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# The Global Gender Gap Index 2011

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The Global Gender Gap Index,<sup>1</sup> introduced by the World Economic Forum in 2006, is a framework for capturing the magnitude and scope of gender-based disparities and tracking their progress. The Index benchmarks national gender gaps on economic, political, education- and health-based criteria, and provides country rankings that allow for effective comparisons across regions and income groups, and over time. 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 the Index. The second part presents the 2011 rankings, global patterns and regional performance and calls attention to notable country cases. Next, we provide an overview of the links between gender gaps and the economic performance of countries. In the fourth part of this chapter, we include information on the trends revealed by the Index in the six years that we have been producing it.

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. The first page of each profile contains detailed information on the country's performance in 2011. The second page of the profile shows the trends between 2006 and 2011 on the overall Index and four Subindexes as well as over 30 gender-related variables that reflect some of the legal and social factors that affect gender disparity in each country.

## Measuring the Global Gender Gap

### Three underlying concepts

There are three basic concepts underlying the Global Gender Gap Index. First, it focuses on measuring gaps rather than levels. Second, it captures gaps in outcome variables rather than gaps in means or 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 section below on the *Construction of the Index*.

### Gaps vs. levels

The Index is designed to measure gender-based gaps in access to resources and opportunities in individual 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 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 have more education and health opportunities for all members of society and measures of education levels thus mainly reflect this well-known fact, although it is quite independent of the gender-related issues faced by each country at its own level of income. The Global Gender Gap Index, however, rewards countries for smaller gaps in access to these resources, regardless of the overall level of resources. Thus 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. means

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

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managers (an outcome variable) but does not include data on length of maternity leave (a policy variable).

### *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 variables 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 variables.

### **The four pillars**

The Global Gender Gap Index examines the gap between men and women in four fundamental categories: *economic participation and opportunity*, *educational attainment*, *health and survival* and *political empowerment*. Table 1 displays all four of these subindexes and the 14 different variables that compose them, along with the sources of data used for each.

#### *Economic participation and opportunity*

This area is captured through three concepts: the participation gap, the remuneration gap and the advancement gap. The participation gap is captured through the difference 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 variable calculated 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 category, 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 category attempts to provide an overview of the differences between women's and men's health. To do this, we use two variables. The first variable included in this subindex is the sex ratio at birth. This variable 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, calculated by the World Health Organization. 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 category includes mainly measures of the gap between men and women in political decision-making at the highest levels. This concept is captured 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) in the last 50 years. A clear drawback in this category is the absence of any variables capturing differences between the participation of women and men at local levels of government. Should such data become available at a global level in future years, they will be considered for inclusion in the Global Gender Gap Index.

### **Construction of the Index**

The Global Gender Gap Index is constructed using a four-step process, outlined below.

#### *Convert to ratios*

First, 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 = 0.25 on this variable. This is to ensure that the Index is capturing 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". On all variables, except the two health variables, this equality benchmark is considered to be 1, meaning equal numbers of women and men. In the case of the sex ratio at birth, the equality benchmark is set to be 0.944,<sup>2</sup> and the healthy life expectancy benchmark is set to be 1.06.<sup>3</sup> Truncating the data at the equality benchmarks for each variable translates to assigning 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.<sup>4</sup> 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 essentially penalizes either men's advantage over women or women's advantage over men, and gives the highest points to absolute equality. The second 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. Thus it does not reward countries for having exceeded the parity

**Table 1: Structure of the Global Gender Gap Index**

| Subindex                                      | Variable   | Source   |
|---|--|--|
| <b>Economic Participation and Opportunity</b> | Ratio: Female labour force participation over male value                                       | International Labour Organization, <i>Key Indicators of the Labour Force Market (KILM)</i> , 2009.   |
|   | Wage equality between women and men for similar work (converted to female-over-male ratio)     | World Economic Forum, <i>Executive Opinion Survey 2011</i>   |
|   | Ratio: Estimated female earned income over male value  | World Economic Forum, calculations based on the United Nations Development Programme methodology (refer to the <i>Human Development Report 2009</i> ).   |
|   | Ratio: Female legislators, senior officials and managers over male value                       | International Labour Organization, <i>LABORSTA Internet</i> , online database, 2008 or latest data available; United Nations Development Programme, <i>Human Development Report 2009</i> , the most recent year available between 1999 and 2007.   |
|   | Ratio: Female professional and technical workers over male value                               | International Labour Organization, <i>LABORSTA Internet</i> , online database, 2008 or latest data available; United Nations Development Programme, <i>Human Development Report 2009</i> , the most recent year available between 1999 and 2007.   |
| <b>Educational Attainment</b>                 | Ratio: Female literacy rate over male value  | UNESCO Institute for Statistics, <i>Education Indicators</i> , 2009 or latest data available; World Bank's <i>World Development Indicators &amp; Global Development Finance</i> , online database, 2009 or latest available data; United Nations Development Programme, <i>Human Development Report 2009</i> , the most recent year available between 1997 and 2007. |
|   | Ratio: Female net primary level enrolment over male value                                      | UNESCO Institute for Statistics, <i>Education Indicators</i> , 2010 or latest data available; World Bank's <i>World Development Indicators &amp; Global Development Finance</i> , online database, 2009 or latest available data.  |
|   | Ratio: Female net secondary level enrolment over male value                                    | UNESCO Institute for Statistics, <i>Education Indicators</i> , 2010 or latest data available; World Bank's <i>World Development Indicators &amp; Global Development Finance</i> , online database, 2009 or latest available data.  |
|   | Ratio: Female gross tertiary level enrolment over male value                                   | UNESCO Institute for Statistics, <i>Education Indicators</i> , 2010 or latest data available; World Bank's <i>World Development Indicators &amp; Global Development Finance</i> , online database, 2009 or latest available data.  |
| <b>Health and Survival</b>                    | Sex ratio at birth (converted to female-over-male ratio)                                       | Central Intelligence Agency, <i>The CIA World Factbook</i> , data updated weekly, 2011.  |
|   | Ratio: Female healthy life expectancy over male value  | World Health Organization, <i>Global Health Observatory database</i> , data from 2007.   |
| <b>Political Empowerment</b>                  | Ratio: Women with seats in parliament over male value  | Inter-Parliamentary Union — <i>National Women in Parliaments</i> , 30 June 2011.   |
|   | Ratio: Women at ministerial level over male value  | Inter-Parliamentary Union, <i>Women in Politics: 2010</i> , up to January 2010 or latest available data.   |
|   | Ratio: Number of years of a female head of state or government (last 50 years) over male value | World Economic Forum calculations, as of 30 June 2011.   |

Note: In instances of multiple sources, the first source listed is the primary source, followed by the secondary source if data were not available from the primary source; if data were not available from the primary or secondary sources, the third source listed was used.

benchmark. We find the one-sided scale more appropriate for our purposes.

*Calculate subindex scores*

The third step in the process involves calculating the weighted average of the variables within each subindex to create the subindex scores. Averaging the different

variables would implicitly give more weight to the measure that exhibits the largest variability or standard deviation. We therefore first normalize the variables by equalizing their standard deviations. For example, within the educational attainment subindex, standard deviations for each of the four variables are calculated. Then we determine what a 1% point change would translate to in terms

**Table 2: Calculation of weights within each subindex**

| Economic Participation and Opportunity Subindex  | 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: Estimated female 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    |
| <b>TOTAL</b> .....   |                    |  | <b>1</b> |
| Educational Attainment Subindex  | 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 level enrolment over male value                                  | 0.060              | 0.167                                  | 0.459    |
| Ratio: Female net secondary level enrolment over male value                                | 0.120              | 0.083                                  | 0.230    |
| Ratio: Female gross tertiary enrolment over male value                                     | 0.228              | 0.044                                  | 0.121    |
| <b>TOTAL</b> .....   |                    |  | <b>1</b> |
| Health and Survival Subindex   | Standard deviation | Standard deviation per 1% point change | Weight   |
| Ratio: Female healthy life expectancy over male value                                      | 0.023              | 0.441                                  | 0.307    |
| Sex ratio at birth (converted to female-over-male ratio)                                   | 0.010              | 0.998                                  | 0.693    |
| <b>TOTAL</b> .....   |                    |  | <b>1</b> |
| Health and Survival Subindex   | Standard deviation | Standard deviation per 1% point change | Weight   |
| Ratio: Women with seats in parliament over male value                                      | 0.166              | 0.060                                  | 0.310    |
| Ratio: Women at ministerial level over male value  | 0.208              | 0.048                                  | 0.247    |
| Ratio: Number of years of a female head of state (last 50 years) over male value           | 0.116              | 0.086                                  | 0.443    |
| <b>TOTAL</b> .....   |                    |  | <b>1</b> |

of standard deviations by dividing 0.01 by the standard deviation for each variable. These four values are then used as weights to calculate the weighted average of the four variables. This way of weighting variables essentially allows us to make sure that each variable has the same relative impact on the subindex. For example, a variable with a small variability or standard deviation, such as primary enrolment rate, gets a larger weight within the educational attainment subindex than a variable with a larger variability, such as tertiary enrolment rate. Therefore, a country with a large gender gap in primary education (a variable where most countries have achieved near-parity between women and men) will be more heavily penalized. Similarly, within the health and survival subindex, in the case of the sex ratio variable, 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 in the Global Gender Gap Index 2006.<sup>5</sup>

