a few decimal points and upper-middle income (16.3%) countries on Political Empowerment averages by income group. Nonetheless, the highest scoring country on this subindex belongs to the high-income group.

Appendix B illustrates the spread in 2015 of the data for male and female values for all 14 indicators used in the Index in a single visualization. Appendix C contains detailed data tables, in rank order, for all 14 indicators included in the Index for all countries where data was available in 2015.

Country Results

Country results are organized by region in this section.

Europe and Central Asia

Europe and Central Asia has closed 72% of its overall gender gap. The region continues to rank second globally behind North America. Out of the 46 countries of the region, 32 countries have increased their overall score compared to last year, while 14 have seen it decreasing.

Table 5: Rankings by region, 2015 (cont'd.)

| SUB-SAHARAN AFRICA | | | EUROPE AND CENTRAL ASIA | | | NORTH AMERICA | | |
|--------------------|--------------|---------------|-------------------------|--------------|---------------|---------------|--------------|---------------|
| Country | Overall rank | Overall score | Country | Overall rank | Overall score | Country | Overall rank | Overall score |
| Rwanda | 6 | 0.794 | Iceland | 1 | 0.881 | United States | 28 | 0.740 |
| Namibia | 16 | 0.760 | Norway | 2 | 0.850 | Canada | 30 | 0.740 |
| South Africa | 17 | 0.759 | Finland | 3 | 0.850 | | | |
| Burundi | 23 | 0.748 | Sweden | 4 | 0.823 | | | |
| Mozambique | 27 | 0.741 | Ireland | 5 | 0.807 | | | |
| Kenya | 48 | 0.719 | Switzerland | 8 | 0.785 | | | |
| Tanzania | 49 | 0.718 | Slovenia | 9 | 0.784 | | | |
| Cape Verde | 50 | 0.717 | Germany | 11 | 0.779 | | | |
| Botswana | 55 | 0.710 | Netherlands | 13 | 0.776 | | | |
| Zimbabwe | 57 | 0.709 | Denmark | 14 | 0.767 | | | |
| Uganda | 58 | 0.708 | France | 15 | 0.761 | | | |
| Lesotho | 61 | 0.706 | United Kingdom | 18 | 0.758 | | | |
| Ghana | 63 | 0.704 | Belgium | 19 | 0.753 | | | |
| Malawi | 68 | 0.701 | Latvia | 20 | 0.752 | | | |
| Senegal | 72 | 0.698 | Estonia | 21 | 0.749 | | | |
| Madagascar | 74 | 0.698 | Spain | 25 | 0.742 | | | |
| Cameroon* | 90 | 0.682 | Moldova | 26 | 0.742 | | | |
| Gambia, The* | 98 | 0.674 | Lithuania | 31 | 0.740 | | | |
| Swaziland | 102 | 0.670 | Luxembourg | 32 | 0.738 | | | |
| Liberia | 112 | 0.652 | Belarus | 34 | 0.734 | | | |
| Burkina Faso | 114 | 0.651 | Austria | 37 | 0.733 | | | |
| Zambia | 116 | 0.650 | Portugal | 39 | 0.731 | | | |
| Mauritius | 120 | 0.646 | Italy | 41 | 0.726 | | | |
| Ethiopia | 124 | 0.640 | Bulgaria | 43 | 0.722 | | | |
| Nigeria | 125 | 0.638 | Serbia | 45 | 0.720 | | | |
| Angola | 126 | 0.637 | Kazakhstan | 47 | 0.719 | | | |
| Benin* | 129 | 0.625 | Poland | 51 | 0.715 | | | |
| Guinea | 131 | 0.618 | Croatia | 59 | 0.708 | | | |
| Côte d'Ivoire | 133 | 0.606 | Ukraine | 67 | 0.702 | | | |
| Mali | 137 | 0.599 | Macedonia, FYR | 69 | 0.701 | | | |
| Chad | 142 | 0.580 | Albania | 70 | 0.701 | | | |
| | | | Russian Federation | 75 | 0.694 | | | |
| | | | Kyrgyz Republic | 76 | 0.693 | | | |
| | | | Romania | 77 | 0.693 | | | |
| | | | Montenegro | 79 | 0.689 | | | |
| | | | Czech Republic | 81 | 0.687 | | | |
| | | | Georgia | 82 | 0.687 | | | |
| | | | Greece | 87 | 0.685 | | | |
| | | | Tajikistan | 95 | 0.675 | | | |
| | | | Azerbaijan | 96 | 0.675 | | | |
| | | | Slovak Republic | 97 | 0.675 | | | |
| | | | Hungary | 99 | 0.672 | | | |
| | | | Cyprus | 100 | 0.671 | | | |
| | | | Malta | 104 | 0.668 | | | |
| | | | Armenia | 105 | 0.668 | | | |
| | | | Turkey | 130 | 0.624 | | | |

* New countries 2015

The region's score has improved compared to 2014 on all subindexes except Educational Attainment. Similar to last year, the biggest improvement is on the Political Empowerment subindex. Having closed 69% of its economic gender gap, the region ranks third on this subindex just after North America and Sub-Saharan Africa. It also ranks third on the Educational Attainment subindex, although 99% of the education gender gap has been closed. On both the Health and Survival and Political Empowerment subindexes, the region ranks second, having closed 98% and 23% of the gap, respectively.

Forty countries from the region have been included in the Index since 2006. Compared to the other regions,

Europe and Central Asia has experienced the fourth largest absolute increase on the overall Index. On the Economic Participation and Opportunity subindex, the region shows the third largest absolute increase after both North America and Latin America and the Caribbean. On the Educational Attainment subindex, the region experienced the smallest absolute score increase relative to other regions. On the Health and Survival subindex, the region shows the second largest absolute increase, and on the fourth subindex, it has demonstrated the fourth largest increase, ahead of Sub-Saharan Africa and North America.

Similar to last year, the top five spots on the overall Index are occupied by countries from this region. Out

Table 6: Rankings by income group, 2015

| LOW INCOME (US\$ 1,045 OR LESS) | | | LOWER-MIDDLE INCOME (US\$ 1,046–4,125) | | | UPPER-MIDDLE INCOME (US\$ 4,126–12,735) | | | HIGH INCOME (US\$ 12,736 OR MORE) | | |
|------------------------------------|--------------|---------------|---|--------------|---------------|--|--------------|----------------------|--------------------------------------|--------------|---------------|
| Country | Overall rank | Overall score | Country | Overall rank | Overall score | Country | Overall rank | Overall score | Country | Overall rank | Overall score |
| Rwanda | 6 | 0.794 | Philippines | 7 | 0.790 | Namibia | 16 | 0.760 | Iceland | 1 | 0.881 |
| Burundi | 23 | 0.748 | Nicaragua | 12 | 0.776 | South Africa | 17 | 0.759 | Norway | 2 | 0.850 |
| Mozambique | 27 | 0.741 | Bolivia | 22 | 0.749 | Cuba | 29 | 0.740 | Finland | 3 | 0.850 |
| Tanzania | 49 | 0.718 | Moldova | 26 | 0.742 | Ecuador | 33 | 0.738 | Sweden | 4 | 0.823 |
| Zimbabwe | 57 | 0.709 | Kenya | 48 | 0.719 | Belarus | 34 | 0.734 | Ireland | 5 | 0.807 |
| Uganda | 58 | 0.708 | Cape Verde | 50 | 0.717 | Costa Rica | 38 | 0.732 | Switzerland | 8 | 0.785 |
| Malawi | 68 | 0.701 | Lao PDR | 52 | 0.713 | Colombia | 42 | 0.725 | Slovenia | 9 | 0.784 |
| Madagascar | 74 | 0.698 | Lesotho | 61 | 0.706 | Bulgaria | 43 | 0.722 | New Zealand | 10 | 0.782 |
| Gambia, The* | 98 | 0.674 | El Salvador | 62 | 0.706 | Panama | 44 | 0.722 | Germany | 11 | 0.779 |
| Cambodia | 109 | 0.662 | Ghana | 63 | 0.704 | Serbia | 45 | 0.720 | Netherlands | 13 | 0.776 |
| Nepal | 110 | 0.658 | Bangladesh | 64 | 0.704 | Kazakhstan | 47 | 0.719 | Denmark | 14 | 0.767 |
| Liberia | 112 | 0.652 | Guyana | 66 | 0.702 | Botswana | 55 | 0.710 | France | 15 | 0.761 |
| Burkina Faso | 114 | 0.651 | Ukraine | 67 | 0.702 | Mongolia | 56 | 0.709 | United Kingdom | 18 | 0.758 |
| Ethiopia | 124 | 0.640 | Senegal | 72 | 0.698 | Thailand | 60 | 0.706 | Belgium | 19 | 0.753 |
| Benin* | 129 | 0.625 | Kyrgyz Republic | 76 | 0.693 | Jamaica | 65 | 0.703 | Latvia | 20 | 0.752 |
| Guinea | 131 | 0.618 | Honduras | 80 | 0.688 | Macedonia, FYR | 69 | 0.701 | Estonia | 21 | 0.749 |
| Mali | 137 | 0.599 | Georgia | 82 | 0.687 | Albania | 70 | 0.701 | Barbados | 24 | 0.744 |
| Chad | 142 | 0.580 | Vietnam | 83 | 0.687 | Mexico | 71 | 0.699 | Spain | 25 | 0.742 |
| | | | Sri Lanka | 84 | 0.686 | Romania | 77 | 0.693 | United States | 28 | 0.740 |
| | | | Cameroon* | 90 | 0.682 | Montenegro | 79 | 0.689 | Canada | 30 | 0.740 |
| | | | Indonesia | 92 | 0.681 | Brazil | 85 | 0.686 | Lithuania | 31 | 0.740 |
| | | | Tajikistan | 95 | 0.675 | Dominican Republic | 86 | 0.686 | Luxembourg | 32 | 0.738 |
| | | | Swaziland | 102 | 0.670 | Peru | 89 | 0.683 | Argentina | 35 | 0.734 |
| | | | Armenia | 105 | 0.668 | China | 91 | 0.682 | Australia | 36 | 0.733 |
| | | | Guatemala | 106 | 0.667 | Suriname | 94 | 0.678 | Austria | 37 | 0.733 |
| | | | India | 108 | 0.664 | Azerbaijan | 96 | 0.675 | Portugal | 39 | 0.731 |
| | | | Zambia | 116 | 0.650 | Belize | 103 | 0.668 | Bahamas | 40 | 0.728 |
| | | | Bhutan | 118 | 0.646 | Paraguay | 107 | 0.666 | Italy | 41 | 0.726 |
| | | | Nigeria | 125 | 0.638 | Malaysia | 111 | 0.655 | Trinidad and Tobago | 46 | 0.720 |
| | | | Mauritania | 132 | 0.613 | Maldives | 113 | 0.652 | Poland | 51 | 0.715 |
| | | | Côte d'Ivoire | 133 | 0.606 | Mauritius | 120 | 0.646 | Israel | 53 | 0.712 |
| | | | Egypt | 136 | 0.599 | Fiji | 121 | 0.645 | Singapore | 54 | 0.711 |
| | | | Morocco | 139 | 0.593 | Angola | 126 | 0.637 | Croatia | 59 | 0.708 |
| | | | Syria | 143 | 0.568 | Tunisia | 127 | 0.634 | Chile | 73 | 0.698 |
| | | | Pakistan | 144 | 0.559 | Algeria | 128 | 0.632 | Russian Federation | 75 | 0.694 |
| | | | Yemen | 145 | 0.484 | Turkey | 130 | 0.624 | Venezuela | 78 | 0.691 |
| | | | | | | Lebanon | 138 | 0.598 | Czech Republic | 81 | 0.687 |
| | | | | | | Jordan | 140 | 0.593 | Greece | 87 | 0.685 |
| | | | | | | Iran, Islamic Rep. | 141 | 0.580 | Brunei Darussalam | 88 | 0.684 |
| | | | | | | | | Uruguay | 93 | 0.679 | |
| | | | | | | | | Slovak Republic | 97 | 0.675 | |
| | | | | | | | | Hungary | 99 | 0.672 | |
| | | | | | | | | Cyprus | 100 | 0.671 | |
| | | | | | | | | Japan | 101 | 0.670 | |
| | | | | | | | | Malta | 104 | 0.668 | |
| | | | | | | | | Korea, Rep. | 115 | 0.651 | |
| | | | | | | | | Kuwait | 117 | 0.646 | |
| | | | | | | | | United Arab Emirates | 119 | 0.646 | |
| | | | | | | | | Qatar | 122 | 0.645 | |
| | | | | | | | | Bahrain | 123 | 0.644 | |
| | | | | | | | | Saudi Arabia | 134 | 0.605 | |
| | | | | | | | | Oman | 135 | 0.604 | |

Note: Income classifications are taken from the World Bank, which classifies economies into four income categories based on GNI per capita: high income, upper-middle income, lower-middle income and low income.

* New countries 2015

of the top 20 performing countries on the index, 14 are from the region (two more than last year). Austria, Finland, France and Latvia are the four countries from the region that have fully closed both their Educational Attainment and Health and Survival gender gaps. Out of the 25 countries that have fully closed their Educational Attainment gender gaps, 12 countries are from this region. However, on the

Health and Survival subindex, Azerbaijan, Albania and Armenia are among the 10 lowest-performing countries. On the Economic Participation and Opportunity subindex, eight countries from the region are among the top 20 performing countries, which is one more than last year. The lowest-performing countries on that subindex are Malta and Turkey. Ten out of the 20 top-performing countries

Figure 9: Global Gender Gap Index 2015, by income group

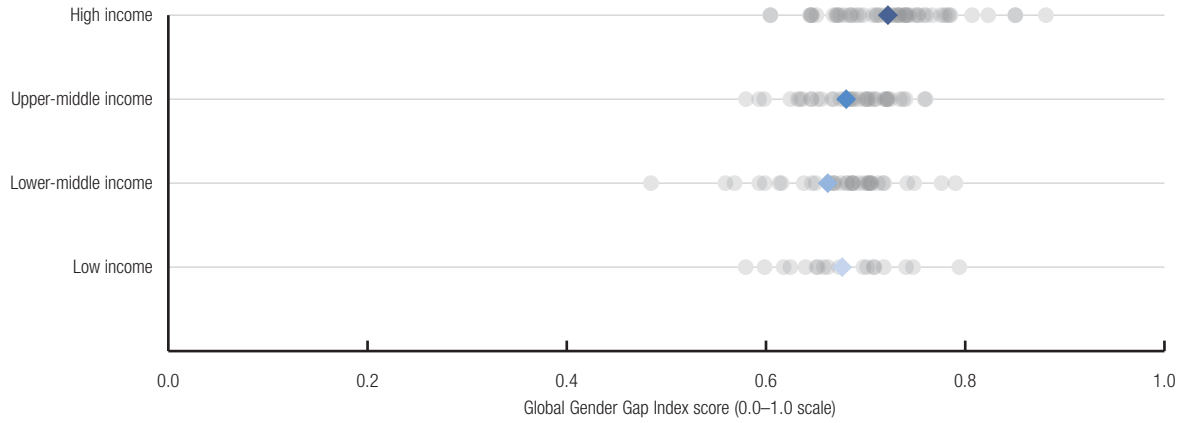


Figure 10: Economic Participation and Opportunity subindex 2015, by income group

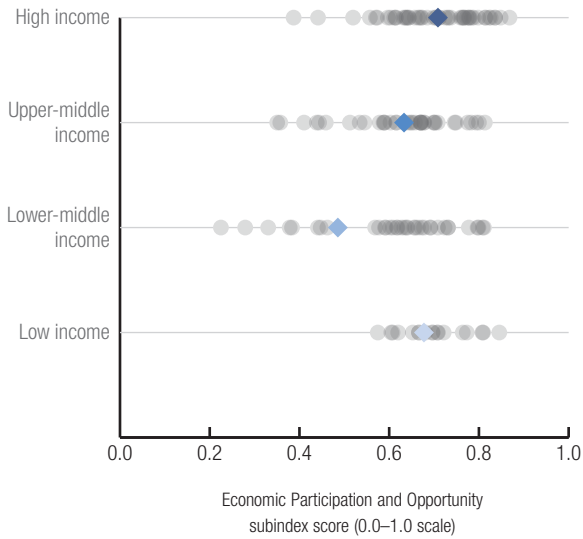


Figure 11: Educational Attainment subindex 2015, by income group

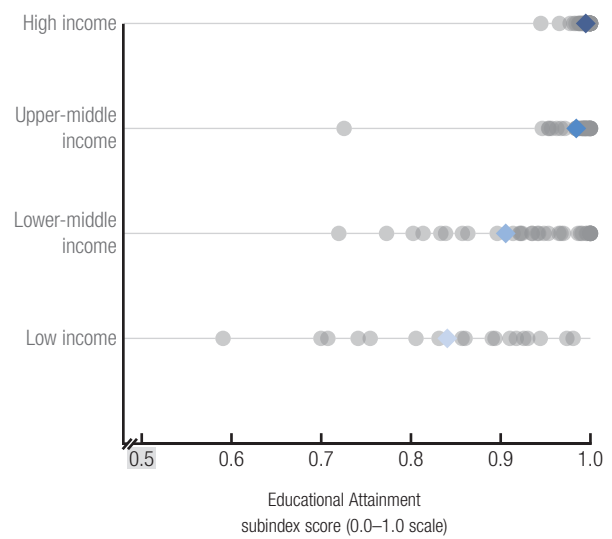


Figure 12: Health and Survival subindex 2015, by income group

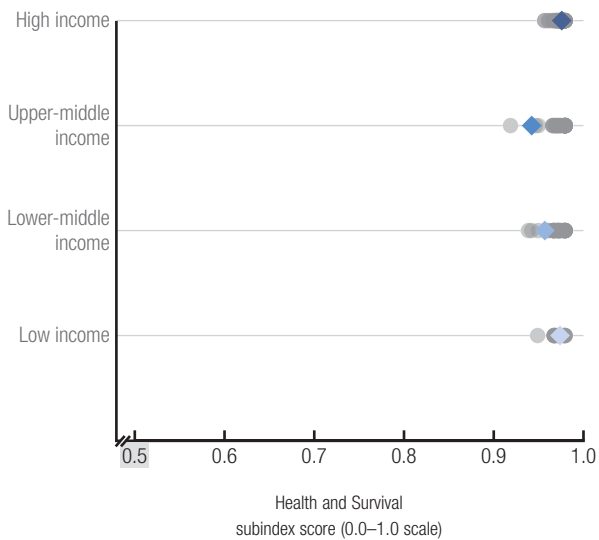
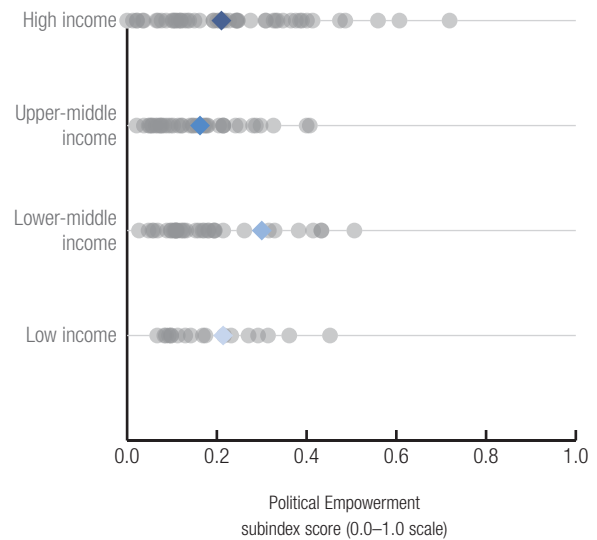


Figure 13: Political Empowerment subindex 2015, by income group



Source (Figures 9–13): Global Gender Gap Index 2015.

Notes (Figures 9–13): Colored diamonds correspond to income group averages. Details on income groups can be found in Appendix A. The X axis has been truncated on Figures 11 and 12 to enhance readability.

on the Political Empowerment subindex—including four countries in the top five: Iceland, Finland, Norway and Sweden—are from Europe and Central Asia. On the Labour force participation indicator, eight countries from the region are part of the 20 best-performing countries. On the Sex ratio at birth indicator, six out of the 10 lowest performing countries are from the region, with Armenia ranking in the second last position. On the Women in ministerial positions indicator, 13 out of the 20 best-performing countries are from the region, with Finland ranking in first place.