#### 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.<sup>6</sup> An un-weighted average of each subindex score is taken to create the overall Global Gender Gap Index score. As in the case of the subindexes, this

final value is bound between 1 (equality) and 0 (inequality), thus allowing for comparisons relative to ideal standards of equality in addition to relative country rankings.<sup>7</sup> 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, we hope that the option of roughly interpreting the final Index scores as a percentage value that reveals how much of the gender gap a country has closed makes the Index more intuitively appealing to readers.<sup>8</sup>

#### The Global Gender Gap Index 2011 rankings

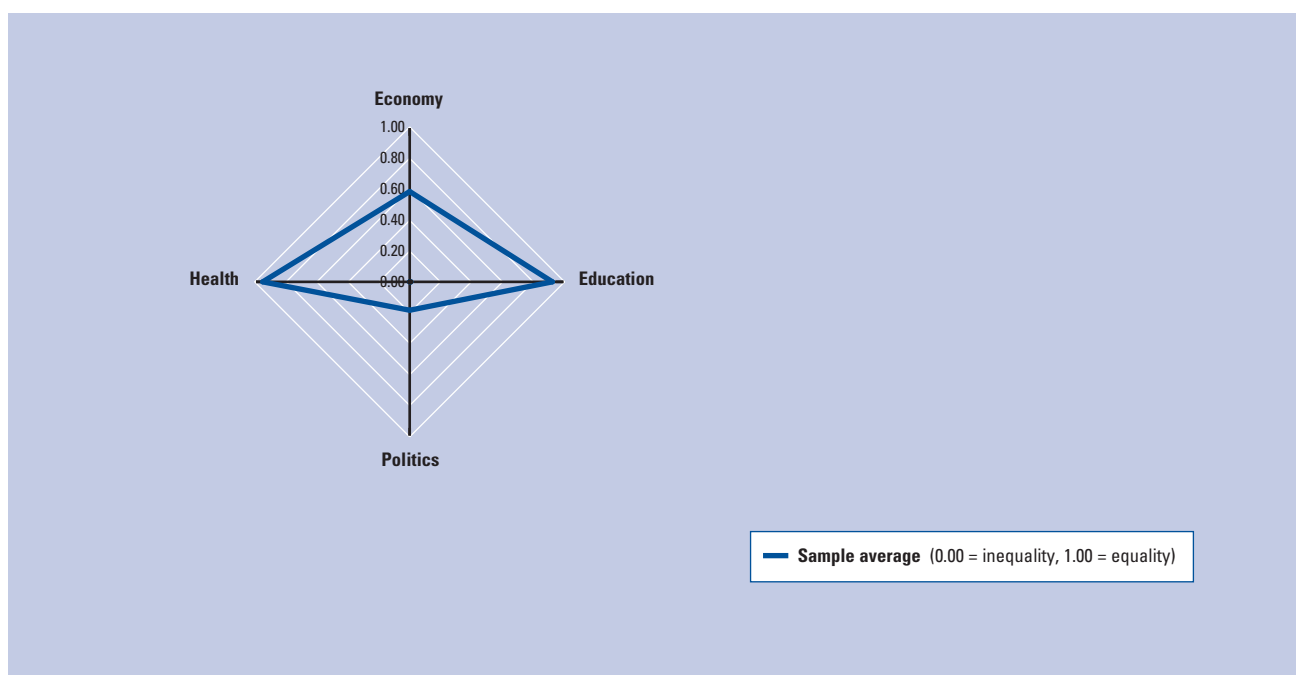
We aim to include a maximum number of countries in the *Report* every year, within the constraints posed by data availability. To be included in the *Report*, a country must have data available for a minimum of 12 indicators out of the 14 that enter the Index.

#### Country coverage 2011

In 2011, we have been able to include all 134 countries covered in the 2010 edition of the *Report* as well as one new country—Burundi—thus resulting in a total of 135 countries. Of these, 114 have been included in the *Report* since the first edition and another 13 since the second edition.

Nearly 200 countries were considered for inclusion this year. Out of the 135 ultimately covered in

**Figure 1: Global patterns, 2011**



Source: Global Gender Gap Index 2011; scores are weighted by population.

this *Report*, 19 countries had one data point missing: Angola (Professional and technical workers); Benin (Professional and technical workers); Brunei Darussalam (Women in parliament); Chad (Professional and technical workers); Ghana (Professional and technical workers); Guyana (Enrolment in secondary education); Honduras (Enrolment in secondary education); India (Professional and technical workers); Jordan (Legislators and technical workers); Kenya (Professional and technical workers); Luxembourg (Professional and technical workers); Malawi (Professional and technical workers); Maldives (Wage equality for similar work [survey]); Mali (Professional and technical workers); Pakistan (Estimated earned income [PPP US\$]); Russian Federation (Enrolment in secondary education); Singapore (Enrolment in tertiary education); Tunisia (Professional and technical workers); and Zimbabwe (Estimated earned income [PPP US\$]).

Another 12 countries had two variables missing: Albania (Legislators, senior officials and managers; Professional and technical workers); Bahamas (Wage equality for similar work [survey]; (Estimated earned income [PPP US\$]); Burundi (Legislators, senior officials and managers; Professional and technical workers); Côte d'Ivoire (Legislators, senior officials, and managers; Professional and technical workers); Cuba (Wage equality for similar work [survey]; Estimated earned income [PPP US\$]); Fiji (Wage equality for similar work (survey); Women in parliament); Gambia (Legislators, senior officials, and managers; Professional and technical workers);

Guatemala (Legislators, senior officials, and managers; Professional and technical workers); Mozambique (Legislators, senior officials, and managers; Professional and technical workers); Nigeria (Legislators, senior officials, and managers; Professional and technical workers); Senegal (Legislators, senior officials, and managers; Professional and technical workers); and Tajikistan (Legislators, senior officials, and managers; Professional and technical workers).

### Global patterns

The detailed rankings from this year's Index are shown in Tables 3 through 5.

Table 3a displays the 2011 rankings and provides comparisons with rankings in 2010, 2009, 2008, 2007 and 2006. Table 3b displays the complete 2011 rankings, including the four subindex scores and ranks. Table 3c provides the year-to-year score changes over the last six years. Out of the 114 countries that have been covered in 2006, 2007, 2008, 2009, 2010 and 2011, 97 countries (85%) have improved their performance over the last four years, while 17 (15%) have shown widening gaps.

Figure 1 shows a global snapshot of the gender gap in the four subindexes. It shows that the 135 countries covered in the *Report*, representing over 90% of the world's population, have closed almost 96% of the gap in health outcomes between women and men and almost 93% of the gap in educational attainment. However, the gap between women and men on economic participation and

**Table 3a: The Global Gender Gap Index 2011 rankings: Comparisons with 2010, 2009, 2008, 2007 and 2006**

| Country             | 2011 rank | 2011 score | 2011 rank among 2010 countries | 2010 rank | 2010 score | 2009 rank | 2009 score | 2008 rank | 2008 score | 2007 rank | 2007 score | 2006 rank | 2006 score |
|---------------------|-----------|------------|--------------------------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|
| Iceland             | 1         | 0.8530     | 1                              | 1         | 0.8496     | 1         | 0.8276     | 4         | 0.7999     | 4         | 0.7836     | 4         | 0.7813     |
| Norway              | 2         | 0.8404     | 2                              | 2         | 0.8404     | 3         | 0.8227     | 1         | 0.8239     | 2         | 0.8059     | 2         | 0.7994     |
| Finland             | 3         | 0.8383     | 3                              | 3         | 0.8260     | 2         | 0.8252     | 2         | 0.8195     | 3         | 0.8044     | 3         | 0.7958     |
| Sweden              | 4         | 0.8044     | 4                              | 4         | 0.8024     | 4         | 0.8139     | 3         | 0.8139     | 1         | 0.8146     | 1         | 0.8133     |
| Ireland             | 5         | 0.7830     | 5                              | 6         | 0.7773     | 8         | 0.7597     | 8         | 0.7518     | 9         | 0.7457     | 10        | 0.7335     |
| New Zealand         | 6         | 0.7810     | 6                              | 5         | 0.7808     | 5         | 0.7880     | 5         | 0.7859     | 5         | 0.7649     | 7         | 0.7509     |
| Denmark             | 7         | 0.7778     | 7                              | 7         | 0.7719     | 7         | 0.7628     | 7         | 0.7538     | 8         | 0.7519     | 8         | 0.7462     |
| Philippines         | 8         | 0.7685     | 8                              | 9         | 0.7654     | 9         | 0.7579     | 6         | 0.7568     | 6         | 0.7629     | 6         | 0.7516     |
| Lesotho             | 9         | 0.7666     | 9                              | 8         | 0.7678     | 10        | 0.7495     | 16        | 0.7320     | 26        | 0.7078     | 43        | 0.6807     |
| Switzerland         | 10        | 0.7627     | 10                             | 10        | 0.7562     | 13        | 0.7426     | 14        | 0.7360     | 40        | 0.6924     | 26        | 0.6997     |
| Germany             | 11        | 0.7590     | 11                             | 13        | 0.7530     | 12        | 0.7449     | 11        | 0.7394     | 7         | 0.7618     | 5         | 0.7524     |
| Spain               | 12        | 0.7580     | 12                             | 11        | 0.7554     | 17        | 0.7345     | 17        | 0.7281     | 10        | 0.7444     | 11        | 0.7319     |
| Belgium             | 13        | 0.7531     | 13                             | 14        | 0.7509     | 33        | 0.7165     | 28        | 0.7163     | 19        | 0.7198     | 20        | 0.7078     |
| South Africa        | 14        | 0.7478     | 14                             | 12        | 0.7535     | 6         | 0.7709     | 22        | 0.7232     | 20        | 0.7194     | 18        | 0.7125     |
| Netherlands         | 15        | 0.7470     | 15                             | 17        | 0.7444     | 11        | 0.7490     | 9         | 0.7399     | 12        | 0.7383     | 12        | 0.7250     |
| United Kingdom      | 16        | 0.7462     | 16                             | 15        | 0.7460     | 15        | 0.7402     | 13        | 0.7366     | 11        | 0.7441     | 9         | 0.7365     |
| United States       | 17        | 0.7412     | 17                             | 19        | 0.7411     | 31        | 0.7173     | 27        | 0.7179     | 31        | 0.7002     | 23        | 0.7042     |
| Canada              | 18        | 0.7407     | 18                             | 20        | 0.7372     | 25        | 0.7196     | 31        | 0.7136     | 18        | 0.7198     | 14        | 0.7165     |
| Latvia              | 19        | 0.7399     | 19                             | 18        | 0.7429     | 14        | 0.7416     | 10        | 0.7397     | 13        | 0.7333     | 19        | 0.7091     |
| Cuba                | 20        | 0.7394     | 20                             | 24        | 0.7253     | 29        | 0.7176     | 25        | 0.7195     | 22        | 0.7169     | —         | —          |
| Trinidad and Tobago | 21        | 0.7372     | 21                             | 21        | 0.7353     | 19        | 0.7298     | 19        | 0.7245     | 46        | 0.6859     | 45        | 0.6797     |
| Bahamas             | 22        | 0.7340     | 22                             | 36        | 0.7128     | 28        | 0.7179     | —         | —          | —         | —          | —         | —          |
| Australia           | 23        | 0.7291     | 23                             | 23        | 0.7271     | 20        | 0.7282     | 21        | 0.7241     | 17        | 0.7204     | 15        | 0.7163     |
| Burundi*            | 24        | 0.7270     | —                              | —         | —          | —         | —          | —         | —          | —         | —          | —         | —          |
| Costa Rica          | 25        | 0.7266     | 24                             | 28        | 0.7194     | 27        | 0.7180     | 32        | 0.7111     | 28        | 0.7014     | 30        | 0.6936     |
| Mozambique          | 26        | 0.7251     | 25                             | 22        | 0.7329     | 26        | 0.7195     | 18        | 0.7266     | 43        | 0.6883     | —         | —          |
| Nicaragua           | 27        | 0.7245     | 26                             | 30        | 0.7176     | 49        | 0.7002     | 71        | 0.6747     | 90        | 0.6458     | 62        | 0.6566     |
| Argentina           | 28        | 0.7236     | 27                             | 29        | 0.7187     | 24        | 0.7211     | 24        | 0.7209     | 33        | 0.6982     | 41        | 0.6829     |
| Uganda              | 29        | 0.7220     | 28                             | 33        | 0.7169     | 40        | 0.7067     | 43        | 0.6981     | 50        | 0.6833     | 47        | 0.6797     |
| Luxembourg          | 30        | 0.7216     | 29                             | 26        | 0.7231     | 63        | 0.6889     | 66        | 0.6802     | 58        | 0.6786     | 56        | 0.6671     |
| Sri Lanka           | 31        | 0.7212     | 30                             | 16        | 0.7458     | 16        | 0.7402     | 12        | 0.7371     | 15        | 0.7230     | 13        | 0.7199     |
| Namibia             | 32        | 0.7177     | 31                             | 25        | 0.7238     | 32        | 0.7167     | 30        | 0.7141     | 29        | 0.7012     | 38        | 0.6864     |
| Barbados            | 33        | 0.7170     | 32                             | 31        | 0.7176     | 21        | 0.7236     | 26        | 0.7188     | —         | —          | —         | —          |