Iceland (1) is for the seventh year in a row the top performer country on the overall Index. From 2006, the country experienced a steady increase of its overall score, except last year when the country showed a decrease mostly due to a slight fall on the Health and Survival and Political Empowerment subindexes. Iceland is among the top three countries from the region that have improved the most compared to 2006 on their overall Index and Political Empowerment subindex scores. This year, Iceland's improvement on the Economic Participation and Opportunity subindex score translated into a gain of two ranks (from the 7th to the 5th position). As of 2009, the country has fully closed its educational gender gap and ranks first on the Political Empowerment subindex. In Iceland, 41% of parliamentarians are women, 44% of ministers are women and, out of the last 50 years, 20 were spent with a female head of state. Iceland ranks 105th on the Health and Survival subindex, gaining 23 places compared to last year. Iceland's low score on that subindex is due to its performance on the Healthy life expectancy indicator. Iceland is also a strong performer on the contextual indicators provided in the report but not included in the Index. Iceland is among the top three countries on the ability of women to rise to positions of enterprise leadership. It is also the country with the longest paternity coverage, with 90 calendar days entitled to new fathers, one among many policies in the country (and in other Nordic countries) to help parents combine work and family.

Norway (2) is back in the second position after having lost that place to Finland for three consecutive years. This gain comes mainly from improvements in Economic, Health and Political subindexes. Norway is the highest-ranking country on the Economic Participation and Opportunity subindex and the third highest on the Political Empowerment subindex. The country ranks 32nd on the Educational Attainment subindex and 70th on the Health and Survival subindex—due to very small differences in performance of the countries near the top—but scores very high. The country is among the top twenty best performers on the following five indicators: Labour force participation, Wage equality for similar work, Women in parliament, Women in ministerial position and Years with female head of state. Norway is also the top country overall on the share of women on boards of listed companies, with 37%, as well as the second best-performing country on

the Ability of women to rise to positions of leadership. The country presents as well the smallest difference between the average minutes spent per day on unpaid work by men and women.

Finland (3) fell one place and now sits in the third position on the overall Index. Finland however remains the highest-ranked country from the European Union. It ranks 8th on the Economic Participation and Opportunity subindex, gaining 13 places compared to last year, mostly due to improvements on the Wage equality for similar work indicator. Finland is one of four countries from the region that has fully closed gender gaps on both the Educational Attainment and Health and Survival subindexes. Similar to last year, Finland ranks second on the Political Empowerment subindex. It is the third-ranked country from the region on both the Labour force participation and Wage equality for similar work indicators. Finland is also the top-performing country on the Women in ministerial positions indicator and has a government that is 63% women.

Sweden (4) ranks fourth for the seventh consecutive year. The country ranks 4th on the Economic Participation and Opportunity subindex, an increase of 11 places compared with last year, due to improvements on the Perceived wage equality for similar work, the Estimated earned income and the Legislators, senior officials and managers indicators. The country has seen its subindex score on Educational Attainment decrease slightly due to a drop on the Enrolment in secondary education score. On the other hand, its Health and Survival subindex score improved from last year. The country continues to rank 5th on the Political and Empowerment subindex. Despite its high score on that subindex, Sweden is one of three countries from the region with a smaller score increase compared to 2006.

Ireland (5) gained three places compared to last year, mainly due to improvements on the Economic and Political subindexes. Ireland is among the top 10 best-performing countries on the Political Empowerment subindex. It is also one of the best three climbers from the region on the Health and Survival subindex compared to 2006. Finally, Ireland is the highest-ranked country from the region (ranking 3rd overall) on the Years with female head of state indicator. **Switzerland** (8) re-enters the top 10, gaining three places compared to last year. This is mostly due to improvements on the Economic Participation and Opportunity as well as the Education and Political subindexes. This year, Switzerland ranks 17th on the Economic and Opportunity subindex and 18th on the Political Empowerment subindex. Switzerland is among the top 20 top-performing countries on both Women in ministerial positions and Years with female head of state indicators. Compared with 2006, Switzerland is among the top three climbers from the region on the Educational Attainment subindex. Switzerland continues to be the fourth-highest ranked country overall on the percentage of

female part-time employment compared to the total female employment.

Next is **Slovenia** (9), which enters for the first time the top 10 countries on the overall Index. Out of the 109 countries that have been part of the Index since 2006, Slovenia has shown the fourth largest increase and the largest increase from the Europe and Central Asia region. Since 2006, all its subindexes scores have improved. The biggest improvements have come from the Economic Participation and Opportunity subindex and, in particular, the Political Empowerment subindex. This year, Slovenia ranks 21st on the Women in parliament indicator and 10th on the Women in ministerial positions indicator, with women representing 44% of ministers (whereas it was 18% last year). After Iceland, Slovenia has the second highest length of paid paternity leave.

Germany (11) follows next. The country has seen its overall score slightly increase compared to last year, due to better performance on the Health and Survival and the Political Empowerment subindexes. The increase has been offset by a decrease on the Economic Participation and Opportunity and Educational Attainment subindexes. The country's ten-year evolution is characterized by two ups and downs; however, compared to 2006, Germany's overall score has improved. This year, the country ranks 38th on the Economic Participation and Opportunity subindex, and 11th (similar to last year) on the Political Empowerment subindex. Out of the 40 countries that have provided data on the percentage share of women on boards of listed companies, Germany has one of the lowest percentages (2.8%). Germany shares with 10 other countries the second lowest total fertility rate (1.4 children per woman).

The **Netherlands** (13) ranks thirteenth on the overall Index this year, gaining one position. It remains the country with the highest percentage of female part-time employment compared to total female employment (77%). Despite the high level of male part-time employment, Netherlands is the country with the largest difference between female and male part-time employment. Next is **Denmark** (14) at the fourteenth position, its lowest place since the creation of the Index. Compared to 2006, its overall score has steadily improved, but there have been significant decreases from last year on the Economic, Health and Political subindexes. Denmark remains the country with the highest average minutes spent per day by men on unpaid work. Denmark is followed by **France** (15), which gained one place compared to last year due to improvement on the Political Empowerment subindex. This improvement has been slightly offset by a decrease on the Economic Participation and Opportunity subindex. Compared to 2006, France's evolution is characterized by two peaks, one in 2008 and one this year. France is the second country from the region with the highest increase compared to 2006 on the overall Index but also on the Economic Participation and Opportunity subindex.

France has also achieved the third highest increase from the region on the Political Empowerment subindex. In this year's ranking, France is among the four countries from the region that have closed both their Educational and Health gender gaps. France is also among the four countries that rank first on the Women in Ministerial positions, with 50% of Women in ministerial position. France is the lowest-ranked country from the region on the Wage equality for similar work indicator, sitting at 132nd position out of 134 countries. Regarding the share of women on boards of listed companies, France is ranked second, after Norway.

The **United Kingdom** (18) re-enters the top 20 countries on the overall Index, gaining eight places over last year. This increase is due to improvements on the Economic, Health and Political subindexes. The country's ten-year evolution is characterized by three decreases: in 2008, 2012 and 2014. Next are **Belgium** (19) and **Latvia** (20). Belgium lost nine places and Latvia five places compared to 2014. In the case of Belgium, this is mostly due to a decrease on the Health and Survival and Political Empowerment subindexes. The percentage of women in ministerial position has dropped from 42% to 23% in a year. For Latvia, the reason is a decrease on the Economic Participation and Opportunity and Political Empowerment subindexes. Latvia remains one of the four countries from the region that has closed both its Educational Attainment and Health and Survival gender gaps. In addition, Latvia is among the three countries with the highest percentage of female research and development personnel.

Estonia (21) made the largest score improvement from the region compared to 2014, mostly due to significant improvement on the Political Empowerment subindex. The percentage of women in parliament increased from 19% to 24% and the percentage of women in ministerial positions increased from 17% to 46%. This year's score is the highest Estonia has achieved in the past 10 years. **Spain** ranks 25th, followed by **Moldova** (26). Over the past 10 years, Spain experienced an increase on its Economic Participation and Opportunity subindex score, whereas the Political Empowerment subindex score has gradually decreased, despite a peak in 2010 and 2011. Spain experienced the second largest decrease on this subindex over the past 10 years. Its overall Index score has mirrored that peak during the same years.

Lithuania (31), **Luxembourg** (32) and **Belarus** (34) follow next. This year, Lithuania ranks 14th globally on the Labour force participation indicator, between Sweden and Denmark. Luxembourg is the country from the region with the largest improvement on the Economic Participation and Opportunity subindex compared to 2006. Belarus is the highest-ranked country from the region on the Legislators, senior officials and managers and Professional and technical workers indicators, with 44% of leadership positions held by women and 73% of Professional and technical workers occupied by women. Belarus is also the top country from the region in the upper-middle income

group. Out of the 95 countries that have provided data for the Firms with female top manager indicator, Belarus has the third largest percentage overall after Mongolia and Bahamas.

Austria (37) has seen a small decrease from 2014 of its overall score. Austria is the third country from the region with the largest improvement on the Economic Participation and Opportunity subindex over the past 10 years.

Austria is followed by **Portugal** (39) and **Italy** (41). Italy has shown a steady increase on its overall score with the exceptions of 2010 and 2012. The increase of the overall score has been driven over the past three years by improvements on the Political Empowerment subindex. Italy gained 28 positions over 2014, mostly on its Political Empowerment subindex due to an increase in the percentage of women in parliament and women holding ministerial positions. This year, Italy is again among the three lowest-performing countries from the region on the Economic Participation and Opportunity subindex (together with Malta and Turkey). This year, the country ranks 91st overall on the Labour force participation indicator and 109th on wage equality for similar work. **Bulgaria** (43) is next at the 43rd position. Bulgaria had experienced last year a peak in its overall score, which was due to improvements on both the Economic Participation and Opportunity and Political Empowerment subindexes. This year, these two subindexes have seen their score decrease again, influencing the overall score in the same direction. Following next are **Serbia** (45), **Kazakhstan** (47), **Poland** (51) and **Croatia** (59). Croatia is the country from the region with the largest decrease on the overall Index compared to 2006.

Ukraine's (67) overall score has fallen from 2014 due to decreases on the Economic Participation and Opportunity and Political Empowerment subindexes. **Macedonia, FYR** follows, ranking 69th. It continues to have the highest percentage of female R&D personnel (FTE) compared to men. **Albania** stands in the 70th position. Albania has improved its overall ranking by 13 positions since 2014; however, it is also the country from the region that has progressed the least over the past 10 years on the Educational Attainment and Health and Survival subindexes. **Russian Federation** (75) improved its overall score compared to 2006, having peaked in 2010 and 2011. Compared to last year, the country's overall score slightly improved with no impact on its overall rank. This year, the Russian Federation ranks 42st on the Economic Participation and Opportunity subindex (similar to last year) and 128th on the Political Empowerment subindex. Similar to last year, the country remains among the three lowest-ranking countries of the region on this subindex. The country ranks first on the Healthy life expectancy indicator, with a female-to-male ratio of 1.20.

Next is the **Kyrgyz Republic** (76). Its best performance over the last 10 years was in 2009.

Compared to 2006, the Kyrgyz Republic is among the three countries from the region with the lowest increase on the Economic, Education and Health subindexes. Following next are **Romania** (77) and **Montenegro** (79). The **Czech Republic** (81) gained 15 places this year compared to last year, mostly due to improvements on the Economic Participation and Opportunity and Political Empowerment subindexes. The percentage of women in ministerial positions improved from 7% to 19%. **Georgia** (82) follows, with **Greece** (87) and **Tajikistan** (95) next. Georgia is the country from the region that has made the most progress on the Health and Survival subindex since 2006. Greece's highest overall score over the past 10 years was in 2011. Similar to last year, Greece ranks 87th on the Economic Participation and Opportunity subindex. On the Political Empowerment subindex, however, the country gained 17 places over last year, ranking this year at the 91st position. Tajikistan is the lowest-performing country from the region on the Enrolment in tertiary education and Healthy life expectancy indicators.

Next are **Azerbaijan** (96), **Slovak Republic** (97), **Hungary** (99) and **Cyprus** (100). Azerbaijan is the second-lowest ranked country from the region on the Political Empowerment subindex, in 129th place. On the Health and Survival subindex, it is the third-lowest performing country from the region, ahead of Albania and Armenia. Out of the 95 countries that have provided data for the Firms with female top managers indicator, Azerbaijan presents the third-smallest percentage overall, just ahead of Jordan and Yemen. It is also, overall, the country with the lowest percentage of firms with female participation in ownership. Slovak Republic lost seven places this year, due to decreases on the Economic Participation and Opportunity and Political Empowerment subindexes. The Slovak Republic is among the five countries in the world that don't have any women in ministerial positions. Hungary lost six places this year due to a drop on the Political Empowerment subindex, where it is again this year the region's lowest performing country, ranking 139th. Hungary is the region's lowest-ranked performer on the Women in parliament indicator, with only 10% of its parliament made up of women. It is also among the five countries in the world that don't have any women in ministerial positions.

The final positions in the region are occupied by **Malta** (104), **Armenia** (105) and **Turkey** (130). Malta's overall highest score over the past 10 years was in 2013. This year Malta lost five places, due to a decrease on the Political Empowerment subindex. Armenia continues to be the lowest-performing country from the region on the Health and Survival subindex. Armenia has the second lowest female-to-male sex ratio at birth score in the world, just above China's. However Armenia has a high percentage (64%) of female professional and technical workers. Turkey has experienced a steady improvement of its overall score since 2010. Compared to 2006, the country is among the top three climbers from the region on the Education and

Health subindexes. Over the past 10 years, the evolution of its Economic Participation and Opportunity subindex score forms a U shape, with its lowest point in 2010. Turkey is again the lowest-performing country from the region on the Economic Participation and Opportunity subindex. Out of the 29 countries that have provided data on the average minutes spent per day in unpaid work, Turkey has the third-largest difference between women and men, following Mexico and India.

Latin America and the Caribbean

The Latin America and Caribbean region has closed 70% of the overall gender gap. It is the third-best performing region on the overall Index after North America and Europe and Central Asia. It is also the best performer on Health and Survival and second best on Educational Attainment. Compared to 2014, the region has slightly progressed on Political Empowerment and regressed on Economic Participation and Opportunity, with more than 20% and 62%, respectively, of the gender gaps now closed. The Educational Attainment and Health and Survival gender gaps remain roughly the same at 99% and 98%, respectively. When compared to 2006, the region has shown the most improvement on the overall Index and second-most improvement on both the Economic Participation and Opportunity and Political Empowerment subindexes. The region is also home to the best climber of the world on the overall Index, Nicaragua, and the best climber of the world on the Political Empowerment subindex, Bolivia.

Nicaragua (12) remains the best performer of the region for the fourth year in a row despite dropping six places from 2014 to 2015. It has closed the gender gap fully on both Educational Attainment and Health and Survival. Furthermore, on Political Empowerment it is the highest-ranking country of the region and fourth in the world, with more than 50% of the gender gap now closed. Since 2006, it is the world's most improved country on the overall Index and third-most improved of the world on Political Empowerment. **Bolivia** (22) moves up 36 places from last year, making it the second-best performer of the region, with nearly 75% of the gender gap now closed. This is mostly due to an increase on the Political Empowerment score, resulting from a doubling of women in parliament (from 25% to 53%). The country is now the second-highest ranked country in the region on the Political Empowerment subindex, with 42% of the gender gap now closed. On the Health and Survival subindex it has fully closed its gender gap, but on Educational Attainment it is the region's second-worst performer. Since 2006, the country is the world's most improved country on Political Empowerment and second-most improved on the overall Index.

Barbados (24) moves up nine places from last year, overtaking Cuba, Ecuador and Argentina on the regional rankings. This is mostly due to an increase of its Economic Participation and Opportunity score, resulting from a rise

in the number of female legislators, senior officials and managers as well as professional and technical workers. It is now the best-performing country of the region and second in the world on this subindex. It has also fully closed its Health and Survival gender gap. Within the region, it scores above average on all subindexes except Political Empowerment. **Cuba** (29) moves up one spot from last year. This is partly due to an increase in the number of women in ministerial positions (from 23% to 31%). It has nearly closed the gender gap on the Educational Attainment subindex and ranks third in the region on Political Empowerment with 40% of the gender gap now closed. **Ecuador** (33) has regressed since last year, dropping 12 places in rank. This is partly due to a slight decrease in the female-to-male ratio of estimated earned income. In Health and Survival it has fully closed the gender gap. When compared to 2006, it is the second-most improved country in the region and the fourth-most improved of the world on the Economic Participation and Opportunity subindex.

Argentina (35) has slightly progressed since last year despite dropping four places in rank. This is due to a slight increase on the Political Empowerment subindex, resulting from more women in ministerial positions and an additional year with a female head of state. It has fully closed its gender gap on the Health and Survival subindex. Since 2006 it has improved across all subindexes except Educational Attainment, where there has been no change in score. **Costa Rica** (38) has improved over last year and moves up 10 places with 73% of the gender gap now closed. This is due to a near doubling of women in ministerial positions (from 25% to 41%). It has also fully closed its gender gap on the Educational Attainment subindex, but ranks among the bottom three in the region on Health and Survival. Since 2006, it has improved in all subindexes except Health and Survival where it has slightly regressed. **Bahamas** (40) drops five places since last year but slightly increased its score. It has closed the gender gap fully on the Educational Attainment and Health and Survival subindexes, and is the second-best performing country in the region on Economic Participation and Opportunity, with more than 82% of the gender gap now closed.

Colombia (42) has made progress over last year, moving up 11 places in rank. This is due to improvements in wage equality for similar work and estimated earned income. It is now the third-best performing country in the region on the Economic Participation and Opportunity subindex, with more than 74% of the gender gap now closed. Since 2006, it has made almost no improvement on Health and Survival and Political Empowerment and has actually regressed on Educational Attainment. Both **Panama** (44) and **Trinidad and Tobago** (46) made slight progress over last year, with more women in parliament. Both countries have also fully closed their gender gap on Health and Survival in 2015. In fact, since 2006, they have

improved on all subindexes except Educational Attainment, where they have regressed. **El Salvador** (62) rises 22 places, with more women in parliament and in ministerial positions (from 7% to 21%). Since 2006 it has fully closed its Health and Survival gender gap and has improved across all indicators.

Jamaica (65) has dropped 13 places on the Economic Participation and Opportunity subindex, mostly due to recently available data for the number of female legislators, senior officials and managers. It has closed the gender gap fully on Health and Survival and is the most improved country of the region on this subindex since 2006. It has also improved on Political Empowerment but is the region's least improved country on Economic Participation and Opportunity and on the overall Index. **Guyana** (66) follows and drops two places from last year, without any major changes in score besides slight improvements in literacy rate, wage equality and the number of women in ministerial positions. Its Educational Attainment and Health and Survival gender gaps remain fully closed but the country is the region's second-worst performer on Economic Participation and Opportunity.

Mexico (71) moves up nine places from last year with more women in parliament. Slight improvements have also been made in estimated earned income and the number of female legislators, senior officials and managers, but it remains the region's lowest-ranked country on the Economic Participation and Opportunity subindex, with less than 55% of the gender gap closed. Since 2006 it has fully closed its Health and Survival gender gap and ranks among the top five most-improved countries in the region on the overall Index and Political Empowerment subindex. It has slightly regressed on Educational Attainment. **Chile** (73) hasn't changed in score despite dropping seven places from last year. The number of legislators, senior officials and managers has improved, as has the number of years with a female head of state, but there are fewer women in ministerial positions. It ranks among the bottom three in the region on Economic Participation and Opportunity. Since 2006 it has improved on all subindexes except Health and Survival and ranks among the region's top five most-improved countries on Educational Attainment. **Venezuela** (78) moves up eight places in rank, with 69% its gender gap now closed. While it has regressed on Economic Participation and Opportunity, improvements have been made on Political Empowerment, as it has added more women in ministerial positions. Most of the progress made since 2006 has occurred on these two subindexes. **Honduras** (80) drops seven places in rank, with less wage equality for similar work. It has fully closed the gender gap on the Educational Attainment subindex. Since 2006 it has improved across all subindexes except Health and Survival where it has slightly regressed.