| Austria             | 34        | 0.7165     | 33                             | 37        | 0.7091     | 42        | 0.7031     | 29        | 0.7153     | 27        | 0.7060     | 27        | 0.6986     |
| Portugal            | 35        | 0.7144     | 34                             | 32        | 0.7171     | 46        | 0.7013     | 39        | 0.7051     | 37        | 0.6959     | 33        | 0.6922     |
| Mongolia            | 36        | 0.7140     | 35                             | 27        | 0.7194     | 22        | 0.7221     | 40        | 0.7049     | 62        | 0.6731     | 42        | 0.6821     |
| Lithuania           | 37        | 0.7131     | 36                             | 35        | 0.7132     | 30        | 0.7175     | 23        | 0.7222     | 14        | 0.7234     | 21        | 0.7077     |
| Guyana              | 38        | 0.7084     | 37                             | 38        | 0.7090     | 35        | 0.7108     | —         | —          | —         | —          | —         | —          |
| Moldova             | 39        | 0.7083     | 38                             | 34        | 0.7160     | 36        | 0.7104     | 20        | 0.7244     | 21        | 0.7172     | 17        | 0.7128     |
| Panama              | 40        | 0.7042     | 39                             | 39        | 0.7072     | 43        | 0.7024     | 34        | 0.7095     | 38        | 0.6954     | 31        | 0.6935     |
| Slovenia            | 41        | 0.7041     | 40                             | 42        | 0.7047     | 52        | 0.6982     | 51        | 0.6937     | 49        | 0.6842     | 51        | 0.6745     |
| Poland              | 42        | 0.7038     | 41                             | 43        | 0.7037     | 50        | 0.6998     | 49        | 0.6951     | 60        | 0.6756     | 44        | 0.6802     |
| Russian Federation  | 43        | 0.7037     | 42                             | 45        | 0.7036     | 51        | 0.6987     | 42        | 0.6994     | 45        | 0.6866     | 49        | 0.6770     |
| Kyrgyz Republic     | 44        | 0.7036     | 43                             | 51        | 0.6973     | 41        | 0.7058     | 41        | 0.7045     | 70        | 0.6653     | 52        | 0.6742     |
| Ecuador             | 45        | 0.7035     | 44                             | 40        | 0.7072     | 23        | 0.7220     | 35        | 0.7091     | 44        | 0.6881     | 82        | 0.6433     |
| Chile               | 46        | 0.7030     | 45                             | 48        | 0.7013     | 64        | 0.6884     | 65        | 0.6818     | 86        | 0.6482     | 78        | 0.6455     |
| Jamaica             | 47        | 0.7028     | 46                             | 44        | 0.7037     | 48        | 0.7013     | 44        | 0.6980     | 39        | 0.6925     | 25        | 0.7014     |
| France              | 48        | 0.7018     | 47                             | 46        | 0.7025     | 18        | 0.7331     | 15        | 0.7341     | 51        | 0.6824     | 70        | 0.6520     |
| Kazakhstan          | 49        | 0.7010     | 48                             | 41        | 0.7055     | 47        | 0.7013     | 45        | 0.6976     | 32        | 0.6983     | 32        | 0.6928     |
| Croatia             | 50        | 0.7006     | 49                             | 53        | 0.6939     | 54        | 0.6944     | 46        | 0.6967     | 16        | 0.7210     | 16        | 0.7145     |
| Bulgaria            | 51        | 0.6987     | 50                             | 50        | 0.6983     | 38        | 0.7072     | 36        | 0.7077     | 25        | 0.7085     | 37        | 0.6870     |
| Estonia             | 52        | 0.6983     | 51                             | 47        | 0.7018     | 37        | 0.7094     | 37        | 0.7076     | 30        | 0.7008     | 29        | 0.6944     |
| Macedonia, FYR      | 53        | 0.6966     | 52                             | 49        | 0.6996     | 53        | 0.6950     | 53        | 0.6914     | 35        | 0.6967     | 28        | 0.6983     |
| Honduras            | 54        | 0.6945     | 53                             | 54        | 0.6927     | 62        | 0.6893     | 47        | 0.6960     | 68        | 0.6661     | 74        | 0.6483     |
| Israel              | 55        | 0.6926     | 54                             | 52        | 0.6957     | 45        | 0.7019     | 56        | 0.6900     | 36        | 0.6965     | 35        | 0.6889     |
| Greece              | 56        | 0.6916     | 55                             | 58        | 0.6908     | 85        | 0.6662     | 75        | 0.6727     | 72        | 0.6648     | 69        | 0.6540     |
| Singapore           | 57        | 0.6914     | 56                             | 56        | 0.6914     | 84        | 0.6664     | 84        | 0.6625     | 77        | 0.6609     | 65        | 0.6550     |
| Uruguay             | 58        | 0.6907     | 57                             | 59        | 0.6897     | 57        | 0.6936     | 54        | 0.6907     | 78        | 0.6608     | 66        | 0.6549     |
| Tanzania            | 59        | 0.6904     | 58                             | 66        | 0.6829     | 73        | 0.6797     | 38        | 0.7068     | 34        | 0.6969     | 24        | 0.7038     |
| Thailand            | 60        | 0.6892     | 59                             | 57        | 0.6910     | 59        | 0.6907     | 52        | 0.6917     | 52        | 0.6815     | 40        | 0.6831     |
| China               | 61        | 0.6866     | 60                             | 61        | 0.6881     | 60        | 0.6907     | 57        | 0.6878     | 73        | 0.6643     | 63        | 0.6561     |
| Bolivia             | 62        | 0.6862     | 61                             | 76        | 0.6751     | 82        | 0.6693     | 80        | 0.6667     | 80        | 0.6574     | 87        | 0.6335     |
| Venezuela           | 63        | 0.6861     | 62                             | 64        | 0.6863     | 69        | 0.6839     | 59        | 0.6875     | 55        | 0.6797     | 57        | 0.6664     |
| Ukraine             | 64        | 0.6861     | 63                             | 63        | 0.6869     | 61        | 0.6896     | 62        | 0.6856     | 57        | 0.6790     | 48        | 0.6797     |
| Malawi              | 65        | 0.6850     | 64                             | 68        | 0.6824     | 76        | 0.6738     | 81        | 0.6664     | 87        | 0.6480     | 81        | 0.6437     |
| Botswana            | 66        | 0.6832     | 65                             | 62        | 0.6876     | 39        | 0.7071     | 63        | 0.6839     | 53        | 0.6797     | 34        | 0.6897     |
| Paraguay            | 67        | 0.6818     | 66                             | 69        | 0.6804     | 66        | 0.6868     | 100       | 0.6379     | 69        | 0.6659     | 64        | 0.6556     |
| Romania             | 68        | 0.6812     | 67                             | 67        | 0.6826     | 70        | 0.6805     | 70        | 0.6763     | 47        | 0.6859     | 46        | 0.6797     |