Brazil (85) has slightly regressed, dropping 14 places since 2014. This is likely due to a fall in the number of

women in ministerial positions (from 26% to 15%). Yet its Educational Attainment and Health and Survival gender gaps remain fully closed, and, since 2006, it has improved across all subindexes, with the most progress being made on Political Empowerment. **Dominican Republic** (86) is ranked next and has similarly regressed, dropping eight places since last year. While improvements have been made to its Political Empowerment score, with more women in ministerial positions, Economic Participation and Opportunity has suffered, with less wage equality for similar work. Since 2006, it is the least improved country of the region and third least improved globally on the Educational Attainment subindex. It is also the region's least improved on the Health and Survival subindex, ranking in the region's bottom three today. **Peru** (89) has also regressed, dropping 44 places since last year. This is mostly due to halving the number of women in ministerial positions (from 44% to 22%). However, since 2006, it has improved across all subindexes except Health and Survival where it has regressed. It is the worst performing country of the region in this category, with 97% of the gender gap closed.

Uruguay (93) drops 11 places in 2015, with fewer female legislators, senior officials and managers. Some progress has been made in the percentage of women in parliament and in ministerial positions but the country is still one of the region's three worst performers on these indicators. Since 2006 it has fully closed its gender gap on Health and Survival and has advanced across all subindexes. **Suriname** (94) follows, but has risen 15 places since last year. This can be attributed to an increase in the number of female legislators, senior officials and managers and the number of professional and technical workers, as well as a doubling of women in parliament (from 12% to 25%). Since 2012 it has fully closed its Health and Survival gender gap. **Belize** (103) drops three places from last year due to a slight decrease in female enrolment in secondary education. It is the worst performing country of the region on Political Empowerment, with less than 5% of the gender gap closed. The gender gap on the Health and Survival subindex has remained fully closed since 2007. **Guatemala** (106) has regressed, dropping 17 places from last year, with fewer women in ministerial positions. When compared to 2006, the country is the most improved of the region and third-most improved globally on the Economic Participation and Opportunity subindex. Similarly, while it is the region's lowest-performing country on Educational Attainment, it has improved the most since 2006. The gender gap on Health and Survival remains fully closed. **Paraguay** (107) drops 26 places from last year and is the worst performing country of the region, with less than 67% of the gender gap closed. It has regressed across most of the indicators in Economic Participation and Opportunity—with wage equality for similar work being the exception. The number of women in ministerial positions has also nearly halved (from 25% to 8%) making it the

second-worst performing country of the region on the Political Empowerment subindex. However, it improved on Health and Survival, fully closing the gender gap this year. Since 2006, it is the second-most improved country of the region on Educational Attainment but the least improved on Political Empowerment.

North America

North America has closed 74% of its overall gender gap, remaining the best performer on the global Index. It is also the best performer on the Economic Participation and Opportunity subindex, with 82% of the gender gap closed, and on the Educational Attainment subindex, where it has nearly achieved parity. On the Health and Survival subindex it ranks third in the world; yet on the Political Empowerment it ranks second-to-last, with less than 17% of the gender gap closed. In fact, when compared to 2006, North America is the second-least improved region on the overall index and on the Health and Survival and Political Empowerment subindexes. It is, however, the most improved region on the Economic Participation and Opportunity subindex.

The **United States** (28) falls eight places this year and drops out of the top 20, mostly due to a decrease on its Political Empowerment score, where it has demonstrated fewer women in ministerial positions (from 32% to 26%). On the Economic Participation and Opportunity subindex, the country also drops out of the top five, with slightly less wage equality for similar work. It ranks in the top 10 on the Estimated earned income and Professional and technical workers indicators, and top 25 on the Legislators, senior officials and managers indicator. The country has not reached full parity on either the Educational Attainment or Health and Survival subindexes. Over the past 10 years, its overall score has fluctuated, with a peak in 2014. It has improved across all subindexes except Health and Survival, where it has slightly regressed.

Canada (30) falls 11 places this year, mainly due to a decrease on its Economic Participation and Opportunity score, with less wage equality for similar work as well, as on its Political Empowerment score, where it has slightly less women in ministerial positions. It ranks among the top 25 on the labour force participation and estimated earned income indicators. The country continues to rank first in the world with full parity on the Educational Attainment subindex, but ranks below the regional average on Health and Survival, with less than 97% of the gender gap closed. Looking back to 2006, Canada's overall score is characterized by similar fluctuations in score with a peak in 2014. Like the United States, Canada has improved on all subindexes except Health and Survival, where it has slightly regressed.

The Middle East and North Africa

The Middle East and North Africa region has closed almost 60% of the overall gender gap. However, it ranks last

globally on the overall Index; on the Economic Participation and Opportunity subindex, with only 40% of the gender gap closed; and on the Political Empowerment subindex, with only 9% of the gender gap closed. Four of the five world's lowest-ranking countries on this latter subindex belong to this region. On both Educational Attainment (93% of the gender gap closed) and Health and Survival (nearly 97% of the gender gap closed) it ranks fifth globally—surpassing Sub-Saharan Africa and Asia and the Pacific, respectively. Still, no country from the region has fully closed its gender gap on either subindex. When compared to 2006, the region has shown the most improvement on the Educational Attainment subindex, but the least improvement on the overall Index as well as on the Economic Participation and Opportunity and Political Empowerment subindexes. The region is also home to the best climber of the world on the Economic Participation and Opportunity subindex: Bahrain.

Israel (53) continues to hold the top spot in the Middle East and North Africa region and moves up 12 places on the overall ranking due to improvements on the Economic Participation and Opportunity, Health and Survival, and Political Empowerment subindexes. It is the region's best-performing country across all four subindexes. It is also the best performer on the Labour force participation and Legislators, senior officials and managers indicators, but the second-worst performer on the Wage equality for similar work indicator. The country is the region's second most improved country on the Health and Survival subindex since 2006. **Kuwait** (117) drops four places this year. It is the region's second-best performing country on Educational Attainment and the third-best performer on Economic Participation and Opportunity. On Health and Survival it is the lowest-performing country along with Qatar, with less than 96% of the gender gap closed. It has improved across all subindexes since 2006, with Educational Attainment and Health and Survival the exceptions. The **United Arab Emirates** (119) follows closely. It scores above the regional average across all subindexes except Health and Survival, where it is the third-lowest ranked country, with 96% of the gender gap closed. It ranks first in the region on literacy rate and third on wage equality for similar work. Since 2006 it has improved across all subindexes except Health and Survival. Next is **Qatar** (122), the region's second-best performing on Economic Participation and Opportunity, but the second-lowest performer on Health and Survival and lowest performer on Political Empowerment, where it has closed only 1.3% of the gender gap.

Bahrain (123) scores above the regional average on Economic Participation and Opportunity, with the region's highest score on the Wage equality for similar work indicator. It also scores above average on Educational Attainment with the second-highest score on the Enrolment in tertiary education indicator. It is the world's most improved country on the Economic

Participation and Opportunity subindex, and the second-most improved of the region on the overall Index since 2006. Nevertheless, it is also the least improved since 2006 on both the Educational Attainment and Political Empowerment subindexes. **Tunisia** (127) scores above the regional average across all subindexes and ranks best in the region for healthy life expectancy and second best on the percentage of female legislators, senior officials and managers. Since 2006, it has shown the region's most improvement on the Health and Survival subindex. **Algeria** (128) is the region's second-best performing country on Political Empowerment, with the highest percentage of women in parliament (32). In fact, it is the second-most improved country on this subindex when compared with its 2006 performance.

Mauritania (132) is the region's second-best performing country on the Health and Survival subindex and the third-best performer on Political Empowerment where it has the highest percentage of women in ministerial positions (27). It is the most improved of the region in this subindex since 2006. Still, it is the second lowest performing country on Educational Attainment, with the lowest enrolment of women in tertiary education. **Saudi Arabia** (134) drops four places from last year, mainly due to a decrease on its Economic Participation and Opportunity and Health and Survival scores. It is the region's third-best performing country on Educational Attainment, with parity across enrolment in primary, secondary, and tertiary education. Still, it ranks below the regional average across the rest of the subindexes. Since 2006, the country has shown the region's largest improvement on the overall Index and the second-largest improvement on Economic Participation and Opportunity. On Educational Attainment, it is the fifth-most improved country in the world; however, it is the world's fifth-least improved country on Health and Survival.

Oman (135) drops seven places from last year, due to regression on Economic Participation and Opportunity. It ranks above the regional average across all subindexes except Political Empowerment, where it is the third-lowest performing country of the region. **Egypt** follows in 136th position this year, with scores above average on all subindexes except Political Empowerment. Since 2006, the country has improved on three out of the four subindexes; the lone exception, the Health and Survival subindex. **Lebanon** (138) has improved over 2014, with the second highest percentage of female professional and technical workers in the region and more female ministers. Still, it is the region's second-lowest performer on Political Empowerment, with only 3% of female parliamentarians. **Morocco** (139) is the third-best performing country of the region on Health and Survival, but also the third-lowest performing country on Educational Attainment, where it has closed less than 92% of the gender gap. Since 2006 it has improved across all subindexes except Economic Participation and Opportunity, where it is the world's

third-least improved country. **Jordan** (140) is the region's third-lowest performing country on Economic Participation and Opportunity, with 35% of the gender gap closed. It ranks below the regional average across the rest of the subindexes except Educational Attainment. While improvements have been made on Educational Attainment and Political Empowerment since 2006, it is the world's second-least improved country on the overall Index as well as on the Economic Participation and Opportunity subindex.

Syria (143) drops four places from last year and remains in the bottom five of the global ranking. It is the region's second-lowest performing country on Economic Participation and Opportunity, with the region's lowest score on the Labour force participation indicator. **Yemen** (145) continues to occupy the last place in the region and on the global Index since 2006. It is the lowest performing country of the region across the Economic Participation and Opportunity subindex and fourth-lowest in the world on Educational Attainment. It has made some improvements, though, and since 2006 it has been the most improved country of the region and fourth in the world on Educational Attainment. Still, it is also the least improved of the region and fourth-least improved of the world on the Health and Survival subindex.

Asia and the Pacific

The Asia and the Pacific region has closed more than 67% of its overall gender gap. It has improved its Political Empowerment performance since 2014 and remains first globally with more than 25% of the gender gap closed. However, the region ranks second from the bottom on the overall Index and Economic Participation and Opportunity subindex, with 54% of the gender gap closed. On Health and Survival, the region has regressed since 2014 and, once again, scores last with less than 95% of the gender gap closed. When compared to 2006, the region is the most improved on Political Empowerment and second-most improved on Educational Attainment and on the overall Index. It is the least improved on Health and Survival despite being home to three of the five most-improved countries on this subindex. Of the 24 countries in the region, 17 have improved and seven have regressed since 2006. The region is also home to one of the top five climbers on the overall Index and on Educational Attainment: Nepal.

The **Philippines** (7) has made progress from last year and continues to rank among the top 10 on the overall index and first in the region with 79% of its gender gap closed. This can be explained by an increase on its Economic Participation and Opportunity score, which is due to more female legislators, senior officials and managers as well as professional and technical workers. It now ranks third-best in the region on this subindex. Improvements have also been made on the Political Empowerment subindex, due to more women in ministerial

positions. The Health and Survival gender gap remains fully closed while the Educational Attainment gap, which had been fully closed since 2006, reopens slightly. Since 2006, the country has progressed across all categories except Educational Attainment, where it has slightly regressed.

New Zealand (10) similarly improves and moves up three places from last year, joining the top 10 on the overall Index with more than 78% of its gender gap closed. The country has also improved on Economic Participation and Opportunity, with better wage equality for similar work and more equal estimated earned income. Improvements have also been made on Political Empowerment, and the country now ranks third best in the region in this subindex. Its Educational Attainment gender gap remains fully closed. Since 2006, the country has progressed across all categories except Health and Survival where it has slightly regressed. **Australia** (36) follows and drops 12 places from where it ranked in 2014, with 73% of the gender gap now closed. This can be explained by a decrease on its Economic Participation and Opportunity score, due to a drop in estimated earned income. Since 2006, its Educational Attainment gender gap has remained fully closed. The country has shown progress across all subindexes except Health and Survival where it has slightly regressed. **Lao PDR** (52) moves up by eight places, closing 71% of its overall gender gap. The country has increased its Economic Participation and Opportunity score, with improvements to the Estimated earned income indicator score, and now ranks second best in the region on this subindex. Its Educational Attainment score has also improved, due to higher literacy rates and more equal enrolment in secondary and tertiary education.

Singapore (54) moves up five places from last year due to improvements to its Economic Participation and Opportunity score, where it has increased wage equality for similar work and added more female legislators, senior officials and managers as well as professional and technical workers. The country now ranks first in the region on this subindex. Yet on Educational Attainment and Political Empowerment it scores below the regional average. Singapore has made progress across all subindexes since 2006 and is the most improved country in the region on Economic Participation and Opportunity. **Mongolia** (56) falls twelve spots from last year. The decrease can mainly be seen on the Political Empowerment score, with fewer women in ministerial positions (from 17% to 11%). The Health and Survival gender gap remains fully closed. When compared to 2006, the country has demonstrated improvements across all subindexes except Educational Attainment where it has regressed. **Thailand** (60) moves down one rank but slightly improves its overall score, due to an increase on the Economic Participation and Opportunity subindex—in particular, more female legislators, senior officials and managers in the workforce. The country's Health and Survival gender gap is fully closed. When compared

to 2006, the country has shown progress across all subindexes except Political Empowerment, where it has regressed.

Bangladesh (64) moves up four places from 2014 to 2015, showing improvement across all subindexes except Economic Participation and Opportunity. After a steady increase in score from 2006 to 2010, the country has regressed on this subindex since 2013. Its Educational Attainment score continues to rise, due to higher literacy rates and enrolment in tertiary education. On the Health and Survival subindex, the country ranks first in the region and, since 2006, is the second most-improved country in the world. Improvements have also been made on Political Empowerment, with more years with a female head of state; since 2006, it has been the second-most improved country of the region on this subindex. Bangladesh is also the region's second-most improved country on the overall Index.

Vietnam (83) has fallen seven places on the overall ranking. While its Economic Participation and Opportunity, Political Empowerment and Health and Survival scores have remained almost unchanged, its Educational Attainment score has decreased. This may be attributed to a decrease in female literacy rates. **Sri Lanka** (84) drops five positions—it has less wage equality for similar work and fewer female legislators, senior officials and managers. The country's Political Empowerment performance has also regressed, with fewer years with a female head of state, even though there are now more women in ministerial positions. The Health and Survival gender gap is fully closed. Since 2006 the country is the region's least improved country on the overall Index, and the least improved in the world, on the Political Empowerment subindex.

Brunei Darussalam (88) moves up by 10 places from 2014, with an improved Economic Participation and Opportunity score due to more female legislators, senior officials and managers as well as female professional and technical workers. However, it ranks last in the world on Political Empowerment, with no women in ministerial positions or years with a female head of state. **China** (91) drops four places from last year, slightly regressing in score due to a decrease in female sex ratio at birth. It is the world's lowest-ranked country on this indicator. China has slightly improved its Economic Participation and Opportunity performance, with more wage equality for similar work, as well as its Political Empowerment score, where it has seen an increase in the percentage of women in ministerial positions. Since 2006 it has shown progress across all subindexes except Health and Survival where it is now the third-least improved country in the world. **Indonesia** (92) moves up five places, due to a near doubling of women in ministerial positions (from 12% to 23%). Since 2006, the country has been steadily improving across all subindexes except Economic Participation and Opportunity, where it has regressed.

Japan (101) moves up three places from 2014 due to a similar near doubling of women in ministerial positions (from 11% to 22%). The Health and Survival gap remains unchanged since 2012, at almost 98%, and the Economic Participation and Opportunity score has decreased since 2014, due to lower wage equality for similar work and fewer female legislators, senior officials and managers. Since 2006 the country has demonstrated progress across all subindexes except Health and Survival where it has slightly regressed. **India** (108) moves up six positions from 2014 with more than double the percentage of women in ministerial positions (from 9% to 22%). It now ranks second in the region on this subindex. While the Educational Attainment and Health and Survival scores have also improved, the country ranks third-lowest in the region and third-lowest in the world on both subindexes. Economic Participation and Opportunity has declined due to a decrease in wage equality for similar work and less female labour force participation, placing the country third-lowest in the region. Since 2006 the country has improved across most subindexes, and in fact is the region's most-improved country on Political Empowerment. Nevertheless, it has regressed on Economic Participation and Opportunity and is the world's least-improved country on the Health and Survival subindex.

Cambodia (109) slightly improves its Economic Participation and Opportunity score, showing consecutive growth with more wage equality for similar work. The country has also improved on the Political Empowerment subindex, adding more women in ministerial positions. While higher literacy rates have boosted Educational Attainment, it is the region's second-lowest ranking country on this subindex. The country has reached gender parity on the Health and Survival subindex. Since 2006 the country has improved across all subindexes. **Nepal** (110) moves up two spots from last year, with improved Economic Participation and Opportunity and Educational Attainment scores. There have been no major fluctuations on Health and Survival but its Political Empowerment score has decreased slightly. Since 2006 the country has improved across all subindexes, and ranks as the second-most improved country in the world on Educational Attainment and third-most improved globally on the overall Index and on Health and Survival. It is also the region's second-most improved on Economic Participation and Opportunity.

Malaysia (111) slightly improves in score despite falling four places in rank. Improvements across Economic Participation and Opportunity are a likely cause but the country has slightly regressed on Political Empowerment, where it now ranks third lowest. It has also regressed slightly on the Educational Attainment subindex; in fact, since 2006, it is the world's least improved country on this subindex. Over the last decade it has also regressed on both Health and Survival and Political Empowerment. The **Maldives** (113) drops eight places in rank due, in

part, to less equal estimated earned income and fewer women in ministerial positions. The country ranks above the regional average across all subindexes except Political Empowerment, where less than 6% of its gender gap has closed.

Korea, Rep. (115) moves up two places with 65% of its overall gender gap now closed. This is likely triggered by progress across nearly all indicators on the Economic Participation and Opportunity subindex. Regarding Political Empowerment however, there has been a near halving of women in ministerial positions (from 12% to 6%). When compared to 2006, the country has improved across all subindexes, with the most progress being made on the Economic Participation and Opportunity subindex. **Bhutan** (118) also moves up two positions in rank, with the most improvement being made on Educational Attainment, which has been boosted by a higher literacy rate and enrolment in tertiary education. Its Health and Survival and Political Empowerment scores remain the same as last year. **Fiji** (121) has seen more estimated earned income and a greater number of women in ministerial positions. Full gender parity has been reached on the Health and Survival subindex.

Iran, Islamic Rep. (141) slightly regresses and joins the world's bottom five on the overall Index. It is also the region's second lowest performer on the Economic Participation and Opportunity and Political Empowerment subindex, with under 36% and 4% of the respective gender gaps closed. When compared to 2006 it has made almost no improvements in any category and has actually regressed on the Economic Participation and Opportunity and Health and Survival subindexes. **Pakistan** (144) has slightly improved its 2014 performance, but still ranks second-to-last in the world on the overall Index. On the Economic Participation and Opportunity subindex, the country has improved wage equality for similar work but still remains last in the region and, when compared to 2006, has improved the least of any country in the region. Similarly, improved literacy rates and enrolment in tertiary education have boosted educational attainment but the country remains last in the regional rankings. When compared to 2006, though, it is the region's second-most advanced on this subindex. It is also one of the top five most-improved countries in the world on the Health and Survival subindex.

Sub-Saharan Africa

By 2015, the Sub-Saharan Africa region has closed 68% of its overall gender gap, showing a slight increase compared to 2014. Out of six regions measured, it ranks fourth behind North America, Europe and Central Asia, and Latin America and the Caribbean. The region has closed 97% of its Health and Survival gap, showing the second absolute largest increase compared to last year. Eighty-four percent of its Educational Attainment gender gap has closed, the largest absolute improvement over 2014. This year, 69%

of its Economic Participation and Opportunity gender gap and 19% of the gap on the Political Empowerment have been closed. Since 2006, the region (17 countries were included from 2006 to 2015) has experienced an increase of its overall score from 0.64 to 0.67, which is the fourth-largest absolute increase after North America, Latin America and the Caribbean and Europe and Central Asia. On the Economic Participation and Opportunity and Political Empowerment subindexes, the region has demonstrated the fourth largest absolute increase, and the third-largest absolute improvement on the Educational Attainment subindex. On Health and Survival however, the region improved more than any of the five regions. Thirty-one countries from the region are included in the 2015 index; three—Benin, Cameroon and The Gambia—are new this year. In 2015, Rwanda (6), Namibia (16) and South Africa (17) rank among the top 20 countries on the overall Index, with Namibia climbing from 40th in 2014 into the top 20 for the first time. Mali (137) and Chad (142) are among the 10 countries at the bottom.

Among the top 20 performing countries on the Economic Participation and Opportunity subindex are Burundi, Malawi, Ghana, Rwanda and Botswana. Nine countries from Sub-Saharan Africa are in the top 20 on the Labour force participation indicator, with Malawi, Mozambique, Rwanda and Burundi demonstrating a higher representation of women in the labour force than men. Globally, Rwanda is the country with the best wage equality for similar work, followed by Norway and then Zambia. Namibia and Lesotho are the only two countries from the region that have closed their Educational Attainment and Health and Survival gender gaps. Botswana, Lesotho, Namibia, and Swaziland are among the world's 25 countries that have fully closed their Educational Attainment gender gaps, while Benin and Chad rank the lowest overall on that subindex. Six of the 10 lowest-ranked countries on the literacy rate indicator are from the region. Whereas 16 countries in the region have closed their gender gap for primary education, only nine have closed it for secondary education and seven for tertiary education. On the Health and Survival subindex, Namibia, Cape Verde, Zimbabwe, Lesotho, South Africa, Uganda, Angola and Mauritius are among the 40 countries that have closed their gender gap. In 141st position, Mali ranks among the 10 lowest-performing countries on that subindex. On the Political Empowerment subindex, Rwanda and South Africa are the two countries from the region in the top 20. Rwanda, Senegal, South Africa and Namibia are among the 10 top-ranked countries on the Women in parliament indicator. In fact, Rwanda is ranked first globally and one of only two countries (including Bolivia) worldwide that have more women in parliament than men.

Rwanda (6) is included in the Global Gender Gap Index for the second year and gained one place in 2015. It is the strongest performer from the region and

the only country from the region ranked in the top 10. Its high ranking can be explained by Rwanda's strong performance on the Political Empowerment subindex (7th) and good performance on the Economic Participation and Opportunity subindex (14th). However, this performance is slightly offset by lower scores and wider gender gaps on Health and Survival and Educational Attainment. Rwanda has closed its gender gap on the Labour force participation, Enrolment in primary education, Sex ratio at birth and Women in parliament indicators. It is also the best-performing country overall on the Perceived wage equality for similar work indicator.

Namibia (16) climbed from 40th in 2006 to 16th in 2015 on the overall Index, the region's largest overall score improvement. The country is also the region's best climber on the Economic Participation and Opportunity subindex compared to 2006. It is one of two countries from the region that has closed its gender gaps on the Educational Attainment and Health and Survival subindexes. The country has also closed its literacy rate gender gap. Compared to 2006, the country has improved on all four subindexes. Following Namibia, **South Africa** (17) is the third Sub-Saharan country in the top 20. Compared to last year, South Africa increased its overall performance by one ranking due to improvements on the Economic Participation and Opportunity and Political Empowerment subindexes. Its gender gap on Health and Survival subindex remains closed. The country ranks 85th on the Educational Attainment subindex and 72nd on the Economic Participation and Opportunity subindex. On the Political Empowerment subindex, South Africa is among the top 20 performers, ranking 14th, due to high scores on both the Women in parliament and Women in ministerial positions indicators.

Burundi (23) ranks in the top five on Economic Participation and Opportunity and shows a strong performance on Political Empowerment (28). Compared to last year, scores on three of four subindexes have decreased—the exception being Political Empowerment. The country is one of four countries that has closed its gender gap on the Labour Participation indicator, but is among the 10 lowest-performing countries with regard to enrolment in both primary and tertiary education.

Mozambique (27) remains at the same rank as last year despite a slight increase of its overall score. It, too, is one of four countries that have closed the gender gap on the Labour force participation indicator. Yet it is among the 20 lowest-performing countries globally on the Literacy rate and Enrolment in primary and tertiary education indicators.

Kenya (48) dropped eleven places on the overall rankings this year, mostly due to a decrease on both the Wage equality for similar work and Women in ministerial positions indicators. The country ranks 25th on the Economic Participation and Opportunity subindex, 62nd on the Political Empowerment subindex, 85th on the Health and

Survival subindex, and 113th on the Educational Attainment subindex.

Tanzania (49) moves two places down from last year despite no changes to its overall score. Compared to last year, it has slightly improved its performance on Educational Attainment, Health and Survival and Economic Participation and Opportunity subindexes, while decreasing slightly on Political Empowerment. Tanzania is the country with the biggest decrease overall on the Economic pillar over the last 10 years. Tanzania ranks 5th overall on the Labour force participation and 10th on the Estimated earned income indicators, while it is the lowest-performing country from the region on the Legislator, senior officials and managers indicator. **Cape Verde** (50) maintains its position this year despite a slight overall score increase. Cape Verde demonstrates a particularly strong performance on Health and Survival where it has closed its gender gap. It ranks 25th on the Political Empowerment subindex, where it has the region's highest percentage—53%—of women in ministerial positions.

Botswana (55) moves a few places down from last year. The country closed its Educational Attainment gap and continues to demonstrate a strong performance on the Economic Participation and Opportunity subindex, ranking 15th. It has closed its literacy gender gap. Compared to 10 years ago, Botswana is the country that has made the region's biggest improvement on the Health and Survival subindex but also the largest decrease on the Political Empowerment subindex.

Zimbabwe (57) climbed six places from 2014 to 2015. This is mainly due to an increase in performance on the Educational Attainment subindex; in particular, improvements on the Literacy rate and Enrolment in secondary and tertiary education indicators (Zimbabwe has closed its gender gap on Enrolment in primary education). Zimbabwe is one of eight countries in the region that has closed its gender gap on Health and Survival. **Uganda** (58) climbed 30 places this year and is the region's third-most improved country from 2014. The country has also improved its Economic Participation and Opportunity, Educational Attainment and Health and Survival subindex scores, while its Political Empowerment subindex performance has decreased. Uganda is among the top 10 performers on the Labour force participation indicator, but is the region's lowest-ranked performer on the Estimated earned income indicator. **Lesotho** (61) drops 23 places in the ranking compared to last year. Though the country has closed its Educational Attainment and Health and Survival gaps, it ranks 68th on both the Economic Participation and Opportunity and Political Empowerment subindexes; on the former subindex, the country experienced its second lowest score of the past 10 years. Lesotho is one of four countries from the region that has closed its literacy gender gap. **Ghana** (63) climbed 38 places in 2015 and improved its performance on all subindexes. It has shown the region's second-largest improvement after Namibia.

Ghana improved most noticeably on the Economic participation and Opportunity subindex and is among the top 10 countries on the Labour force participation indicator and the region's best performer on the Legislators, senior officials and managers indicator, where it has closed the gender gap.

Next are **Malawi** (68), **Senegal** (72) and **Madagascar** (74). Malawi drops 34 places compared to last year, mainly due to a decline on the Economic Participation and Opportunity and Political Empowerment subindexes, though it improved, slightly, its performance on the other two subindexes. The country is one of four countries that have closed the gender gap on the Labour force participation indicator. Senegal has slightly improved its performance over the last year with increased scores for all subindexes except for Health and Survival, which fell slightly in 2015. Madagascar sees a significant drop of 33 places in the ranking compared to last year. The country decreased its score on both the Economic Participation and Opportunity and Political Empowerment subindexes, while showing a stable performance on the Health and Survival subindex and a slight increase on the Educational Attainment subindex.

Due to a lack of data **Cameroon** (90) was not included in last year's *Report*. In 2013, however, it ranked 100th, which means that it gained 10 places over the last two years, mainly because of improvements on the Political Empowerment subindex. Similarly, **The Gambia** (98) re-enters the rankings after a gap of two years due to newly available data. When last included in 2012, the country ranked 93rd. The Gambia has experienced a slight decrease on its Economic Participation and Opportunity, Health and Survival and Political Empowerment subindex scores compared to 2012. On the other hand, it has improved its Educational Attainment performance. It is the region's lowest-performing country on the Professional and technical workers indicator.

Swaziland (102), included for the first time in 2014, improved its Educational Attainment score, whereas its Economic Participation and Opportunity and Health and Survival subindexes scores fell. Swaziland is the second-lowest performing country on Health and Survival, ahead of Mali. It has maintained the same score on the Political Empowerment subindex.

Next are **Liberia** (112), **Burkina Faso** (114) and **Zambia** (116). Liberia is included for the second time in the rankings and has dropped one place from 2014 despite a slight overall increase of its score. The country's performance on the Economic Participation and Opportunity subindex decreased, while its Educational Attainment and Political Empowerment subindex scores improved slightly. Its Health and Survival score remains unchanged. Liberia is the world's worst performing country on the Literacy rate indicator. Burkina Faso fell four places this year, but is the country that has shown the largest improvement on the Educational Attainment subindex over

the last 10 years. Zambia climbed three places from 2014, and is among the top 10 on the wage equality survey.

Mauritius (120) follows, though it has dropped 14 places from 2014 due to decreases on the Economic Participation and Opportunity and Political Empowerment subindexes. The country has closed its gender gap on the Health and Survival subindex. It is the lowest performing country from the region on the Labour force participation indicator.

Ethiopia (124) has moved up three places from 2014. The country ranks 44th on the Political Empowerment subindex and 59th on the Health and Survival subindex, but only 108th on the Economic Participation and Opportunity and 140th on the Educational Attainment subindexes. Ethiopia has seen the region's biggest improvement on the Political Empowerment subindex since 2006. **Nigeria** (125) lost seven places in 2015, due to a decrease on all subindexes except the Educational Attainment subindex. However, the country has demonstrated the region's largest decrease on this subindex over the last 10 years. Today, it ranks 61st on the Economic Participation and Opportunity subindex. It is among the 10 worst performing countries on the Educational Attainment subindex and has the region's lowest percentage of female parliamentarians. **Angola** (126) has dropped five places despite an overall score improvement. The country has closed its gender gap on the Health and Survival subindex and ranks 38th on the Political Empowerment subindex. Angola is among the five lowest performing countries on the Educational Attainment subindex and ranks 116th on the Economic Participation and Opportunity subindex. Angola is the lowest performing country on the Perceived wage equality for similar work and Enrolment in primary education indicators. However, it does rank among the world's top 25 countries on the Women in parliament indicator.

Benin (129) re-enters the rankings after a one-year absence due to missing data. The country ranks 33rd on the Economic Participation and Opportunity subindex and is second-to-last on the Educational Attainment subindex. It is also second-to-last on the Literacy rate indicator and part of the bottom 10 countries on the Enrolment in primary, secondary and tertiary education indicators. Included for the first time last year, **Guinea** (131) made small progress in its overall performance this year. The final positions in the region are occupied by **Côte d'Ivoire** (133), **Mali** (137) and **Chad** (142). Côte d'Ivoire gained three places over last year. The country is among the bottom 10 countries on the Educational Attainment subindex. It is the fifth-lowest performing country on the Enrolment in secondary education indicator. Mali gained one place in rank over 2014, improving on all four subindexes except the Health and Survival subindex. Mali has seen the region's largest score decrease since 2006 on both the overall Index as well as on the Health and Survival subindex. This year, Mali is also the worst performing country globally on the Healthy life expectancy indicator. Chad continues to

be the region's lowest ranked country on the overall Index, as well as the lowest-performing country overall on the Educational Attainment subindex.

TRACKING THE GENDER GAP OVER TIME

Since 2006, the *Global Gender Gap Report* has served as a benchmark for different stakeholders to track a country's standing in gender parity over time—whether relative to other countries or to themselves. As we consider 10 years of data, it is possible to assess the speed of progress and understand more about the nature of the changes underway.

The aggregate figures allow for an estimate of the state of gender parity across the world as a whole. In 2006, the Index showed that the world had closed 64% of the gender gap. In the past 10 years, the gap has closed by a further 4%. There is variation across regions, with some moving ahead faster than others, but no region has managed to change its overall placement since 2006. The Latin America and the Caribbean region, which closed its gap by over 4% in the past 10 years, has made the most progress. Asia and the Pacific is next, but started with a wider gap. Sub-Saharan Africa, Europe and Central Asia, and North America follow next, having closed 3.7%, 3.6% and 3.5% of their gaps, respectively. The Middle East and North Africa region has made the least progress, at 2.9%.

Nordic countries had some of the smallest gender gaps in 2006. In 2015, they remain the countries with some of the smallest gender gaps in the world—but their progress towards parity has been uneven. Finland and Norway, the countries with the second and third smallest gender gaps in 2006, have closed them by 5% over the past 10 years, making steady progress. In 2006, Sweden had the narrowest gender gap in the world. However over the past 10 years, it has closed it by a mere 1%. Its neighbour Iceland has overtaken it by making 10% progress to top the rankings. As it currently has the narrowest gender gap in the world—having closed it by 88%—if Iceland were to make similar progress in the next 10 years, it will be in a position to close its gender gap fully.

Progress has emerged from both high- and low-ranked countries. For example, Iceland's strong progress is matched by that of Nicaragua, Bolivia, and Nepal, who are among the countries that have made the most progress on reducing their gender gap in the past 10 years (by 10–12%). Nicaragua leads the way, having closed its political gender gap by 32% and its economic gender gap by 16%. Bolivia has made similar progress. Nepal started its transition from having the 5th largest gap (55% overall) and has now closed its political gender gap by 13% and its education gender gap by 18%. While Yemen has remained the lowest-ranked country throughout the 10 years, it has made progress—from having closed a mere 46% of its gender gap in 2006 to closing the gap by a further 2.5% today. In 2006, Chad and Saudi Arabia had the second and third widest gender gaps in the world. The past 10

Figure 14: Distance from gender parity 2015, by region

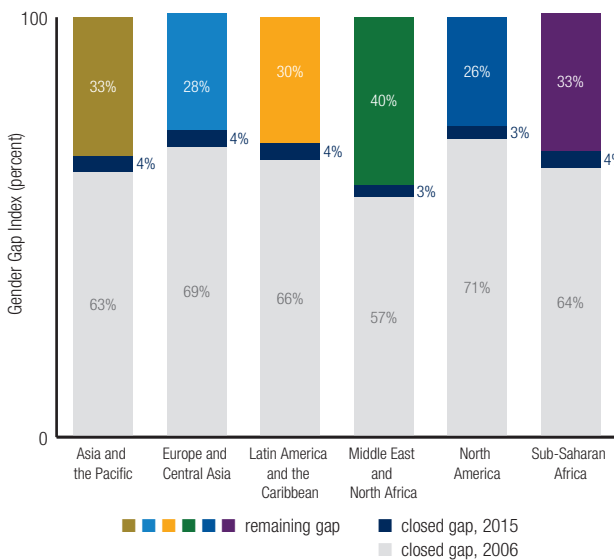
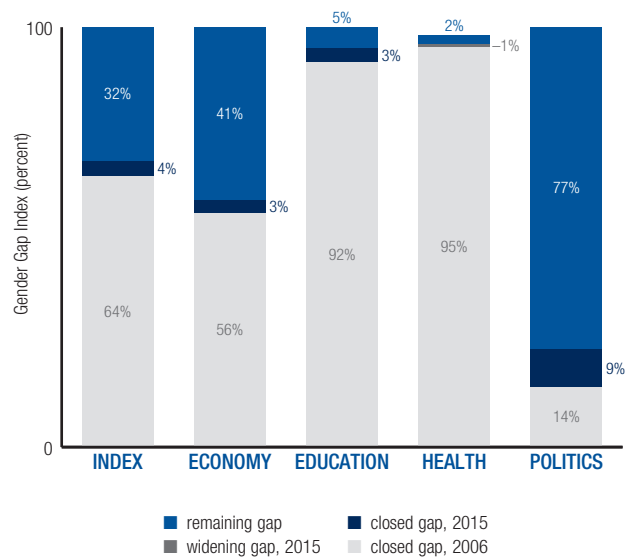


Figure 15: Distance from gender parity 2015, by subindex



Source (Figures 14–15): Global Gender Gap Index 2015.

years has seen both countries make strong progress by narrowing their gender gaps by 5.5% and 8%, respectively. In fact, Saudi Arabia has progressed past Pakistan, Chad, Iran, Jordan, Morocco and Mali.

Sri Lanka, Jordan, Mali, the Slovak Republic and Croatia form the 6% of countries that have widened their gender gaps over the past 10 years. In Jordan and Sri Lanka the gap has widened by more than 1%. In other countries progress has stalled. For example, Iran’s gender gap stands at 58% today, just as it did in 2006; and Pakistan’s slow progress in gender parity has seen it fall behind Saudi Arabia and Chad. It now has the second widest gap of the 109 countries we have traced over the past 10 years.

Both the starting points and progress look different across the four subindexes of the Index. Gender gaps are widest in Economic Participation and Opportunity and Political Empowerment, while the average gap to parity is a mere 2% in Health and Survival and 5% in Educational Attainment. However, progress has been most pronounced on Political Empowerment, with the world closing this by 9% in the last 10 years. On the other hand, progress in the second widest gap—Economic Participation and Opportunity has been slower and more turbulent. When it comes to women’s economic participation, the world today is back to where it was in 2010 after a peak at 60% in 2013.

Across the world’s regions, the range of the economic gender gap is especially wide compared with the political, economic and educational gender gaps. The regional average varies by as much as 40%. North America, as well as Latin America and the Caribbean have improved economic parity the most. Over the past 10 years, the

economic gender gap has been decreased by 7%, standing at 82% today. Europe and Central Asia and Sub-Saharan Africa are not far behind, having shrunk the gap by roughly 6%, over the past 10 years, and by 62–63% overall. Women’s economic participation is least improved in the Middle East and North Africa—where the economic gap has been reduced by 1%. The Asia and the Pacific region has also made little progress in closing its gender gap on this subindex, with a similar 1% increase. To reach gender parity in economic participation in the future, Asia and the Pacific would need to close a 47% gap and the Middle East and North Africa, 59%. Figure 22 (page 35) displays the relative positions of regions according to their economic gender gap between 2006 and 2015.