(Cont'd.)

**Table 3a: The Global Gender Gap Index 2011 rankings: Comparisons with 2010, 2009, 2008, 2007 and 2006 (cont'd.)**

| Country              | 2011 rank | 2011 score | 2011 rank among 2010 countries | 2010 rank | 2010 score | 2009 rank | 2009 score | 2008 rank | 2008 score | 2007 rank | 2007 score | 2006 rank | 2006 score |
|----------------------|-----------|------------|--------------------------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|
| Bangladesh           | 69        | 0.6812     | 68                             | 82        | 0.6702     | 93        | 0.6526     | 90        | 0.6531     | 100       | 0.6314     | 91        | 0.6270     |
| Ghana                | 70        | 0.6811     | 69                             | 70        | 0.6782     | 80        | 0.6704     | 77        | 0.6679     | 63        | 0.6725     | 58        | 0.6653     |
| Madagascar           | 71        | 0.6797     | 70                             | 80        | 0.6713     | 77        | 0.6732     | 74        | 0.6736     | 89        | 0.6461     | 84        | 0.6385     |
| Slovak Republic      | 72        | 0.6797     | 71                             | 71        | 0.6778     | 68        | 0.6845     | 64        | 0.6824     | 54        | 0.6797     | 50        | 0.6757     |
| Peru                 | 73        | 0.6796     | 72                             | 60        | 0.6895     | 44        | 0.7024     | 48        | 0.6959     | 75        | 0.6624     | 60        | 0.6619     |
| Italy                | 74        | 0.6796     | 73                             | 74        | 0.6765     | 72        | 0.6798     | 67        | 0.6788     | 84        | 0.6498     | 77        | 0.6456     |
| Czech Republic       | 75        | 0.6789     | 74                             | 65        | 0.6850     | 74        | 0.6789     | 69        | 0.6770     | 64        | 0.6718     | 53        | 0.6712     |
| Brunei Darussaleem   | 76        | 0.6787     | 75                             | 77        | 0.6748     | 94        | 0.6524     | 99        | 0.6392     | —         | —          | —         | —          |
| Gambia, The          | 77        | 0.6763     | 76                             | 75        | 0.6762     | 75        | 0.6752     | 85        | 0.6622     | 95        | 0.6421     | 79        | 0.6448     |
| Albania              | 78        | 0.6748     | 77                             | 78        | 0.6726     | 91        | 0.6601     | 87        | 0.6591     | 66        | 0.6685     | 61        | 0.6607     |
| Vietnam              | 79        | 0.6732     | 78                             | 72        | 0.6776     | 71        | 0.6802     | 68        | 0.6778     | 42        | 0.6889     | —         | —          |
| Colombia             | 80        | 0.6714     | 79                             | 55        | 0.6927     | 56        | 0.6939     | 50        | 0.6944     | 24        | 0.7090     | 22        | 0.7049     |
| Dominican Republic   | 81        | 0.6682     | 80                             | 73        | 0.6774     | 67        | 0.6859     | 72        | 0.6744     | 65        | 0.6705     | 59        | 0.6639     |
| Brazil               | 82        | 0.6679     | 81                             | 85        | 0.6655     | 81        | 0.6695     | 73        | 0.6737     | 74        | 0.6637     | 67        | 0.6543     |
| Malta                | 83        | 0.6658     | 82                             | 83        | 0.6695     | 88        | 0.6635     | 83        | 0.6634     | 76        | 0.6615     | 71        | 0.6518     |
| Armenia              | 84        | 0.6654     | 83                             | 84        | 0.6669     | 90        | 0.6619     | 78        | 0.6677     | 71        | 0.6651     | —         | —          |
| Hungary              | 85        | 0.6642     | 84                             | 79        | 0.6720     | 65        | 0.6879     | 60        | 0.6867     | 61        | 0.6731     | 55        | 0.6698     |
| Georgia              | 86        | 0.6624     | 85                             | 88        | 0.6598     | 83        | 0.6680     | 82        | 0.6654     | 67        | 0.6665     | 54        | 0.6700     |
| Angola               | 87        | 0.6624     | 86                             | 81        | 0.6712     | 106       | 0.6353     | 114       | 0.6032     | 110       | 0.6034     | 96        | 0.6039     |
| Zimbabwe             | 88        | 0.6607     | 87                             | 92        | 0.6574     | 95        | 0.6518     | 92        | 0.6485     | 88        | 0.6464     | 76        | 0.6461     |
| Mexico               | 89        | 0.6604     | 88                             | 91        | 0.6577     | 98        | 0.6503     | 97        | 0.6441     | 93        | 0.6441     | 75        | 0.6462     |
| Indonesia            | 90        | 0.6594     | 89                             | 87        | 0.6615     | 92        | 0.6580     | 93        | 0.6473     | 81        | 0.6550     | 68        | 0.6541     |
| Azerbaijan           | 91        | 0.6577     | 90                             | 100       | 0.6446     | 89        | 0.6626     | 61        | 0.6856     | 59        | 0.6781     | —         | —          |
| Senegal              | 92        | 0.6573     | 91                             | 101       | 0.6414     | 102       | 0.6427     | —         | —          | —         | —          | —         | —          |
| Cyprus               | 93        | 0.6567     | 92                             | 86        | 0.6642     | 79        | 0.6706     | 76        | 0.6694     | 82        | 0.6522     | 83        | 0.6430     |
| El Salvador          | 94        | 0.6567     | 93                             | 90        | 0.6596     | 55        | 0.6939     | 58        | 0.6875     | 48        | 0.6853     | 39        | 0.6837     |
| Mauritius            | 95        | 0.6529     | 94                             | 95        | 0.6520     | 96        | 0.6513     | 95        | 0.6466     | 85        | 0.6487     | 88        | 0.6328     |
| Tajikistan           | 96        | 0.6526     | 95                             | 89        | 0.6598     | 86        | 0.6661     | 89        | 0.6541     | 79        | 0.6578     | —         | —          |
| Malaysia             | 97        | 0.6525     | 96                             | 98        | 0.6479     | 100       | 0.6467     | 96        | 0.6442     | 92        | 0.6444     | 72        | 0.6509     |
| Japan                | 98        | 0.6514     | 97                             | 94        | 0.6524     | 101       | 0.6447     | 98        | 0.6434     | 91        | 0.6455     | 80        | 0.6447     |
| Kenya                | 99        | 0.6493     | 98                             | 96        | 0.6499     | 97        | 0.6512     | 88        | 0.6547     | 83        | 0.6508     | 73        | 0.6486     |
| Belize               | 100       | 0.6489     | 99                             | 93        | 0.6536     | 87        | 0.6636     | 86        | 0.6610     | 94        | 0.6426     | —         | —          |
| Maldives             | 101       | 0.6480     | 100                            | 99        | 0.6452     | 99        | 0.6482     | 91        | 0.6501     | 99        | 0.6350     | —         | —          |
| Cambodia             | 102       | 0.6464     | 101                            | 97        | 0.6482     | 104       | 0.6410     | 94        | 0.6469     | 98        | 0.6353     | 89        | 0.6291     |
| United Arab Emirates | 103       | 0.6454     | 102                            | 103       | 0.6397     | 112       | 0.6198     | 105       | 0.6220     | 105       | 0.6184     | 101       | 0.5919     |
| Suriname             | 104       | 0.6395     | 103                            | 102       | 0.6407     | 78        | 0.6726     | 79        | 0.6674     | 56        | 0.6794     | —         | —          |
| Kuwait               | 105       | 0.6322     | 104                            | 105       | 0.6318     | 105       | 0.6356     | 101       | 0.6358     | 96        | 0.6409     | 86        | 0.6341     |
| Zambia               | 106       | 0.6300     | 105                            | 106       | 0.6293     | 107       | 0.6310     | 106       | 0.6205     | 101       | 0.6288     | 85        | 0.6360     |
| Korea, Rep.          | 107       | 0.6281     | 106                            | 104       | 0.6342     | 115       | 0.6146     | 108       | 0.6154     | 97        | 0.6409     | 92        | 0.6157     |
| Tunisia              | 108       | 0.6255     | 107                            | 107       | 0.6266     | 109       | 0.6233     | 103       | 0.6295     | 102       | 0.6283     | 90        | 0.6288     |
| Fiji                 | 109       | 0.6255     | 108                            | 108       | 0.6256     | 103       | 0.6414     | —         | —          | —         | —          | —         | —          |
| Bahrain              | 110       | 0.6232     | 109                            | 110       | 0.6217     | 116       | 0.6136     | 121       | 0.5927     | 115       | 0.5931     | 102       | 0.5894     |
| Qatar                | 111       | 0.6230     | 110                            | 117       | 0.6059     | 125       | 0.5907     | 119       | 0.5948     | 109       | 0.6041     | —         | —          |
| Guatemala            | 112       | 0.6229     | 111                            | 109       | 0.6238     | 111       | 0.6209     | 112       | 0.6072     | 106       | 0.6144     | 95        | 0.6067     |
| India                | 113       | 0.6190     | 112                            | 112       | 0.6155     | 114       | 0.6151     | 113       | 0.6060     | 114       | 0.5936     | 98        | 0.6011     |
| Mauritania           | 114       | 0.6164     | 113                            | 113       | 0.6152     | 119       | 0.6103     | 110       | 0.6117     | 111       | 0.6022     | 106       | 0.5835     |
| Burkina Faso         | 115       | 0.6153     | 114                            | 111       | 0.6162     | 120       | 0.6081     | 115       | 0.6029     | 117       | 0.5912     | 104       | 0.5854     |
| Ethiopia             | 116       | 0.6136     | 115                            | 121       | 0.6019     | 122       | 0.5948     | 122       | 0.5867     | 113       | 0.5991     | 100       | 0.5946     |
| Jordan               | 117       | 0.6117     | 116                            | 120       | 0.6048     | 113       | 0.6182     | 104       | 0.6275     | 104       | 0.6203     | 93        | 0.6109     |
| Lebanon              | 118       | 0.6083     | 117                            | 116       | 0.6084     | —         | —          | —         | —          | —         | —          | —         | —          |
| Cameroon             | 119       | 0.6073     | 118                            | 114       | 0.6110     | 118       | 0.6108     | 117       | 0.6017     | 116       | 0.5919     | 103       | 0.5865     |
| Nigeria              | 120       | 0.6011     | 119                            | 118       | 0.6055     | 108       | 0.6280     | 102       | 0.6339     | 107       | 0.6122     | 94        | 0.6104     |
| Algeria              | 121       | 0.5991     | 120                            | 119       | 0.6052     | 117       | 0.6119     | 111       | 0.6111     | 108       | 0.6068     | 97        | 0.6018     |
| Turkey               | 122       | 0.5954     | 121                            | 126       | 0.5876     | 129       | 0.5828     | 123       | 0.5853     | 121       | 0.5768     | 105       | 0.5850     |
| Egypt                | 123       | 0.5933     | 122                            | 125       | 0.5899     | 126       | 0.5862     | 124       | 0.5832     | 120       | 0.5809     | 109       | 0.5786     |
| Syria                | 124       | 0.5896     | 123                            | 124       | 0.5926     | 121       | 0.6072     | 107       | 0.6181     | 103       | 0.6216     | —         | —          |
| Iran, Islamic Rep.   | 125       | 0.5894     | 124                            | 123       | 0.5933     | 128       | 0.5839     | 116       | 0.6021     | 118       | 0.5903     | 108       | 0.5803     |
| Nepal                | 126       | 0.5888     | 125                            | 115       | 0.6084     | 110       | 0.6213     | 120       | 0.5942     | 125       | 0.5575     | 111       | 0.5478     |
| Oman                 | 127       | 0.5873     | 126                            | 122       | 0.5950     | 123       | 0.5938     | 118       | 0.5960     | 119       | 0.5903     | —         | —          |
| Benin                | 128       | 0.5832     | 127                            | 128       | 0.5719     | 131       | 0.5643     | 126       | 0.5582     | 123       | 0.5656     | 110       | 0.5780     |
| Morocco              | 129       | 0.5804     | 128                            | 127       | 0.5767     | 124       | 0.5926     | 125       | 0.5757     | 122       | 0.5676     | 107       | 0.5827     |
| Côte d'Ivoire        | 130       | 0.5773     | 129                            | 130       | 0.5691     | —         | —          | —         | —          | —         | —          | —         | —          |
| Saudi Arabia         | 131       | 0.5753     | 130                            | 129       | 0.5713     | 130       | 0.5651     | 128       | 0.5537     | 124       | 0.5647     | 114       | 0.5242     |
| Mali                 | 132       | 0.5752     | 131                            | 131       | 0.5680     | 127       | 0.5860     | 109       | 0.6117     | 112       | 0.6019     | 99        | 0.5996     |
| Pakistan             | 133       | 0.5583     | 132                            | 132       | 0.5465     | 132       | 0.5458     | 127       | 0.5549     | 126       | 0.5509     | 112       | 0.5434     |
| Chad                 | 134       | 0.5334     | 133                            | 133       | 0.5330     | 133       | 0.5417     | 129       | 0.5290     | 127       | 0.5381     | 113       | 0.5247     |
| Yemen                | 135       | 0.4873     | 134                            | 134       | 0.4603     | 134       | 0.4609     | 130       | 0.4664     | 128       | 0.4510     | 115       | 0.4595     |