Across the 109 countries we have covered since 2009, 87% have narrowed their economic gender gaps. Bahrain, Luxemburg and Guatemala have closed the economic gender parity gap fastest. Bahrain now has 26% more female professional and technical workers, and 14% more female legislators, senior officials and managers. Iran and Saudi Arabia have also narrowed their gender gaps and are no longer in the cohort of countries with the three widest economic gender gaps—where they were in 2006. On the other hand, Tanzania, Jordan, Morocco and Mali have significantly widened their economic gender gaps—Tanzania by as much as 10% and Mali by as much as 6%. In Jordan, the female labour force participation rate has decreased by 12%, while Mali has seen an even larger decrease of 23%. The change in labour force participation has decreased alongside wage equality for similar work and parity in the gender breakdown of legislators, senior officials and managers. In the case of Tanzania, the marked decline has emerged from adjustments to the data

Figure 16: Global Gender Gap Index and subindexes evolution 2006-2015

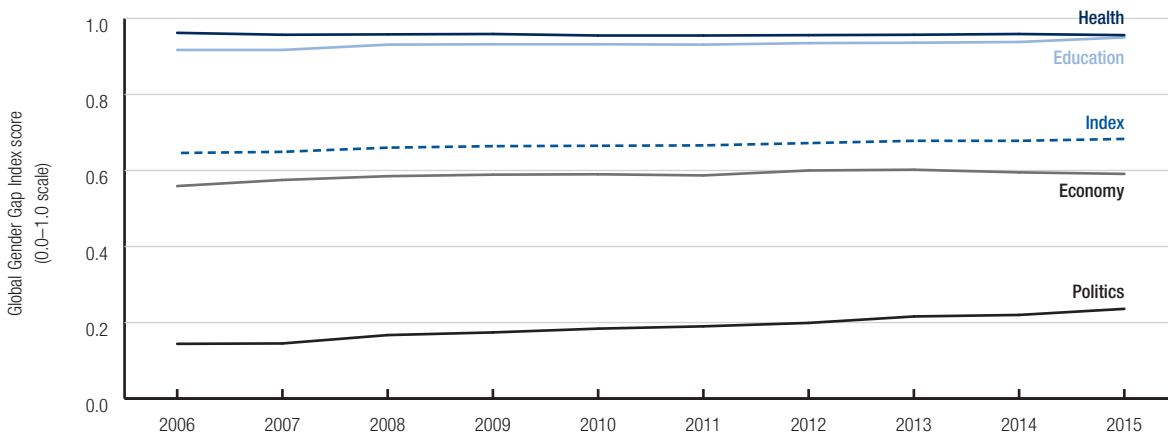


Figure 17: Economic Participation and Opportunity subindex evolution 2006-2015

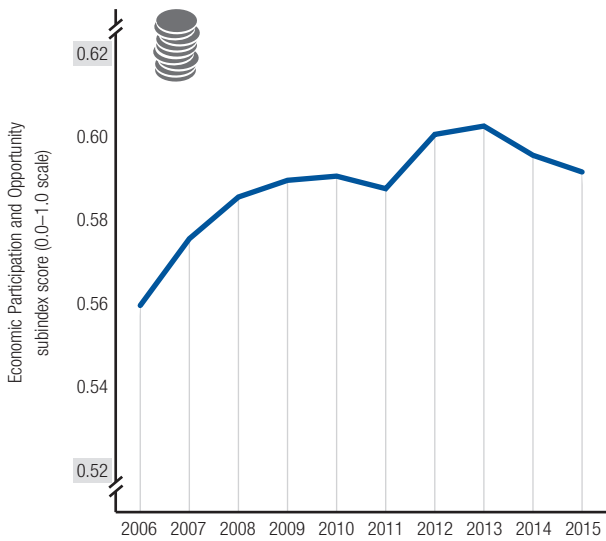


Figure 18: Educational Attainment subindex evolution 2006-2015

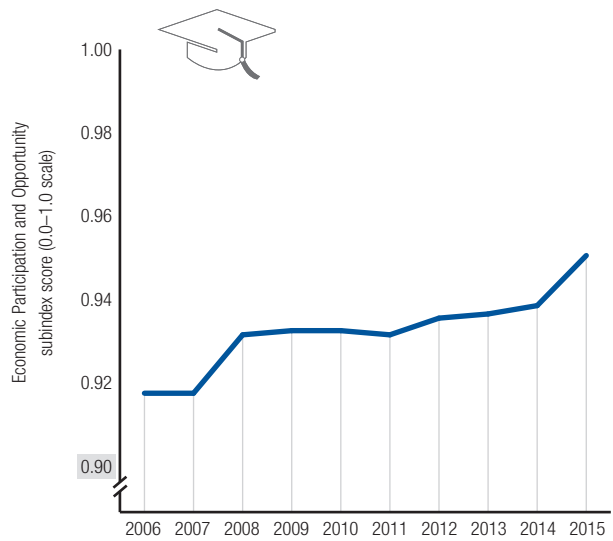


Figure 19: Health and Survival subindex evolution 2006-2015

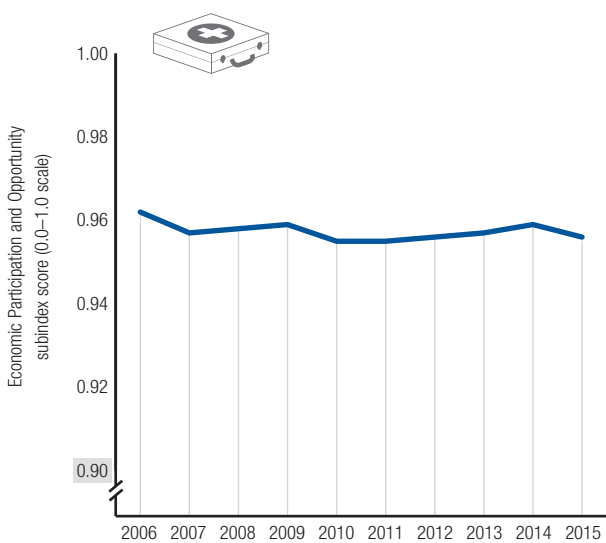
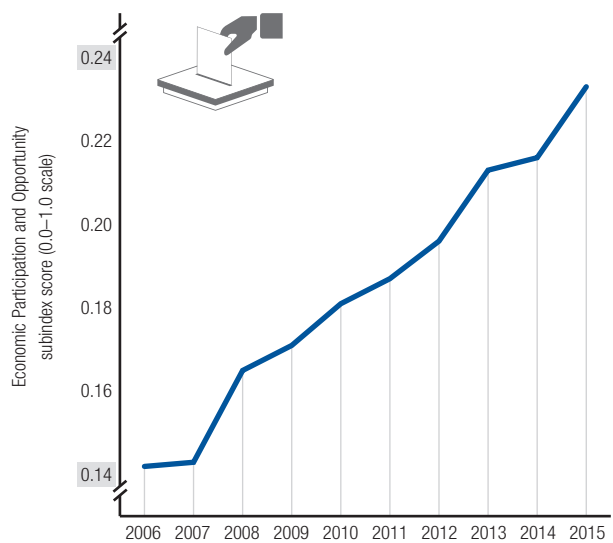


Figure 20: Political Empowerment subindex evolution 2006-2015



Source (Figures 16 –20): Global Gender Gap Index 2015.
 Note (Figures 17–20): The Y axis has been truncated to enhance readability.

for the Legislators, senior officials and managers indicator, highlighting the need for improved data collection and comparability in international statistics.

On the Labour force participation of women indicator across the past 10 years, 81% of countries have made progress. Nepal has had the largest increase of female labour force participation. In 2006 it had closed 64% of the gender gap on this indicator; in the past 10 years it has improved by 30% (from 0.637 to 0.935). Other countries that have shown particularly strong growth include Botswana, Nigeria, Spain, Nicaragua, South Africa and Lesotho. Guatemala and Bahrain have both made strong progress relative to their starting points (16% and 13% respectively). On the other end of the scale, Iran has increased its labour force participation gender gap the most—by about 30% in the past 10 years (0.520 to 0.229). Similarly, Mali, Argentina and Mauritania have increased their labour force participation gender gap by more than 20%. Of the three, Mali used to perform particularly well in 2006, when it had closed 86% of the gender gap on that indicator. Among the BRICS, South Africa has improved its labour force participation gap by 18%, Japan by 11%, while India has widened its gap by 7%.

When it comes to women's ability to rise to positions of authority, over the past 10 years, 68% of countries have made progress towards a more equal cohort of legislators, senior officials and managers. During this period, Colombia and Ghana have both reached parity, with scores of 0.613 and 0.515, respectively. Ghana, in particular, has made a significant jump of 50%. In 2006, France had a notably low level (0.075) of female legislators, senior officials and managers. Yet it has made significant improvements—rising by 41%. On skilled roles—specifically professional and technical workers—50% of countries have reached parity. Of that cohort, 36% were already at parity in 2006. Among those who have recently reached parity are Bulgaria—spanning a gap of 48%—as well as the Dominican Republic and Guatemala. France is nearing parity, from an initial score in 2006 of 0.667. In 2006, both Nepal and Bahrain had only closed 22–24% of their gender gaps for professional and technical workers. Ten years later, they have both improved past the 42% mark and are on the way to closing half of the gap. A number of countries are significantly overshooting parity, with around 12% of the 109 having a ratio higher than 1.5 women / men. These include Lithuania, Moldova, Venezuela, Latvia, the Russian Federation, Ukraine, Estonia, Mongolia and Georgia.

On education, to date 20% of countries have closed their education gender gaps, and 39% have narrowed the gap down to 1%. In 2006 only 14% had fully closed their gender gaps on education. Europe and Central Asia, North America, and Latin America and the Caribbean are a fraction of a percent away from full parity (having grown by 0.7%, 1.5% and 1.3% respectively). The Middle East and North Africa, and Asia and the Pacific have closed

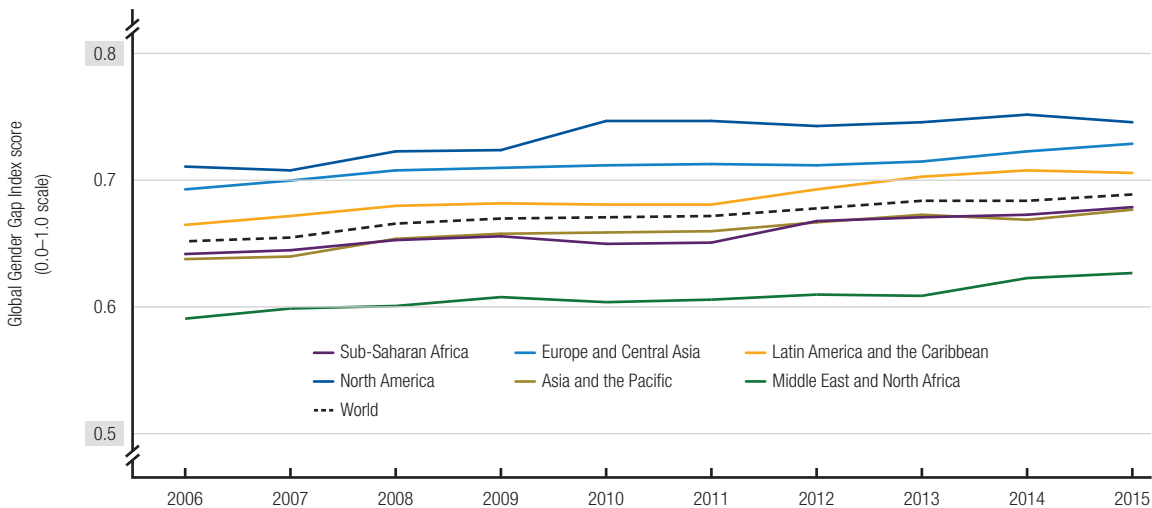
the gap by 5% and are now 6% and 5% away from parity respectively. Sub-Saharan Africa has the most persistent gap, which has closed by a mere 2%, and it is 15% away from parity. Figure 23 (page 35) displays the regions relative positions in the Educational Attainment subindex.

Chad has closed 59% of its education gender gap, 12% over the past year by making strong improvements in literacy and secondary education. Burkina Faso and Nepal have closed their education gender gaps by 18–19% over the past 10 years. Nepal has seen strong improvements in its tertiary education rates. Yemen, Pakistan and Saudi Arabia have made smaller, yet strong improvements in their own education gaps of 10–12%. This brings Saudi Arabia on the verge of parity—it has currently closed 99% of its education gender gap. On the other end of the spectrum, Malaysia, Albania, the Dominican Republic and Nigeria have all increased their education gender gaps by more than 10%. The Dominican Republic has reversed out of parity while Albania has seen a decrease in the degree to which women take part in tertiary education, a gap increase of 26%. In Malaysia, the decrease is across both secondary and tertiary education. Figure 28 (page 37) displays selected countries trajectories between 2006 and 2015 on the Educational Attainment subindex.

Among the 109 countries we have covered for the past 10 years, 30% of countries have closed the Health and Survival Gap to date. In 2006, this figure stood at only 18% of countries. In the last 10 years, the health gap has increased by a small fraction: while in 2006 the health gap was closed by 96.2%, today it is closed by 95.6%. The Asia and Pacific region has seen a gender gap increase of 1%—unsurprising, since large and populous economies such as India and China are the worst performers in this area. North America and the Middle East have both stepped back from near parity by 0.5% and 0.3% respectively. North America's widening health gap is in contrast to the region with which it used to share the top spot in health in 2006, Latin America and the Caribbean. Latin America and the Caribbean currently leads the Health and Survival subindex, and has kept its general position at near parity, having closed 98% of its health and survival gap. Sub-Saharan Africa and Europe and Central Asia are the only regions that have seen a decrease in their gender gap. Sub-Saharan Africa's gap decrease has seen it overtake Middle East and North Africa in this aspect of gender parity. Figure 24 (page 35) displays the Health and Survival subindex evolution by region.

The countries that improved the most in health are Nepal, Pakistan, Bangladesh and Botswana (starting from a score of roughly 0.95, or a 3% gap from parity). The countries that have declined the furthest on the Health and Survival subindex are India, China and Albania. Since 2006, India and China have widened their gender gaps by around 2% and, today, the countries with the largest gender gaps in this subindex are, in fact, China, India and Albania (6%, 4%, 3% away from parity, respectively). Figure 29 (page

Figure 21: Global Index Evolution 2006–2015, by region



Source: Global Gender Gap Index 2015.
 Notes: Regional classification details are in Appendix A. The Y axis has been truncated to enhance readability.

37) displays selected countries' progress towards gender parity on the Health and Survival subindex.

On average, the political participation gap has closed the fastest in the past 10 years—by approximately 9% (0.144 to 0.236). However, this gap is still wide across the world. Asia and the Pacific has a political gender gap that is narrower than the world average, and has closed by over 10% in the last 10 years, but it still has to close 74% of the gap to reach parity. Until 2009, Europe and Central Asia was growing at a similar rate; however, the region has fallen behind the curve and currently performs below Asia and the Pacific. Similarly, North America lags behind Latin America and Sub-Saharan Africa for women's political participation after a brief increase in 2010–2011. The momentary increase did not leave lasting change, leaving Latin America and Sub-Saharan Africa to pull significantly into the lead. Latin America has experienced healthy progress, closing 9% of its political gender gap over 10 years; it now has, on average, closed 20% of its gender gap. On the other end of the spectrum, the Middle East and North Africa has the widest remaining political gap, having barely closed 9% of its gender gap. However, countries across the Middle East and North Africa have collectively closed 6% of the political gender gap since 2006, the second-largest progress among all regions. Figure 25 (page 35) shows the Political Empowerment subindex evolution by region.

While the overall trajectory on the Political Empowerment subindex has been positive, it has the most volatility across countries as political roles and systems are subject to variation. Among the most improved countries are Bolivia, Slovenia, Nicaragua, Iceland and France in the top five, with Italy and Switzerland close behind. They have closed between 20 and 35% of their gender gaps. Iceland,

Finland and Norway are both highly placed and have made strong improvement. Slovenia has made the largest increase from the lowest base. In 2006, it had closed 15% of its political gender gap; today the figure stands at 38%. It is followed by France, which had closed 10% and now has gone on to close 37%. Iceland significantly outperforms all other countries. Iceland had closed 46% in 2006, and in the past 10 years it has come to close 72%. Bolivia's improvement stems from the larger participation of women in parliament, where the country has now reached parity—up from 34% in the past—but is offset by its ministerial score halving since 2012.

Only two countries have gender equality in ministerial roles currently, the same as in 2006. France's recent improvement is largely due to a parity cabinet, similar to its rise in 2008 and 2009. In 2006, Spain had achieved parity on the Women in ministerial positions indicator, as had Sweden. While Sweden has sustained this position, Spain's ministerial parity has dropped sharply. It currently stands 56% away from parity. Nicaragua's progress across this indicator has been stable thus far.

Ten years ago, 62% of countries had never had a female head of state, today that figure has dropped to 50%. Australia, Brazil, Costa Rica, Denmark, Kyrgyz Republic, Malawi, Mali, Mauritius, Moldova, Slovak Republic, Slovenia, Thailand, and Trinidad and Tobago have all elected a female head of state for the first time since 2006. Countries' performance on the Political Empowerment subindex is closely related to the presence of political quotas. For example, Nicaragua, Bolivia and France have all put into place voluntary political quotas. Figure 30 (page 37) displays the evolution of selected countries within the Political Empowerment subindex.



Figure 22: Economic Participation and Opportunity subindex evolution 2006–2015, by region

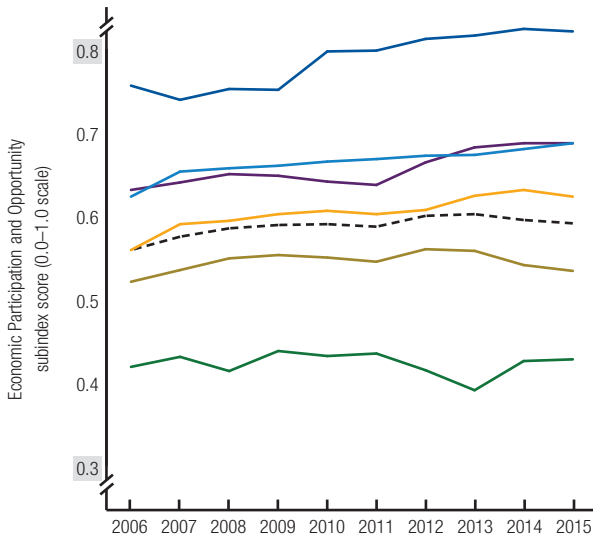


Figure 23: Educational Attainment subindex evolution 2006–2015, by region

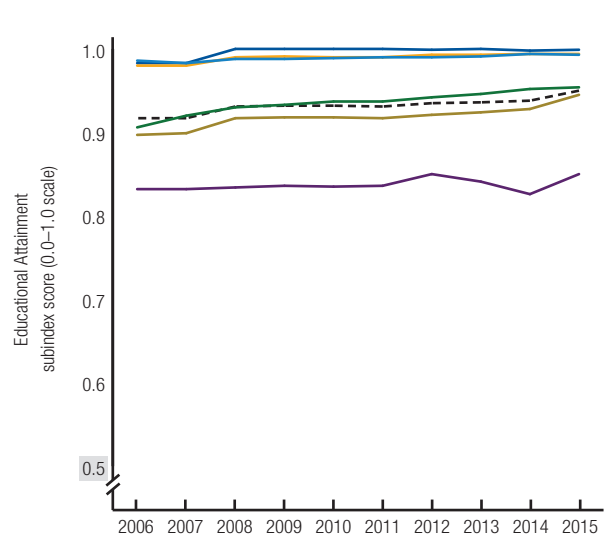


Figure 24: Health and Survival subindex evolution 2006–2015, by region

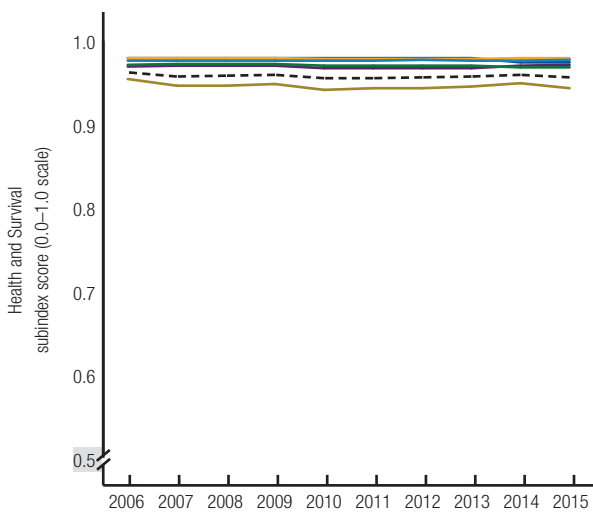
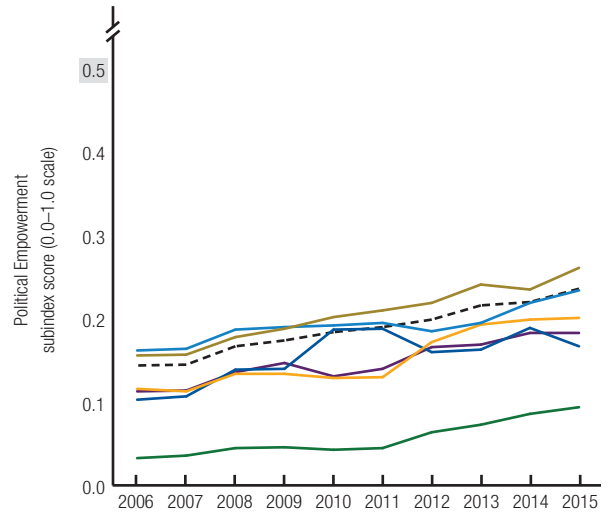


Figure 25: Political Empowerment subindex evolution 2006–2015, by region



- Sub-Saharan Africa
- Europe and Central Asia
- Latin America and the Caribbean
- North America
- Asia and the Pacific
- Middle East and North Africa
- - - World

Source (Figures 22–25): Global Gender Gap Index 2015.
 Notes (Figures 22–25): Regional classification details are in Appendix A. The Y axis has been truncated to enhance readability.

THE CASE FOR GENDER EQUALITY

The most important determinant of a country’s competitiveness is its human talent—the skills and productivity of its workforce. Similarly, an organization’s performance is determined by the human capital that it possesses and its ability to use this resource efficiently. Ensuring the healthy development and appropriate use of half of the world’s available talent pool thus has a vast

bearing on how competitive a country may become or how efficient a company may be. There is clearly also a values-based case for gender equality: women are one-half of the world’s population and deserve equal access to health, education, economic participation and earning potential, and political decision-making power. Gender equality is thus fundamental to whether and how societies thrive.

Figure 31 (page 38) demonstrates the relationship between GDP per capita and the Global Gender Gap Index 2015. Figure 32 (page 38) shows the links between the Human Development Index 2014 and Global Gender Gap Index 2015 and Figure 33 (page 39) illustrates the links between the Global Competitiveness Index 2015–2016 and Global Gender Gap Index 2015. The graphs confirm a correlation between gender equality and GDP per capita, the level of competitiveness and human development. The correlation is evident despite the fact that the Global Gender Gap Index (unlike other gender indexes) explicitly eliminates any direct impact of the absolute levels of any of the indicators used in the Index (e.g. life expectancy, educational attainment, labour force participation), as these may be impacted by the relative wealth of a country. While correlation does not prove causality, it is consistent with the theory and mounting evidence that empowering women means a more efficient use of a nation’s human capital endowment and that reducing gender inequality enhances productivity and economic growth.

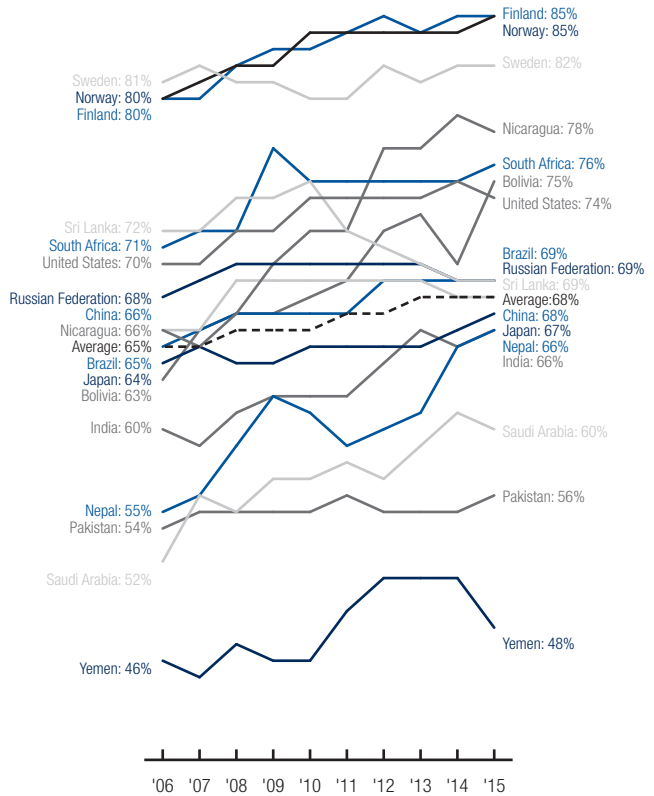
The Global Gender Gap Index takes into account four critical areas when measuring the gaps between women and men’s access to resources and opportunities. For each of these areas, there are economic or societal gains from increased gender parity. This section summarizes some of the key research findings on the broader economic and societal case for gender equality. Figures 34 through 39 (starting on page 39) display some of the key relationships.

The multiplier effect of girls’ education on several aspects of development as well as its impact on economic growth is now commonly accepted: education reduces high fertility rates, lowers infant and child mortality rates, lowers maternal mortality rates, increases labour force participation rates and earnings, and fosters further educational investment in children.⁸ Therefore, the cost of girls’ exclusion from education considerably hinders the productive potential of an economy and its overall development. In the Asia and the Pacific region specifically, it has been estimated that between US\$16 billion to US\$30 billion is lost annually as a result of gender gaps in education.⁹ Investing in advancing girls’ education would in fact lead to lifetime earnings of today’s cohort of girls of up to 68% of annual GDP. Similarly, closing the inactivity rate between girls and boys would also increase GDP by up to 5.4% by some measures.¹⁰

The impact of health on economic growth is also well documented. Studies have shown that a one-year increase in health expectancy could raise GDP by up to 4%.¹¹ More spending on health significantly improves health outcomes, which in turn contribute to reducing poverty and improving overall growth. Similar to education, investing in health and specifically in maternal, newborn and child health has a multiplier effect.¹²

There is a strong case for broadening women’s representation in politics. Research has found that

Figure 26: Global Gender Gap Index evolution 2006-2015, selected countries



Source: Global Gender Gap Index 2015.

inequality is lower in countries where more women have been engaged in public life. The breadth of issues women tend to advocate and prioritize investments on, have broader societal implications relating to family life, health and education, thereby fostering greater credibility in institutions and producing more democratic outcomes.¹³ There is also some evidence from India to suggest that women in local government roles make decisions with better outcomes for communities than men do when charged with budget decisions.¹⁴ They obtain more resources for their constituencies despite having significantly lower education and relevant labor market experience.¹⁵ More equal female representation in political bodies also affects the participation of women in the workforce, suggesting that greater participation of women in politics could serve as a policy tool to positively impact labour force participation by increasing supply and demand of employment opportunities for women.¹⁶

Having more women in the workforce contributes to economic performance through several pathways. According to one study, greater female participation in the U.S. workforce since 1970 accounts for a quarter of current GDP.¹⁷ Another study indicates that the reduction in the male-female employment gap has been an important driver of European economic growth in the last decade. Closing this gap would have massive economic implications for



Figure 27: Economic Participation and Opportunity subindex evolution 2006–2015, selected countries

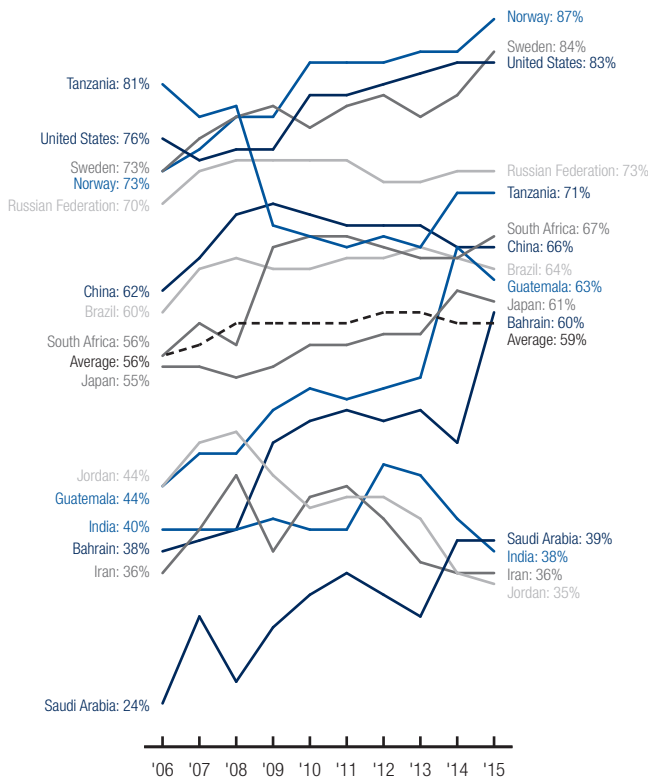


Figure 28: Educational Attainment subindex evolution 2006–2015, selected countries

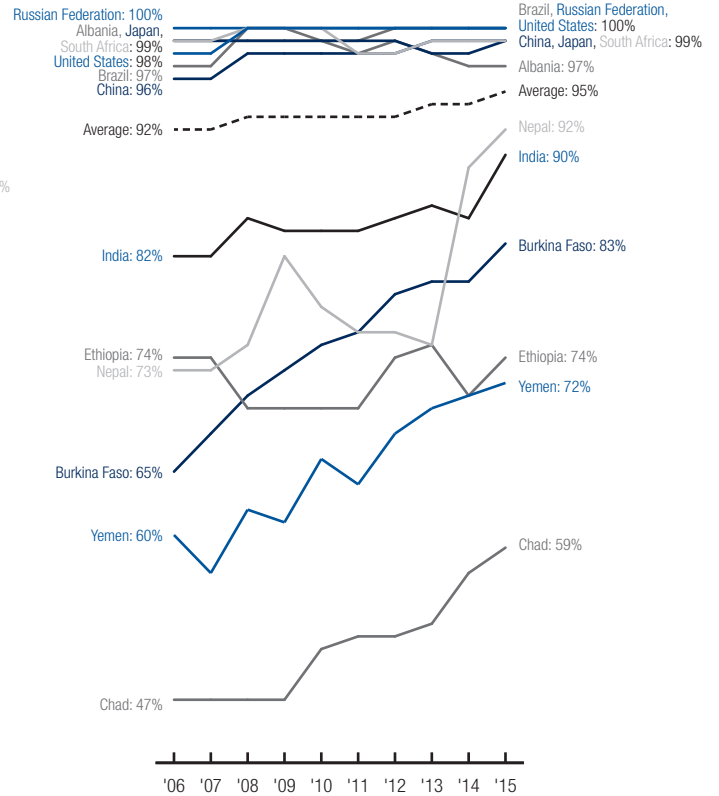


Figure 29: Health and Survival subindex evolution 2006–2015, selected countries

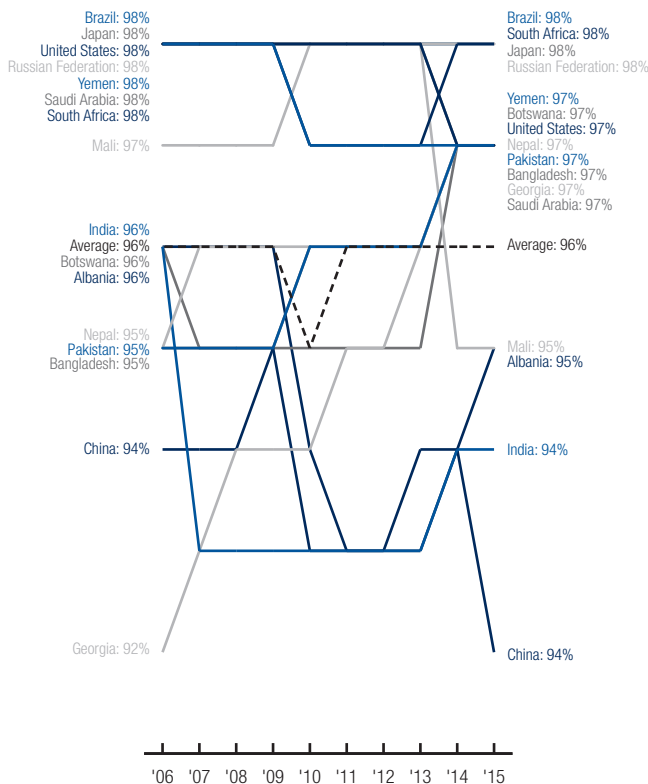
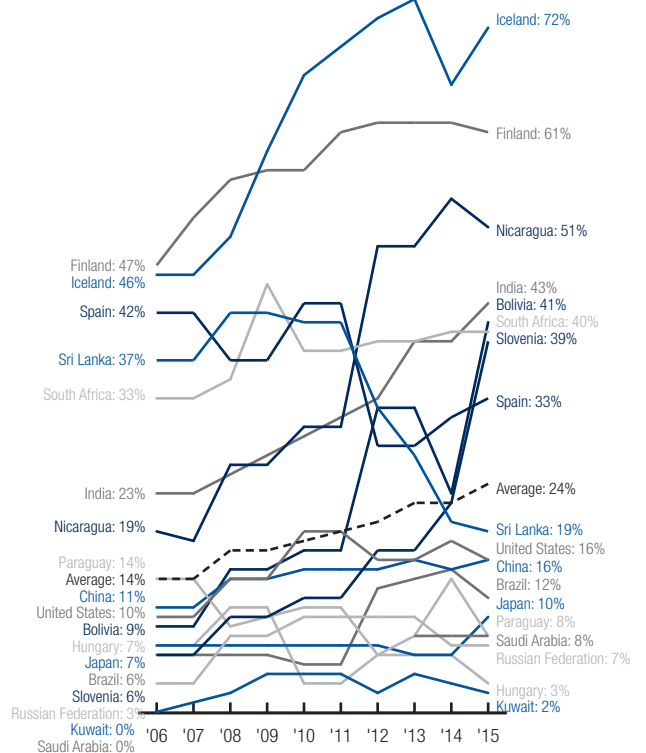
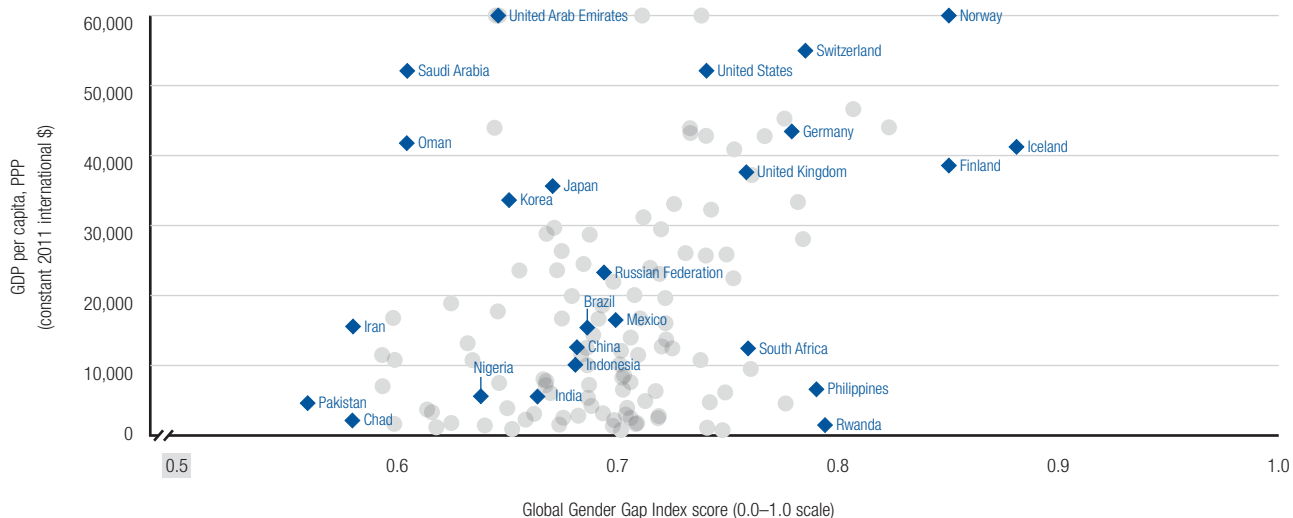


Figure 30: Political Empowerment subindex evolution 2006–2015, selected countries



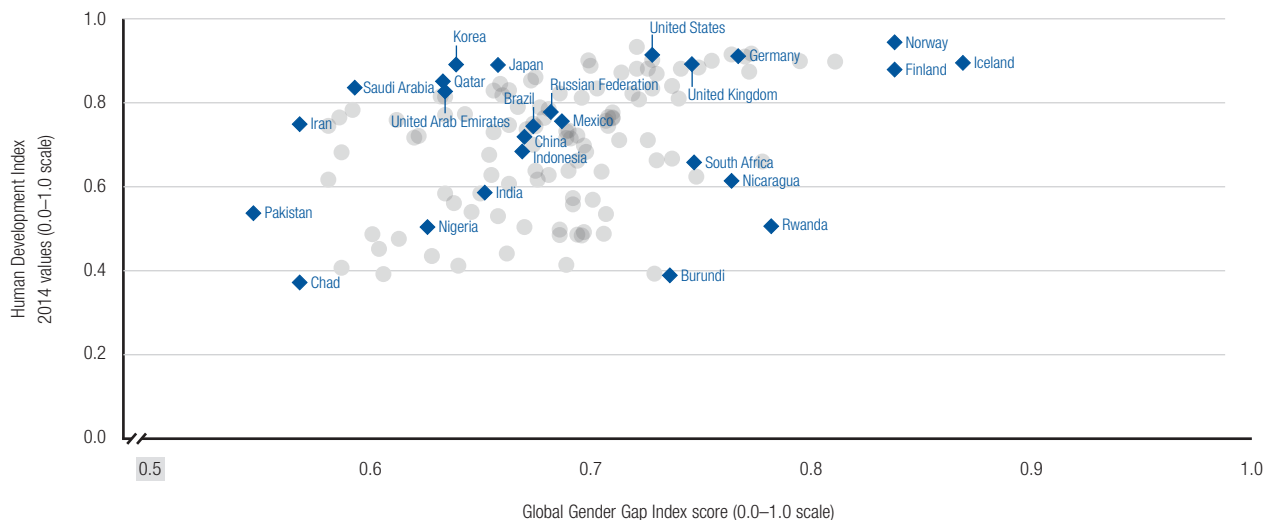
Source (Figures 27–30): Global Gender Gap Index 2015.

Figure 31: GDP per capita vs Global Gender Gap Index 2015



Source: Global Gender Gap Index 2015 and the World Bank’s *World Development Indicators (WDI)* online database, accessed July 2015.
 Notes: GDP per capita for Kuwait, Luxembourg, Norway, Qatar, Singapore and the United Arab Emirates has been capped at \$60,000. Argentina is not included in the figure. The X axis has been truncated to enhance readability.

Figure 32: Human Development Index vs Global Gender Gap Index 2015

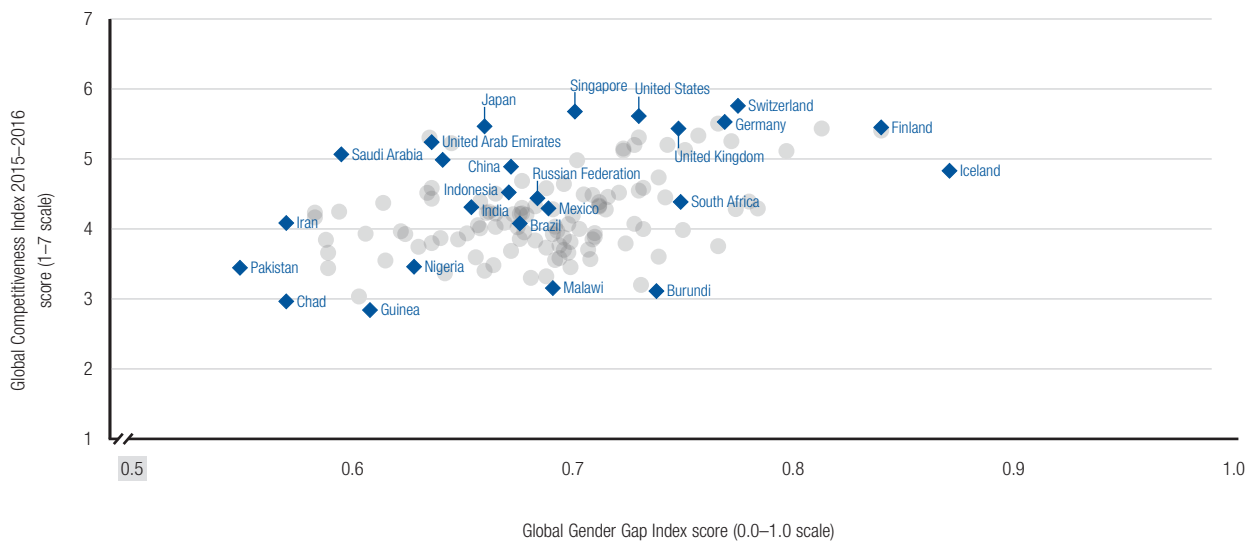


Sources: Global Gender Gap Index 2015 and UNDP *International Human Development Indicators* online database, 2014 (accessed October 2015).
 Notes: The X axis has been truncated to enhance readability. Angola, Bahamas, Barbados, Belarus, Belize, Brunei Darussalam, Burkina Faso, Cuba, Fiji, Maldives, Suriname, Syria and Yemen are not included in the figure.

developed economies, boosting US GDP by as much as 9% and euro zone GDP by as much as 13%.¹⁸ Conversely, limiting women’s access to labour markets is costly. For example, Asia and the Pacific reportedly loses US\$42 billion to US\$47 billion annually as a region because of women’s limited access to employment opportunities.¹⁹ Research by the World Bank demonstrates that similar restrictions have also imposed massive costs throughout the Middle East, where decades of substantial investment have dramatically reduced the gender gap in education but where the gender gap in economic opportunity remains the widest in the world.²⁰

There is also a growing business case for gender diversity. As women become more economically independent, they also become more significant consumers of goods and services, including for the majority of purchasing decisions of the household. Research has also shown that women are more likely than men to invest a larger proportion of their household income to the education and health of their children. The combined impact of growing gender equality, the emerging middle class and women’s spending priorities is expected to lead to rising household savings rates and shifting spending patterns, affecting sectors such

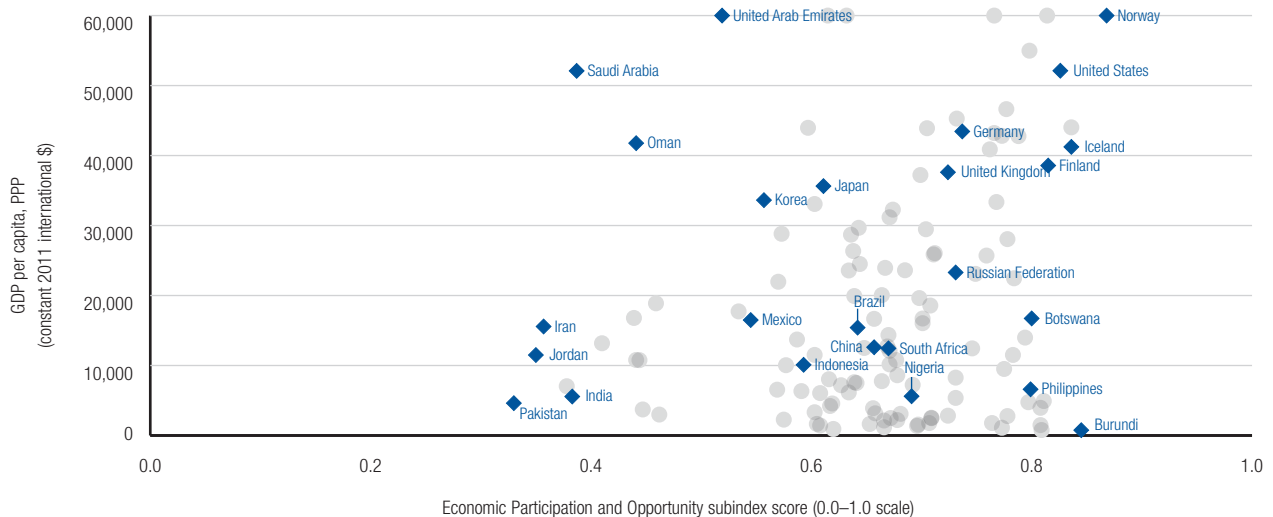
Figure 33: Global Competitiveness Index vs Global Gender Gap Index 2015



Sources: Global Gender Gap Index 2015 and Global Competitiveness Index 2015–2016.