\* New country 2011

**Table 3b: Detailed rankings, 2011**

| Country             | Overall |        | Economic Participation and Opportunity |        | Educational Attainment |        | Health and Survival |        | Political Empowerment |        |
|---------------------|---------|--------|--|--------|------------------------|--------|---------------------|--------|-----------------------|--------|
|                     | Rank    | Score  | Rank                                   | Score  | Rank                   | Score  | Rank                | Score  | Rank                  | Score  |
| Iceland             | 1       | 0.8530 | 24                                     | 0.7453 | 1                      | 1.0000 | 96                  | 0.9696 | 1                     | 0.6971 |
| Norway              | 2       | 0.8404 | 5                                      | 0.8302 | 1                      | 1.0000 | 92                  | 0.9697 | 3                     | 0.5616 |
| Finland             | 3       | 0.8383 | 12                                     | 0.7681 | 26                     | 0.9995 | 1                   | 0.9796 | 2                     | 0.6060 |
| Sweden              | 4       | 0.8044 | 7                                      | 0.7933 | 41                     | 0.9957 | 82                  | 0.9729 | 4                     | 0.4557 |
| Ireland             | 5       | 0.7830 | 30                                     | 0.7322 | 1                      | 1.0000 | 72                  | 0.9741 | 6                     | 0.4257 |
| New Zealand         | 6       | 0.7810 | 11                                     | 0.7747 | 1                      | 1.0000 | 92                  | 0.9697 | 8                     | 0.3797 |
| Denmark             | 7       | 0.7778 | 13                                     | 0.7672 | 1                      | 1.0000 | 68                  | 0.9743 | 10                    | 0.3696 |
| Philippines         | 8       | 0.7685 | 15                                     | 0.7632 | 1                      | 1.0000 | 1                   | 0.9796 | 16                    | 0.3314 |
| Lesotho             | 9       | 0.7666 | 2                                      | 0.8740 | 1                      | 1.0000 | 1                   | 0.9796 | 35                    | 0.2130 |
| Switzerland         | 10      | 0.7627 | 28                                     | 0.7419 | 68                     | 0.9899 | 75                  | 0.9738 | 13                    | 0.3453 |
| Germany             | 11      | 0.7590 | 32                                     | 0.7270 | 50                     | 0.9942 | 49                  | 0.9784 | 15                    | 0.3364 |
| Spain               | 12      | 0.7580 | 74                                     | 0.6328 | 37                     | 0.9970 | 56                  | 0.9761 | 5                     | 0.4260 |
| Belgium             | 13      | 0.7531 | 36                                     | 0.7187 | 63                     | 0.9909 | 46                  | 0.9787 | 17                    | 0.3241 |
| South Africa        | 14      | 0.7478 | 58                                     | 0.6653 | 86                     | 0.9810 | 102                 | 0.9677 | 9                     | 0.3773 |
| Netherlands         | 15      | 0.7470 | 27                                     | 0.7432 | 32                     | 0.9985 | 92                  | 0.9697 | 26                    | 0.2766 |
| United Kingdom      | 16      | 0.7462 | 33                                     | 0.7224 | 1                      | 1.0000 | 91                  | 0.9698 | 23                    | 0.2927 |
| United States       | 17      | 0.7412 | 6                                      | 0.7999 | 1                      | 1.0000 | 39                  | 0.9792 | 39                    | 0.1857 |
| Canada              | 18      | 0.7407 | 10                                     | 0.7759 | 31                     | 0.9989 | 49                  | 0.9784 | 36                    | 0.2095 |
| Latvia              | 19      | 0.7399 | 22                                     | 0.7498 | 1                      | 1.0000 | 1                   | 0.9796 | 33                    | 0.2300 |
| Cuba                | 20      | 0.7394 | 57                                     | 0.6656 | 23                     | 1.0000 | 69                  | 0.9743 | 18                    | 0.3180 |
| Trinidad and Tobago | 21      | 0.7372 | 39                                     | 0.7108 | 49                     | 0.9944 | 1                   | 0.9796 | 31                    | 0.2642 |
| Bahamas             | 22      | 0.7340 | 1                                      | 0.9135 | 1                      | 1.0000 | 1                   | 0.9796 | 117                   | 0.0430 |
| Australia           | 23      | 0.7291 | 18                                     | 0.7565 | 1                      | 1.0000 | 74                  | 0.9739 | 38                    | 0.1861 |
| Burundi*            | 24      | 0.7270 | 4                                      | 0.8355 | 119                    | 0.8565 | 98                  | 0.9685 | 32                    | 0.2477 |
| Costa Rica          | 25      | 0.7266 | 97                                     | 0.5935 | 1                      | 1.0000 | 66                  | 0.9747 | 14                    | 0.3382 |
| Mozambique          | 26      | 0.7251 | 9                                      | 0.7816 | 124                    | 0.8121 | 111                 | 0.9612 | 12                    | 0.3457 |
| Nicaragua           | 27      | 0.7245 | 79                                     | 0.6187 | 25                     | 0.9996 | 58                  | 0.9758 | 21                    | 0.3040 |
| Argentina           | 28      | 0.7236 | 84                                     | 0.6124 | 51                     | 0.9941 | 1                   | 0.9796 | 20                    | 0.3084 |
| Uganda              | 29      | 0.7220 | 42                                     | 0.7088 | 107                    | 0.9173 | 1                   | 0.9796 | 25                    | 0.2824 |
| Luxembourg          | 30      | 0.7216 | 25                                     | 0.7449 | 1                      | 1.0000 | 67                  | 0.9743 | 48                    | 0.1673 |
| Sri Lanka           | 31      | 0.7212 | 102                                    | 0.5598 | 103                    | 0.9329 | 1                   | 0.9796 | 7                     | 0.4126 |
| Namibia             | 32      | 0.7177 | 31                                     | 0.7273 | 34                     | 0.9983 | 105                 | 0.9671 | 41                    | 0.1780 |
| Barbados            | 33      | 0.7170 | 8                                      | 0.7843 | 1                      | 1.0000 | 1                   | 0.9796 | 82                    | 0.1042 |
| Austria             | 34      | 0.7165 | 77                                     | 0.6245 | 76                     | 0.9886 | 46                  | 0.9787 | 27                    | 0.2744 |
| Portugal            | 35      | 0.7144 | 59                                     | 0.6626 | 55                     | 0.9932 | 71                  | 0.9742 | 34                    | 0.2278 |
| Mongolia            | 36      | 0.7140 | 3                                      | 0.8500 | 47                     | 0.9946 | 1                   | 0.9796 | 125                   | 0.0318 |
| Lithuania           | 37      | 0.7131 | 26                                     | 0.7440 | 60                     | 0.9914 | 1                   | 0.9796 | 65                    | 0.1376 |
| Guyana              | 38      | 0.7084 | 88                                     | 0.5985 | 75                     | 0.9886 | 45                  | 0.9789 | 28                    | 0.2678 |
| Moldova             | 39      | 0.7083 | 14                                     | 0.7641 | 64                     | 0.9909 | 1                   | 0.9796 | 88                    | 0.0988 |
| Panama              | 40      | 0.7042 | 51                                     | 0.6797 | 54                     | 0.9937 | 65                  | 0.9753 | 47                    | 0.1679 |
| Slovenia            | 41      | 0.7041 | 34                                     | 0.7205 | 36                     | 0.9977 | 64                  | 0.9755 | 71                    | 0.1227 |
| Poland              | 42      | 0.7038 | 65                                     | 0.6530 | 28                     | 0.9994 | 48                  | 0.9785 | 40                    | 0.1843 |
| Russian Federation  | 43      | 0.7037 | 29                                     | 0.7373 | 33                     | 0.9985 | 41                  | 0.9791 | 84                    | 0.0999 |
| Kyrgyz Republic     | 44      | 0.7036 | 43                                     | 0.7071 | 39                     | 0.9960 | 1                   | 0.9796 | 68                    | 0.1318 |
| Ecuador             | 45      | 0.7035 | 99                                     | 0.5838 | 77                     | 0.9877 | 58                  | 0.9758 | 29                    | 0.2668 |
| Chile               | 46      | 0.7030 | 106                                    | 0.5411 | 40                     | 0.9957 | 1                   | 0.9796 | 22                    | 0.2958 |
| Jamaica             | 47      | 0.7028 | 21                                     | 0.7508 | 83                     | 0.9849 | 1                   | 0.9796 | 92                    | 0.0961 |
| France              | 48      | 0.7018 | 61                                     | 0.6587 | 1                      | 1.0000 | 1                   | 0.9796 | 46                    | 0.1691 |
| Kazakhstan          | 49      | 0.7010 | 23                                     | 0.7491 | 43                     | 0.9954 | 1                   | 0.9796 | 98                    | 0.0801 |
| Croatia             | 50      | 0.7006 | 56                                     | 0.6676 | 44                     | 0.9954 | 1                   | 0.9796 | 53                    | 0.1598 |
| Bulgaria            | 51      | 0.6987 | 48                                     | 0.6867 | 58                     | 0.9923 | 41                  | 0.9791 | 67                    | 0.1367 |
| Estonia             | 52      | 0.6983 | 35                                     | 0.7201 | 38                     | 0.9967 | 51                  | 0.9773 | 87                    | 0.0989 |
| Macedonia, FYR      | 53      | 0.6966 | 53                                     | 0.6761 | 71                     | 0.9892 | 125                 | 0.9551 | 49                    | 0.1660 |
| Honduras            | 54      | 0.6945 | 91                                     | 0.5972 | 29                     | 0.9991 | 53                  | 0.9762 | 37                    | 0.2053 |
| Israel              | 55      | 0.6926 | 55                                     | 0.6721 | 78                     | 0.9874 | 92                  | 0.9697 | 59                    | 0.1412 |
| Greece              | 56      | 0.6916 | 78                                     | 0.6242 | 53                     | 0.9938 | 86                  | 0.9712 | 42                    | 0.1772 |
| Singapore           | 57      | 0.6914 | 16                                     | 0.7585 | 100                    | 0.9381 | 101                 | 0.9677 | 83                    | 0.1014 |
| Uruguay             | 58      | 0.6907 | 60                                     | 0.6621 | 35                     | 0.9982 | 1                   | 0.9796 | 70                    | 0.1229 |
| Tanzania            | 59      | 0.6904 | 63                                     | 0.6571 | 114                    | 0.8779 | 111                 | 0.9612 | 30                    | 0.2653 |
| Thailand            | 60      | 0.6892 | 41                                     | 0.7090 | 82                     | 0.9855 | 1                   | 0.9796 | 97                    | 0.0828 |
| China               | 61      | 0.6866 | 50                                     | 0.6825 | 85                     | 0.9815 | 133                 | 0.9327 | 57                    | 0.1496 |
| Bolivia             | 62      | 0.6862 | 72                                     | 0.6352 | 95                     | 0.9646 | 84                  | 0.9719 | 45                    | 0.1732 |
| Venezuela           | 63      | 0.6861 | 82                                     | 0.6159 | 30                     | 0.9990 | 1                   | 0.9796 | 56                    | 0.1500 |
| Ukraine             | 64      | 0.6861 | 44                                     | 0.7037 | 24                     | 0.9997 | 56                  | 0.9761 | 106                   | 0.0648 |
| Malawi              | 65      | 0.6850 | 45                                     | 0.7003 | 112                    | 0.8972 | 100                 | 0.9683 | 44                    | 0.1740 |
| Botswana            | 66      | 0.6832 | 37                                     | 0.7185 | 1                      | 1.0000 | 126                 | 0.9549 | 111                   | 0.0595 |
| Paraguay            | 67      | 0.6818 | 69                                     | 0.6436 | 46                     | 0.9948 | 58                  | 0.9758 | 73                    | 0.1129 |
| Romania             | 68      | 0.6812 | 46                                     | 0.6943 | 45                     | 0.9950 | 41                  | 0.9791 | 112                   | 0.0563 |

(Cont'd.)

**Table 3b: Detailed rankings, 2011** (cont'd.)

| Country              | Overall |        | Economic Participation and Opportunity |        | Educational Attainment |        | Health and Survival |        | Political Empowerment |        |
|----------------------|---------|--------|--|--------|------------------------|--------|---------------------|--------|-----------------------|--------|
|                      | Rank    | Score  | Rank                                   | Score  | Rank                   | Score  | Rank                | Score  | Rank                  | Score  |
| Bangladesh           | 69      | 0.6812 | 118                                    | 0.4932 | 108                    | 0.9168 | 123                 | 0.9557 | 11                    | 0.3591 |
| Ghana                | 70      | 0.6811 | 17                                     | 0.7581 | 111                    | 0.9027 | 104                 | 0.9674 | 91                    | 0.0962 |
| Madagascar           | 71      | 0.6797 | 52                                     | 0.6781 | 91                     | 0.9720 | 81                  | 0.9732 | 93                    | 0.0957 |
| Slovakia             | 72      | 0.6797 | 73                                     | 0.6335 | 1                      | 1.0000 | 1                   | 0.9796 | 79                    | 0.1059 |
| Peru                 | 73      | 0.6796 | 85                                     | 0.6109 | 88                     | 0.9796 | 108                 | 0.9658 | 50                    | 0.1622 |
| Italy                | 74      | 0.6796 | 90                                     | 0.5976 | 48                     | 0.9945 | 75                  | 0.9738 | 55                    | 0.1525 |
| Czech Republic       | 75      | 0.6789 | 94                                     | 0.5961 | 1                      | 1.0000 | 39                  | 0.9792 | 60                    | 0.1403 |
| Brunei Darussalam    | 76      | 0.6787 | 20                                     | 0.7552 | 52                     | 0.9938 | 108                 | 0.9658 | 132                   | 0.0000 |
| Gambia, The          | 77      | 0.6763 | 19                                     | 0.7561 | 122                    | 0.8320 | 1                   | 0.9796 | 66                    | 0.1375 |
| Albania              | 78      | 0.6748 | 38                                     | 0.7129 | 87                     | 0.9809 | 135                 | 0.9268 | 99                    | 0.0784 |
| Vietnam              | 79      | 0.6732 | 40                                     | 0.7106 | 104                    | 0.9257 | 130                 | 0.9458 | 76                    | 0.1107 |
| Colombia             | 80      | 0.6714 | 89                                     | 0.5984 | 42                     | 0.9955 | 41                  | 0.9791 | 74                    | 0.1125 |
| Dominican Republic   | 81      | 0.6682 | 92                                     | 0.5969 | 1                      | 1.0000 | 88                  | 0.9711 | 80                    | 0.1049 |
| Brazil               | 82      | 0.6679 | 68                                     | 0.6490 | 66                     | 0.9904 | 1                   | 0.9796 | 114                   | 0.0526 |
| Malta                | 83      | 0.6658 | 110                                    | 0.5281 | 1                      | 1.0000 | 72                  | 0.9741 | 52                    | 0.1611 |
| Armenia              | 84      | 0.6654 | 62                                     | 0.6580 | 27                     | 0.9994 | 131                 | 0.9419 | 108                   | 0.0623 |
| Hungary              | 85      | 0.6642 | 64                                     | 0.6537 | 56                     | 0.9926 | 1                   | 0.9796 | 127                   | 0.0310 |
| Georgia              | 86      | 0.6624 | 54                                     | 0.6725 | 67                     | 0.9900 | 128                 | 0.9480 | 120                   | 0.0390 |
| Angola               | 87      | 0.6624 | 96                                     | 0.5937 | 126                    | 0.7864 | 1                   | 0.9796 | 24                    | 0.2898 |
| Zimbabwe             | 88      | 0.6607 | 66                                     | 0.6503 | 102                    | 0.9355 | 129                 | 0.9458 | 75                    | 0.1112 |
| Mexico               | 89      | 0.6604 | 109                                    | 0.5318 | 61                     | 0.9913 | 1                   | 0.9796 | 63                    | 0.1390 |
| Indonesia            | 90      | 0.6594 | 101                                    | 0.5642 | 93                     | 0.9671 | 106                 | 0.9663 | 61                    | 0.1400 |
| Azerbaijan           | 91      | 0.6577 | 70                                     | 0.6420 | 73                     | 0.9891 | 132                 | 0.9331 | 103                   | 0.0665 |
| Senegal              | 92      | 0.6573 | 47                                     | 0.6884 | 123                    | 0.8247 | 80                  | 0.9734 | 58                    | 0.1429 |
| Cyprus               | 93      | 0.6567 | 80                                     | 0.6175 | 89                     | 0.9776 | 90                  | 0.9701 | 109                   | 0.0618 |
| El Salvador          | 94      | 0.6567 | 108                                    | 0.5405 | 72                     | 0.9891 | 1                   | 0.9796 | 72                    | 0.1176 |
| Mauritius            | 95      | 0.6529 | 105                                    | 0.5441 | 74                     | 0.9888 | 1                   | 0.9796 | 86                    | 0.0992 |
| Tajikistan           | 96      | 0.6526 | 49                                     | 0.6827 | 113                    | 0.8839 | 122                 | 0.9559 | 94                    | 0.0881 |
| Malaysia             | 97      | 0.6525 | 95                                     | 0.5941 | 65                     | 0.9906 | 78                  | 0.9736 | 115                   | 0.0517 |
| Japan                | 98      | 0.6514 | 100                                    | 0.5673 | 80                     | 0.9862 | 1                   | 0.9796 | 101                   | 0.0724 |
| Kenya                | 99      | 0.6493 | 83                                     | 0.6159 | 101                    | 0.9362 | 102                 | 0.9677 | 100                   | 0.0773 |
| Belize               | 100     | 0.6489 | 81                                     | 0.6162 | 1                      | 1.0000 | 1                   | 0.9796 | 132                   | 0.0000 |
| Maldives             | 101     | 0.6480 | 86                                     | 0.6019 | 69                     | 0.9896 | 111                 | 0.9612 | 119                   | 0.0392 |
| Cambodia             | 102     | 0.6464 | 75                                     | 0.6315 | 116                    | 0.8651 | 1                   | 0.9796 | 78                    | 0.1093 |
| United Arab Emirates | 103     | 0.6454 | 119                                    | 0.4898 | 59                     | 0.9914 | 111                 | 0.9612 | 62                    | 0.1394 |
| Suriname             | 104     | 0.6395 | 114                                    | 0.5084 | 62                     | 0.9911 | 70                  | 0.9742 | 95                    | 0.0843 |
| Kuwait               | 105     | 0.6322 | 107                                    | 0.5407 | 84                     | 0.9834 | 111                 | 0.9612 | 116                   | 0.0435 |
| Zambia               | 106     | 0.6300 | 87                                     | 0.6005 | 120                    | 0.8505 | 97                  | 0.9690 | 84                    | 0.0999 |
| Korea, Rep.          | 107     | 0.6281 | 117                                    | 0.4934 | 97                     | 0.9481 | 78                  | 0.9736 | 90                    | 0.0972 |
| Tunisia              | 108     | 0.6255 | 126                                    | 0.4440 | 94                     | 0.9662 | 110                 | 0.9641 | 69                    | 0.1278 |
| Fiji                 | 109     | 0.6255 | 116                                    | 0.4972 | 70                     | 0.9893 | 1                   | 0.9796 | 123                   | 0.0358 |
| Bahrain              | 110     | 0.6232 | 115                                    | 0.5079 | 81                     | 0.9862 | 111                 | 0.9612 | 122                   | 0.0376 |
| Qatar                | 111     | 0.6230 | 104                                    | 0.5473 | 57                     | 0.9924 | 127                 | 0.9522 | 132                   | 0.0000 |
| Guatemala            | 112     | 0.6229 | 113                                    | 0.5236 | 98                     | 0.9460 | 1                   | 0.9796 | 118                   | 0.0422 |
| India                | 113     | 0.6190 | 131                                    | 0.3960 | 121                    | 0.8369 | 134                 | 0.9312 | 19                    | 0.3119 |
| Mauritania           | 114     | 0.6164 | 120                                    | 0.4639 | 117                    | 0.8601 | 1                   | 0.9796 | 51                    | 0.1620 |
| Burkina Faso         | 115     | 0.6153 | 76                                     | 0.6266 | 129                    | 0.7563 | 98                  | 0.9685 | 77                    | 0.1097 |
| Ethiopia             | 116     | 0.6136 | 71                                     | 0.6373 | 131                    | 0.7043 | 77                  | 0.9737 | 64                    | 0.1390 |
| Jordan               | 117     | 0.6117 | 127                                    | 0.4333 | 79                     | 0.9869 | 89                  | 0.9706 | 113                   | 0.0558 |
| Lebanon              | 118     | 0.6083 | 123                                    | 0.4482 | 90                     | 0.9773 | 1                   | 0.9796 | 128                   | 0.0282 |
| Cameroon             | 119     | 0.6073 | 112                                    | 0.5252 | 118                    | 0.8597 | 111                 | 0.9612 | 96                    | 0.0830 |
| Nigeria              | 120     | 0.6011 | 93                                     | 0.5964 | 125                    | 0.8090 | 121                 | 0.9607 | 121                   | 0.0384 |
| Algeria              | 121     | 0.5991 | 124                                    | 0.4452 | 96                     | 0.9502 | 107                 | 0.9661 | 124                   | 0.0350 |
| Turkey               | 122     | 0.5954 | 132                                    | 0.3888 | 106                    | 0.9200 | 62                  | 0.9755 | 89                    | 0.0972 |
| Egypt                | 123     | 0.5933 | 122                                    | 0.4573 | 110                    | 0.9081 | 52                  | 0.9768 | 126                   | 0.0311 |
| Syria                | 124     | 0.5896 | 129                                    | 0.4090 | 109                    | 0.9135 | 61                  | 0.9756 | 110                   | 0.0603 |
| Iran, Islamic Rep.   | 125     | 0.5894 | 125                                    | 0.4443 | 105                    | 0.9251 | 85                  | 0.9714 | 130                   | 0.0166 |
| Nepal                | 126     | 0.5888 | 121                                    | 0.4606 | 128                    | 0.7589 | 111                 | 0.9612 | 43                    | 0.1745 |
| Oman                 | 127     | 0.5873 | 130                                    | 0.4068 | 99                     | 0.9412 | 62                  | 0.9755 | 129                   | 0.0256 |
| Benin                | 128     | 0.5832 | 67                                     | 0.6494 | 133                    | 0.6558 | 111                 | 0.9612 | 104                   | 0.0664 |
| Morocco              | 129     | 0.5804 | 128                                    | 0.4177 | 115                    | 0.8653 | 87                  | 0.9712 | 102                   | 0.0672 |
| Côte d'Ivoire        | 130     | 0.5773 | 103                                    | 0.5569 | 130                    | 0.7073 | 1                   | 0.9796 | 105                   | 0.0656 |
| Saudi Arabia         | 131     | 0.5753 | 133                                    | 0.3576 | 92                     | 0.9674 | 53                  | 0.9762 | 132                   | 0.0000 |
| Mali                 | 132     | 0.5752 | 111                                    | 0.5274 | 132                    | 0.6927 | 55                  | 0.9761 | 81                    | 0.1048 |
| Pakistan             | 133     | 0.5583 | 134                                    | 0.3446 | 127                    | 0.7782 | 123                 | 0.9557 | 54                    | 0.1547 |
| Chad                 | 134     | 0.5334 | 98                                     | 0.5930 | 135                    | 0.5158 | 111                 | 0.9612 | 107                   | 0.0638 |
| Yemen                | 135     | 0.4873 | 135                                    | 0.3180 | 134                    | 0.6420 | 83                  | 0.9727 | 131                   | 0.0164 |