Notes: The X axis has been truncated to enhance readability. Angola, Bahamas, Barbados, Belarus, Belize, Brunei Darussalam, Burkina Faso, Cuba, Fiji, Maldives, Suriname, Syria and Yemen are not included in the figure.

Figure 34: GDP per capita vs Economic Participation and Opportunity subindex 2015



Sources: Global Gender Gap Index 2015 and the World Bank's *World Development Indicators (WDI)* online database, accessed July 2015.

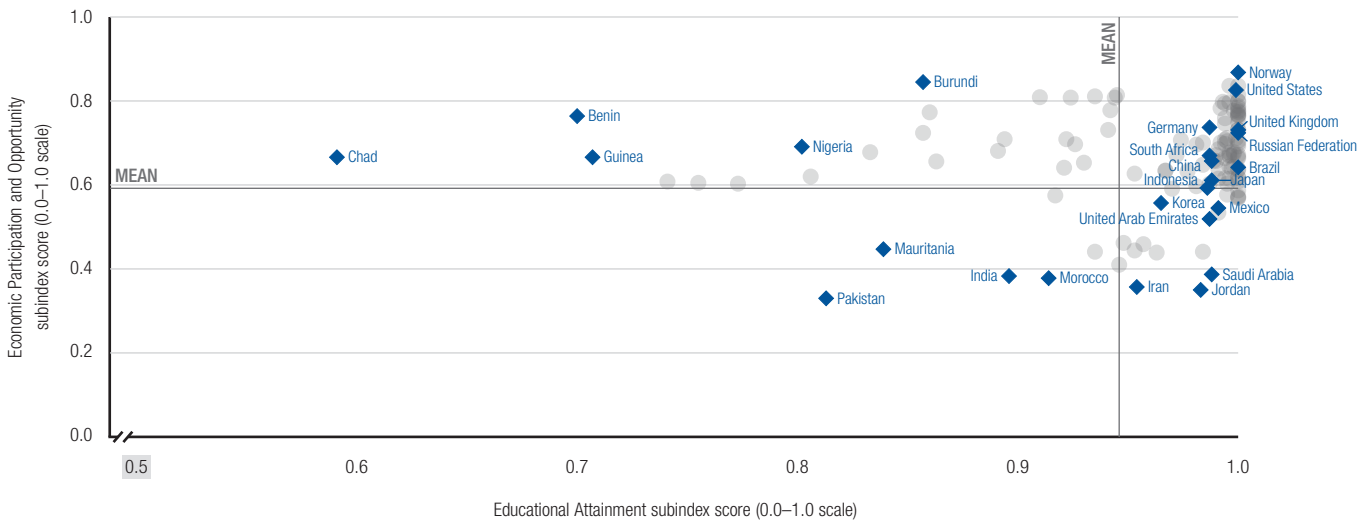
Notes: GDP per capita for Kuwait, Luxembourg, Norway, Qatar, Singapore and the United Arab Emirates has been capped at \$60,000. Argentina is not included in the figure.

as food, healthcare, education, childcare, apparel, consumer durables and financial services.²¹ In nearly 100 countries women now account for more than half of the college and university graduates. As they begin to take up half of entry-level positions in several industries—in several OECD countries, for example—it is a loss for companies if these highly skilled women are forced to choose between work and family at later stages of their career.²² Additionally, in a highly interconnected and rapidly changing world, organizations and countries must adapt strategies and innovate in order to remain relevant and competitive, augmenting the need for the creativity

fostered by diversity.²³ Diversity is also critical to informed decision-making.

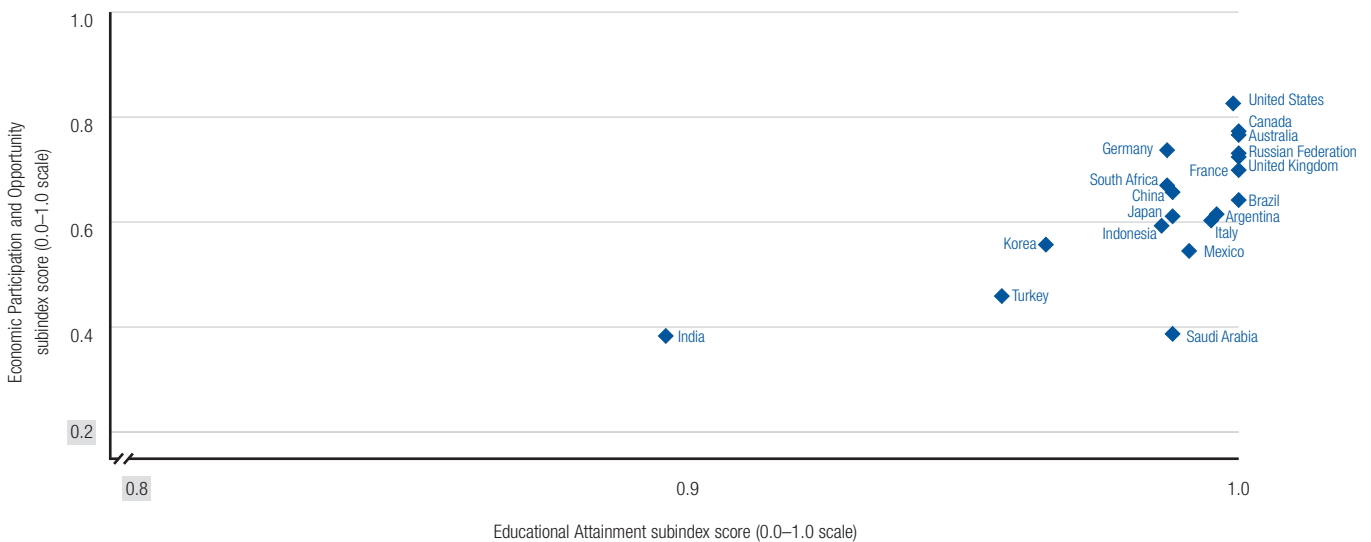
When it comes to leadership positions, companies with top quartile representation of women in executive committees in general perform better than companies with no women at the top, by some estimates with a 47% average return on equity.²⁴ Links exist between having more women directors and corporate sustainability, as well as with economic growth. More diverse leadership teams can cater to a broader array of stakeholder needs and concerns.²⁵ They are enriched by diverse leadership

Figure 35: Economic Participation and Opportunity subindex vs Educational Attainment subindex 2015



Sources: Global Gender Gap Index 2015 and the World Bank's *World Development Indicators (WDI)* online database, accessed July 2015.
 Notes: GDP per capita for Kuwait, Luxembourg, Norway, Qatar, Singapore, and the United Arab Emirates has been capped at \$60,000. Argentina is not included in the figure. The X axis has been truncated to enhance readability.

Figure 36: Economic Participation and Opportunity subindex vs Educational Attainment subindex 2015 (only G20 countries)



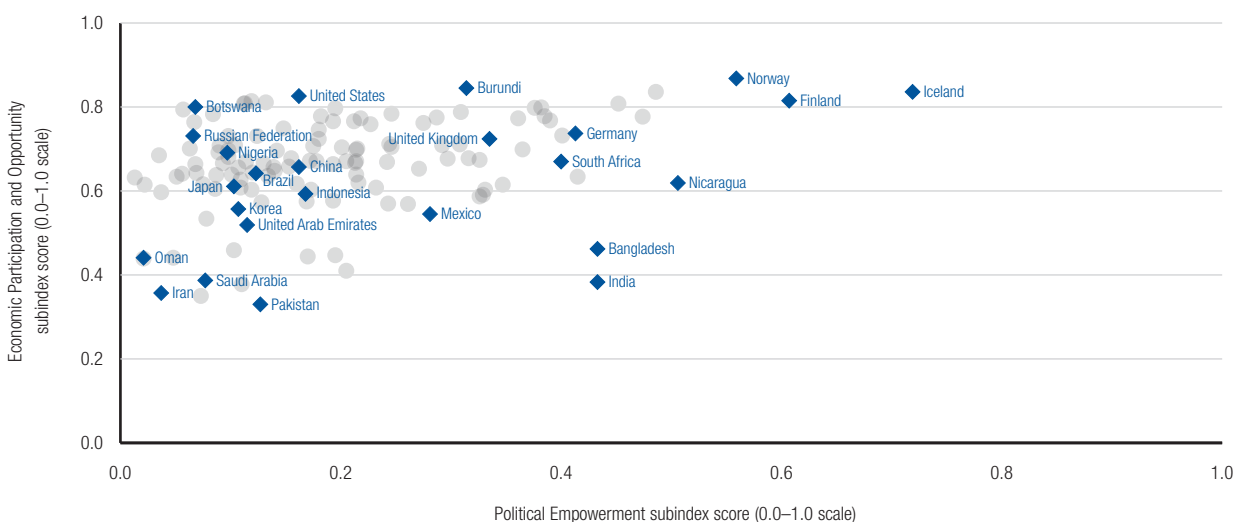
Source: Global Gender Gap Index 2015.
 Note: The X and Y axes have been truncated to enhance readability.

skills and capacities, are better positioned to reflect the consumer and are more risk averse.²⁶

The Global Gender Gap Index helps reveal which countries are relatively strong or weak at integrating female talent in the economy. Among the 145 countries covered, almost 95% of the gap in educational attainment has been closed. In nearly 100 of these countries, women make up the majority of those in tertiary education. This means that, though countries are ideally poised to maximize opportunities for women's participation in the labour market, many have failed to reap the returns from this investment. In Figure 35 (page 40), we plot the Educational Attainment subindex

against the Economic Participation and Opportunity subindex, while Figure 36 (page 40) specifically focuses on G20 countries. The data reveals four broad groups of countries: (1) countries that have closed or are generally closing education gaps and show high levels of women's economic participation, (2) countries that have closed or are generally closing education gaps but show low levels of women's economic participation, (3) countries that have large education gaps as well as large gaps in women's economic participation and (4) countries that have large education gaps but display small gaps in women's economic participation.

Figure 37: Economic Participation and Opportunity subindex vs Political Empowerment subindex 2015



Source: Global Gender Gap Index 2015.

In the first broad group are countries that have made investments in women's health and education, and generally see the returns on this investment in terms of women's economic and political participation. These countries include the Nordic countries, the United States, the Philippines, Canada, New Zealand and Australia. These countries have not, however, fully closed economic and participation gaps—in particular, the gaps in senior positions, wages and leadership levels still persist. In the second broad group are countries that have made key investments in women's education but have generally not removed barriers to women's participation in the workforce and are thus not seeing returns on their investments in the development of one half of their human capital. This group includes Japan, United Arab Emirates, Chile and Brazil. These countries have an untapped but educated talent pool and would have much to gain through women's greater participation in the workforce. In the third and fourth groups, the most basic investments in girls' and women's education still need to be made, and fundamental rights—including legal frameworks around inheritance, reproductive rights and violence—are often inadequate. The third group contains countries such as Yemen, Pakistan, India, and Mauritania that have large education as well as economic gender gaps. The fourth group contains countries such as Guinea, Chad, Mozambique and Burundi, which have large education gender gaps but small economic ones, primarily due to high levels of participation by women in low-skilled work. Compared with the third group, women in these countries have greater access to income and decision-making. However, a substantial body of literature has shown that investing in girls' education is one of the highest-return investments a developing economy can make—and, for these countries,

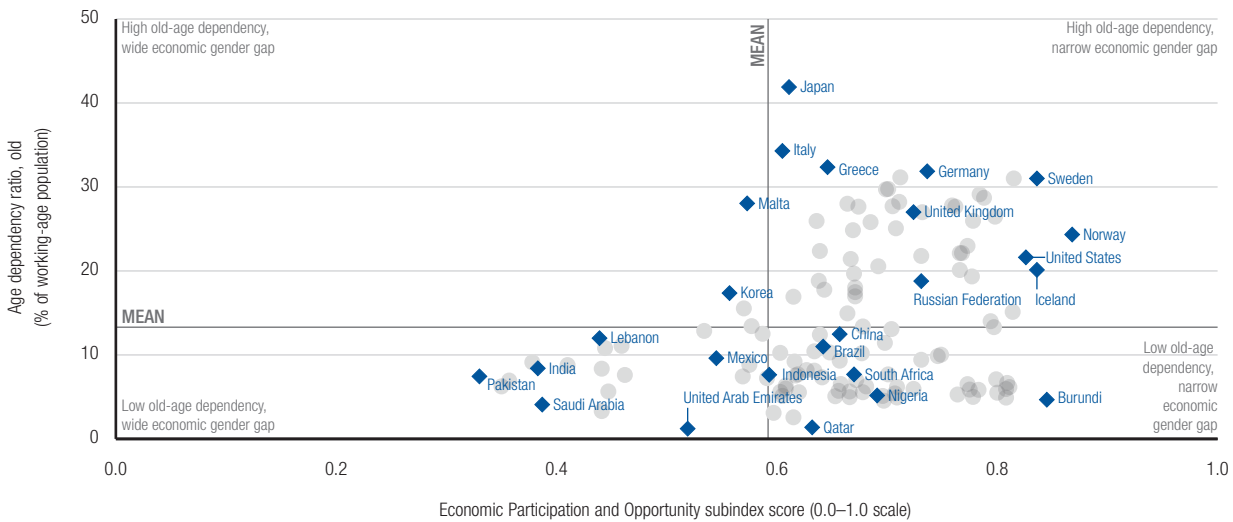
closing education gaps will remain an important factor over time.

Finally, demographic changes are added drivers for women's economic participation. For example, in ageing economies, as labour forces shrink and talent shortages emerge, women's integration into the economy is key to promoting dynamism. In countries where it is relatively easy for women to combine work with having children, female employment and female fertility both tend to be higher. Policies that allow women to combine work and family may thus play a role in addressing the future problems posed by ageing populations.²⁷ A study has shown that closing the gap between male and female employment would boost Japanese GDP by as much as 16%. Figure 38 (page 42) shows the old-age dependency ratio (as a percentage of the working age population) plotted against the economic gender gap, while figure 39 (page 42) should the young-age dependency ratio (as a percentage of the working age population).

BUSINESS AND POLICY IMPLICATIONS

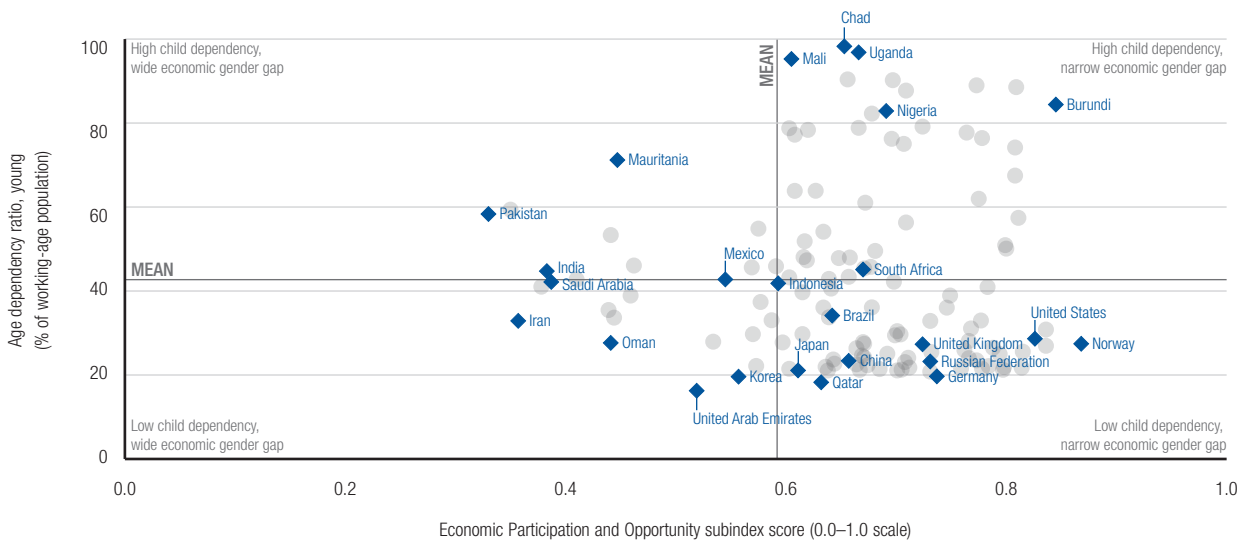
As detailed in the last section, a nation's competitiveness depends, among other things, on whether and how it educates and utilizes its female talent. As this awareness grows, coupled with better measurement, there is a growing demand from and pressure on the public and private sectors to learn from existing practices and innovate to facilitate women's integration into the workforce. There is ample evidence from the last decade of policy levers and business practices that have been effective in closing economic gender gaps. Given the widespread benefits of increased gender parity, the short term costs and trade-offs associated with such practices should be viewed as a long-term investment.

Figure 38: Old age dependency ratio vs Economic Participation and Opportunity subindex 2015



Sources: Global Gender Gap Index 2015 and World Bank *World Development Indicators* database, accessed October 2015.
 Notes: Age dependency ratio, old, is the ratio of older dependents—people older than 64—to the working-age population—those ages 15–64. Data are shown as the proportion of dependents per 100 working-age population. Angola, Bahamas, Barbados, Belarus, Belize, Brunei Darussalam, Burkina Faso, Cuba, Fiji, Maldives, Suriname, Syria and Yemen are not included in the figure.

Figure 39: Young age dependency ratio vs Economic Participation and Opportunity subindex 2015



Source: Global Gender Gap Index 2015.
 Notes: Age dependency ratio, young, is the ratio of younger dependents—people younger than 15—to the working-age population—those ages 15–64. Data are shown as the proportion of dependents per 100 working-age population. Angola, Bahamas, Barbados, Belarus, Belize, Brunei Darussalam, Burkina Faso, Cuba, Fiji, Maldives, Suriname, Syria and Yemen are not included in the figure.

Policy levers

Government policy is critical for shaping the type of ecosystem that facilitates women’s economic participation, and many governments now institute policies that encourage women to work and make it easier for them to do so. Such policies can range from non-discrimination in hiring to maternity and paternity leave regimes to quotas encouraging women’s participation in economic life. For example personal income tax liability can affect workers’ decisions about how much or whether to work. Women, particularly those who are married, are more negatively affected by income tax rules. In contrast,

childcare subsidies such as tax credits increase women’s participation in the labour force.²⁸ As policy outcomes are better investigated, governments have a growing portfolio of tools available to address gender equality in the labour force.

From 2011–2013, the World Economic forum conducted a survey of national policy frameworks relating to parental leave, childcare assistance, type of taxation and workplace equality.²⁹ While these measures relate directly to promoting women’s employment, they are not exhaustive. In this section, we summarize some of the main findings of the survey on the levers currently used by

governments around the world to integrate more women into the workforce. In addition, the Country Profiles contain detailed supplementary information on policy and legal frameworks.

Family Leave. Maternity, paternity and parental leave—or any other type of additional shared leave—are closely associated with women’s economic participation in many parts of the world and are thus an important element of policies aimed at more efficient use of the country’s human capital pool. Parental benefits enabling mothers, fathers or both to take paid or unpaid time off to care for a child following birth can increase women’s participation in the workforce and foster a more equitable division of childrearing.³⁰ For further details on the findings of the survey, including duration and provider of maternity, paternity and share leaves by region and income group please refer to previous editions of the Report.

More women participate in the labour force in economies with longer fully paid maternity and parental leave available for mothers. However, these benefits, above a certain threshold, can undermine women’s labour force participation. For example, in economies where the cumulative duration of paid maternity and parental leave available for mothers exceeds two years, female labour force participation is lower.³¹

Childcare assistance. Childcare is an important factor in allowing women to reconcile professional and family obligations because women tend to bear the majority of the caregiving responsibilities in most countries. For example, a well-established daycare system can be a long-term investment that supports women in the employment, thereby improving the efficiency of labour markets. In some parts of the developed world, research has shown that daycare assistance may even impact fertility rates.

Among the 87 countries surveyed by the World Economic Forum, childcare assistance varies between economies and includes public daycare, private daycare and homecare, for which there may or may not be government assistance.³² Globally, public daycare with allowance represents 25% as compared to 11% of public daycare without allowance. Of the respondents, 21% say that the country offers private daycare with allowance as compared to 20% without allowance; and homecare with allowance is offered by 10% of the respondents as compared to 13% without allowance. A majority of economies have public daycare assistance with government allowance or subvention (66.7%) while there are fewer countries that have government allowance for private daycare (55.2%). With homecare, it is more likely that there is no allowance offered. For further details about childcare assistance by region, please refer to previous editions of the Report.

Taxation systems. Tax legislation may contain potentially discriminatory provisions that treat men and women differently. For example, some forms of taxation might alter the disposable income available to men and

women in a family and may thus have implications for the economic and social decision-making at the household level. The different forms of taxation on which questions were asked include individual taxation, income-splitting³³ and joint filing. Across regions, individual taxation tends to be most favourable for women; joint taxation tends to be least favourable. For further details about taxation system by region and income group, please refer to previous editions of the Report.

Equality at work and quotas. Legislative structures may help prevent gender-biased discrimination in society and create an ecosystem of support for women through, among other policies, obligatory and voluntary quotas in public and private entities, targeted subsidies to female businesses and supervisory bodies monitoring the implementation of national policies. Out of the responding countries, 92% have legislation in place prohibiting gender-based discriminations, 88% have legislation imposing gender-neutral practices in the workplace, 12% have legislation for mandatory percentage of both genders on corporate boards³⁴ and 35% have legislation for mandatory percentage of both genders in political assemblies. Seventy-six percent of countries report having a monitoring authority in place, 38% have gender equal labels and 36% have allowances/subventions to female entrepreneurs.

Business Best Practices

For companies to put in place and leverage the benefits of gender diversity, their leaders need to take a holistic approach that often leads to fundamental reforms on how to recruit and retain employees; how to mentor and sponsor high-potential women; how to sensitize managers to different leadership styles; how to manage work-life balance policies so that they don’t disadvantage women; how to empower women across supply chains; and how to manage efficient corporate responsibility initiatives so that they support women and girls. The World Economic Forum’s Repository of Successful Practices for Gender Parity pools information on the practices that have been successfully used in leading companies worldwide to close gender gaps at the corporate level, as well as along the companies’ supply chain and in the communities where companies are embedded.³⁵ The repository suggests six dimensions around which to focus an organization’s gender parity efforts:

Leadership and company commitment. Visible leadership by the chief executive and top management on supporting women in management has proven to be one of the most important levers for progress in achieving gender diversity in a corporate context. This includes concrete and symbolic actions by top management and, in many cases, establishment of a position or department to lead diversity efforts.³⁶ Regular communications by senior management on gender equality have been found to be critical.

Measurement and target setting. Achievable, relevant recruitment and retention targets at all levels,

with an embedded accountability mechanism, are critical. Developing a disaggregated database can help to evaluate the causes of gender imbalances and track progress. Transparent salary bands to track and address male and female salary gaps are additional useful tools to understand the status quo in organizations.

Awareness and accountability. The focus of many companies on building awareness indicates that the case for change still needs to be built to make progress. Accountability of the senior management and transparency of career paths and opportunities have proven to be effective practices. Ensuring that management policies, processes, systems and tools do not harbour gender-biased discrimination and enhancing the understanding of unconscious biases can also make inclusive leadership more tangible.

Work environment and work-life balance. Women are often the primary caregiver for both children and the elderly in most countries. Ensuring smooth on- and off-ramping and appropriate childcare options, and developing guidelines on implementation of work-life balance policies and mentoring for women going through a transition are important levers to ensure a sustained career progression towards management. For those companies that already offer parental leave, flexible working hours and other work-life balance programmes, the next steps lie in accelerating their use and acceptance of their female and male employees.

Mentorship and training. Companies have benefitted from programmes that promote guidelines on the value of diversity as an underlying culture of the organization, and impart knowledge on how to manage a more diverse workforce and how to attract, retain and promote female talent. These training programmes, for both men and women, can be relevant for shaping an environment within the broader employee base for women to successfully lead. In addition, many companies have formal mentoring schemes for women seeking leadership positions, although they also find that high-potential women lack the sponsorship and tailored training needed to move into the executive ranks. A repositioning of the human resources directors beyond a focus on systems and administration to talent development and training can help address specific roadblocks for women, in addition to better overall talent management.

Responsibility beyond the office. Many companies have leveraged the opportunity to exercise external influence along the value chain including diversity training for suppliers, distributors and partners and training to support women-owned businesses in the organization's value chain. External influence can also be exercised by ensuring gender neutrality in advertising, engaging girls and young women to display possible career paths and developing partnerships with gender parity-focused civil society and public sector initiatives.

It is important to emphasize that these interventions do not work as a checklist of actions that will each

independently produce results.³⁷ The right leadership context is critical. It must be accompanied by a holistic set of priorities and a long-term commitment, and with a deep understanding of the corporate, industry, and cultural context, as well as the organizational culture and local policy environment. While some of the transformations in corporate practices and public policies will entail adaptation in the short term by families, companies and the public sector, in the long term, the subsequent expansion of opportunities for women has the potential to transform economies, society and demography of countries.³⁸

CONCLUSION

The Global Gender Gap Report 2015 provides a comprehensive overview of current performance and progress over the last decade. On average, in 2015, over 96% of the gap in health outcomes, 95% of the gap in educational attainment, 59% of the gap in economic participation and 23% of the gap in political empowerment has been closed. No country in the world has achieved gender equality. The highest ranked countries—Iceland, Norway, Finland, Sweden and Ireland—have closed over 80% of their gender gaps, while the lowest ranked country—Yemen—has closed a little less than half of its gender gap (48%).

The Index points to potential role models by revealing those countries that—within their region or their income group—are leaders in having divided resources more equitably between women and men than other countries have, regardless of the overall level of resources available. The detailed Country Profiles allow users to understand not only how close each country lies relative to the equality benchmark in each of the four critical areas, but also provide a snapshot of the legal and social framework within which these outcomes are produced.

The Global Gender Gap Index was developed in 2006 partially to address the need for a consistent and comprehensive measure for gender equality that can track a country's progress over time. This edition of the *Global Gender Gap Report* reveals the trends observed in the data over the past 10 years and seeks to call attention to the need for more rapid progress in closing gender gaps. Out of the 109 countries covered in the past near-decade, 104 have improved their performance, while five have widening gaps. In some countries, progress is occurring in a relatively short time, regardless of whether they are starting out near the top or the bottom of the rankings, and independent of their income; yet in other countries, change is much slower or negligible. The Index points to potential learnings from those that have been able to accelerate the pace of change.

The *Report* continues to highlight the strong correlation between a country's gender gap and its economic performance, and summarizes some of the latest research on the economic and societal case for gender equality. Because women account for one-half of a

country's potential talent base, a nation's competitiveness in the long term depends significantly on whether and how it educates and utilizes its women. The *Report* highlights the message to policy-makers that, in order to maximize competitiveness and development potential, each country should strive for gender equality—that is, should give women the same rights, responsibilities and opportunities as men. Four broad groups of countries are evident in the Index: (1) countries that are generally closing education gaps and show high levels of women's economic participation, (2) countries that are generally closing education gaps but show low levels of women's economic participation, (3) countries that have large education gaps as well as large gaps in women's economic participation and (4) countries that have large education gaps but display small gaps in women's economic participation.

The magnitude of gender gaps in countries around the world is the combined result of various socioeconomic, policy and cultural variables. The Index does not seek to set priorities for countries but rather to provide a comprehensive set of data and a clear method for tracking gaps on critical indicators so that countries may set priorities within their own economic, political and cultural contexts. We also provide information in the *Report* on the policy levers and business practices currently in use around the world to address the economic gender gap.

What might the next 10 years look like? According to the current rates, reaching parity could take a century or more. However, as many of the measures that are expected to help accelerate change—from paternity leave policies to boardroom targets—have only been implemented in the last few years, they may take some time to bear fruit. Furthermore, 10 years ago the same level of social awareness did not exist around the issue of gender equality and the current momentum gives cause for hope of faster change. Indeed, in a survey of the Chief Human Resource Officers of some of the largest companies in the world on gender equality and the future of jobs, we found optimistic forecasts around gender equality across most levels in organizations and in most of the key economies surveyed. However, there was also recognition of the changing nature of labour markets and a potential reversal of the gains in gender equality unless women and girls are better prepared for the type of occupations that are likely to grow in the future. Figures 40–42 show the expectations of Chief Human Resource Officers around gender equality in entry level, middle management and senior roles by 2020.

We hope that the information contained in the *Global Gender Gap Report* series will serve as a basis for continued benchmarking by countries on their progress towards gender equality, help support the case for closing gender gaps and encourage further research on policies and practices that are effective at promoting change.

Figure 40: Chief Human Resource Officers' projections, 2020, women in junior-level positions

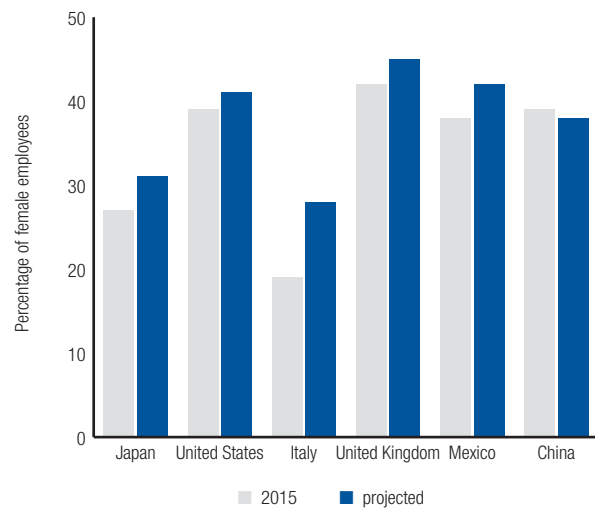


Figure 41: Chief Human Resource Officers' projections, 2020, women in mid-level positions

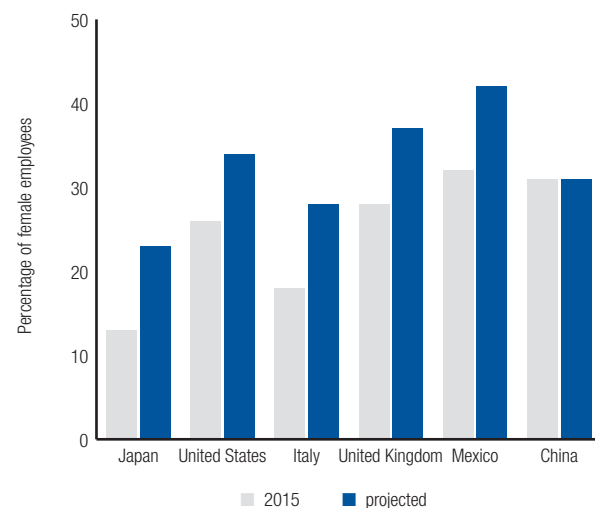
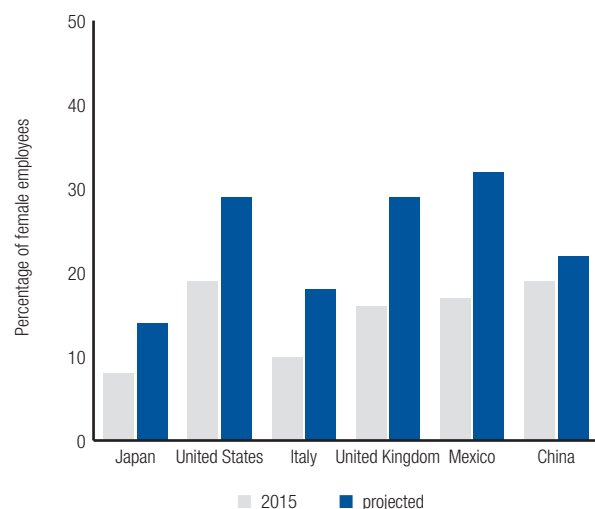


Figure 42: Chief Human Resource Officers' projections, 2020, women in senior-level positions



Source (Figures 40–42): Global Gender Gap Index 2015.

NOTES

- 1 This ratio is based on what is considered to be a “normal” sex ratio at birth: 1.06 males for every female born. See Klasen and Wink, “Missing Women: Revisiting the Debate”.
- 2 This ratio is based on the standards used in the UN’s Gender-Related Development Index, which uses 87.5 years as the maximum age for women and 82.5 years as the maximum age for men.
- 3 A first attempt to calculate the gender gap was made by the World Economic Forum in 2005; see Lopez-Claros and Zahidi, *Women’s Empowerment: Measuring the Global Gender Gap*. The 2005 Index, which was attempting to capture women’s empowerment, used a “feminist” scale that rewarded women’s supremacy over men (highest score is assigned to the country with the biggest gap in favour of women).
- 4 The weights derived for the 2006 Index were used again this year and will be used in future years to allow for comparisons over time.
- 5 This is not strictly accurate in the case of the Health and Survival subindex, where the highest possible value a country can achieve is 0.9796. However, for purposes of simplicity we will refer to this value as 1 throughout the chapter and in all tables, figures and Country Profiles.
- 6 Because of the special equality benchmark value of 0.9796 for the Health and Survival subindex, it is not strictly accurate that the equality benchmark for the overall index score is 1. This value is in fact $(1 + 1 + 1 + 0.9796) / 4 = 0.9949$. However, for purposes of simplicity, we will refer to the overall equality benchmark as 1 throughout this chapter.
- 7 Since the indicators in the subindexes are weighted by the standard deviations, the final scores for the subindexes and the overall Index are not a pure measure of the gap vis-à-vis the equality benchmark and therefore cannot be strictly interpreted as percentage values measuring the closure of the gender gap. However, for ease of interpretation and intuitive appeal, we will be using the percentage concept as a rough interpretation of the final scores.
- 8 See the *Global Gender Gap Report 2013*.
- 9 ILO and ADV. “Women and labour markets in Asia – Rebalancing for Gender Equality”, 2011.
- 10 Jad Chaaban and Wendy Cunningham, “Measuring the Economic Gain of Investing in Girls: The Girl Effect Dividend”, World Bank Policy Research Working Paper, World Bank, August 2011. <http://elibrary.worldbank.org/doi/book/10.1596/1813-9450-5753>.
- 11 David E Bloom, David Canning and Jaypee Sevilla, “The Effect of Health on Economic Growth: A Production Function Approach”, *World Development*, Vol. 32, No. 1, pp. 1–13, 2004. (<http://www.ppge.ufrgs.br/giacomo/arquivos/eco02072/bloom-canning-sevilla-2004.pdf>).
- 12 Karl Wilhelmson and Ulf-G Gerdtham, “Impact on Economic Growth of investing in maternal and newborn health”, World Health Organization, 2006.
- 13 OECD. “Women, Government and Policy Making in OECD Countries - Fostering Diversity for Inclusive Growth”, 2014.
- 14 See Beaman et al., “Powerful Women”.
- 15 Munshi and Rosensweig, “The Efficacy of Parochial Politics”.
- 16 Ejaz Ghani, Anandi Mani and Stephen D. O’Connell, “Can Political Empowerment Help Economic Empowerment? Women Leaders and Female Labor Force Participation in India”, *World Bank, Policy Research Working Paper* 6675, Oct 2013.
- 17 McKinsey, “Unlocking the full potential of women in the U.S. economy 2011”.
- 18 See Daly, “Gender Inequality, Growth and Global Ageing”.
- 19 ILO and ADV. “Women and labour markets in Asia—Rebalancing for Gender Equality”, 2011.
- 20 See World Bank, “Gender and Development in the Middle East and North Africa”.
- 21 Goldman Sachs Global Markets Institute. “The Power of the Purse”.
- 22 See Ibarra and Zahidi, *The Corporate Gender Gap Report 2010*.
- 23 Lauren Leader-Chivee, “New Study: Diversity Drives Serial Innovation”, October 2013 and Deloitte, “Waiter, is that inclusion in my soup? A new recipe to improve business performance”, 2012 (http://www.deloitte.com/assets/Dcom-Australia/Local%20Assets/Documents/Services/Consulting/Deloitte_Diversity_Inclusion_Report_V4_Nov_2012.pdf).
- 24 McKinsey & Company. “Women Matter 2013”.
- 25 Jeremy Galbreath, Are there Gender-Related Influences on Corporate Sustainability? A study of women on Boards, *Journal of Management & Organization*, Vol 17, No 1 (2011). (http://espace.library.curtin.edu.au/R/?func=dbin-jump-full&object_id=158930&local_base=GEN01-ERA02).
- 26 Credit Suisse Research Institute. “Gender diversity and corporate performance”, 2012.
- 27 Daly, “Gender Inequality, Growth and Global Ageing”.
- 28 *Women, Business and the Law 2014*.
- 29 World Economic Forum. *Global Gender Gap Report*, Appendix E, 2006–2013.
- 30 *Women, Business and the Law 2014*.
- 31 *Women, Business and the Law 2014*.
- 32 Homecare assistance is when one parent stays home and the other goes to work.
- 33 A form of family taxation where income can be transferred to family members with more favourable tax brackets (with limits defined by attribution rules).
- 34 “Six economies have established quotas for women on boards of publicly listed companies. These quotas vary. Rwanda’s constitution sets a minimum of 30% for women and men on boards of publicly listed companies. In 2010 Iceland set a 40% quota for women’s representation on corporate boards, and in 2011 Belgium and Italy established 33% quotas. France’s law 2011-103, enacted in January 2011, established a 20% quota, to be progressively raised to 40%. Norway, which led the way on this issue in 2002, introduced voluntary quotas in 2005 with the goal of reaching 40%. In 2005, the average had only increased to 25%, so parliament amended the Public Companies Act—making quotas mandatory with a new deadline of 2008. The quotas were to be enforced by fines, then deregistration from the Oslo Stock Exchange and, finally dissolution. By 2008 more than 80% of listed firms had complied.” *Women, Business and the Law 2014*..
- 35 The complete “Repository of Successful Practices for Gender Parity” is available at: <http://www.weforum.org/gender-parity/closing-gender-gap>.
- 36 World Economic Forum. “Toolkit for Corporate Practices for closing gender gaps”, 2013.
- 37 World Economic Forum. “Closing the Gender Gap in Japan”, 2014.
- 38 World Economic Forum. “Closing the Gender Gap in Japan”, 2014.

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