\* New country 2011

**Table 3c: The Global Gender Gap Index 2011: Changes in scores (Detailed)**

| Country             | Change in score<br>(2010–2011) | Change in score<br>(2009–2010) | Change in score<br>(2008–2009) | Change in score<br>(2007–2008) | Change in score<br>(2006–2007) | Change in score<br>(2006–2011) |
|---------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Iceland             | 0.0034                         | 0.0220                         | 0.0277                         | 0.0164                         | 0.0023                         | 0.0717                         |
| Norway              | 0.0000                         | 0.0177                         | -0.0011                        | 0.0180                         | 0.0065                         | 0.0410                         |
| Finland             | 0.0123                         | 0.0008                         | 0.0057                         | 0.0151                         | 0.0086                         | 0.0425                         |
| Sweden              | 0.0020                         | -0.0116                        | 0.0000                         | -0.0007                        | 0.0014                         | -0.0089                        |
| Ireland             | 0.0057                         | 0.0177                         | 0.0079                         | 0.0061                         | 0.0122                         | 0.0495                         |
| New Zealand         | 0.0002                         | -0.0072                        | 0.0021                         | 0.0210                         | 0.0140                         | 0.0301                         |
| Denmark             | 0.0059                         | 0.0091                         | 0.0090                         | 0.0019                         | 0.0057                         | 0.0315                         |
| Philippines         | 0.0031                         | 0.0076                         | 0.0011                         | -0.0061                        | 0.0113                         | 0.0170                         |
| Lesotho             | -0.0012                        | 0.0183                         | 0.0176                         | 0.0242                         | 0.0271                         | 0.0859                         |
| Switzerland         | 0.0065                         | 0.0136                         | 0.0066                         | 0.0436                         | -0.0073                        | 0.0630                         |
| Germany             | 0.0060                         | 0.0080                         | 0.0055                         | -0.0224                        | 0.0094                         | 0.0066                         |
| Spain               | 0.0026                         | 0.0209                         | 0.0063                         | -0.0162                        | 0.0125                         | 0.0261                         |
| Belgium             | 0.0022                         | 0.0344                         | 0.0003                         | -0.0035                        | 0.0120                         | 0.0453                         |
| South Africa        | -0.0056                        | -0.0175                        | 0.0477                         | 0.0038                         | 0.0069                         | 0.0353                         |
| Netherlands         | 0.0026                         | -0.0046                        | 0.0091                         | 0.0016                         | 0.0133                         | 0.0220                         |
| United Kingdom      | 0.0002                         | 0.0058                         | 0.0036                         | -0.0075                        | 0.0076                         | 0.0098                         |
| United States       | 0.0001                         | 0.0238                         | -0.0006                        | 0.0177                         | -0.0039                        | 0.0371                         |
| Canada              | 0.0035                         | 0.0176                         | 0.0060                         | -0.0063                        | 0.0034                         | 0.0242                         |
| Latvia              | -0.0030                        | 0.0013                         | 0.0019                         | 0.0064                         | 0.0242                         | 0.0308                         |
| Cuba                | 0.0142                         | 0.0076                         | -0.0019                        | 0.0026                         | —                              | —                              |
| Trinidad and Tobago | 0.0019                         | 0.0054                         | 0.0054                         | 0.0385                         | 0.0062                         | 0.0575                         |
| Bahamas             | 0.0212                         | -0.0050                        | —                              | —                              | —                              | —                              |
| Australia           | 0.0020                         | -0.0011                        | 0.0041                         | 0.0037                         | 0.0040                         | 0.0128                         |
| Burundi*            | —                              | —                              | —                              | —                              | —                              | —                              |
| Costa Rica          | 0.0072                         | 0.0014                         | 0.0069                         | 0.0097                         | 0.0078                         | 0.0330                         |
| Mozambique          | -0.0078                        | 0.0134                         | -0.0071                        | 0.0383                         | —                              | —                              |
| Nicaragua           | 0.0069                         | 0.0175                         | 0.0255                         | 0.0289                         | -0.0108                        | 0.0679                         |
| Argentina           | 0.0049                         | -0.0024                        | 0.0002                         | 0.0227                         | 0.0153                         | 0.0407                         |
| Uganda              | 0.0051                         | 0.0102                         | 0.0086                         | 0.0148                         | 0.0036                         | 0.0423                         |
| Luxembourg          | -0.0015                        | 0.0342                         | 0.0087                         | 0.0016                         | 0.0115                         | 0.0545                         |
| Sri Lanka           | -0.0246                        | 0.0056                         | 0.0032                         | 0.0141                         | 0.0031                         | 0.0013                         |
| Namibia             | -0.0062                        | 0.0072                         | 0.0026                         | 0.0129                         | 0.0147                         | 0.0312                         |
| Barbados            | -0.0006                        | -0.0060                        | 0.0048                         | —                              | —                              | —                              |
| Austria             | 0.0074                         | 0.0060                         | -0.0121                        | 0.0092                         | 0.0074                         | 0.0179                         |
| Portugal            | -0.0026                        | 0.0158                         | -0.0038                        | 0.0092                         | 0.0037                         | 0.0223                         |
| Mongolia            | -0.0054                        | -0.0026                        | 0.0171                         | 0.0318                         | -0.0090                        | 0.0319                         |
| Lithuania           | 0.0000                         | -0.0043                        | -0.0046                        | -0.0012                        | 0.0157                         | 0.0054                         |
| Guyana              | -0.0005                        | -0.0019                        | —                              | —                              | —                              | —                              |
| Moldova             | -0.0077                        | 0.0056                         | -0.0140                        | 0.0071                         | 0.0044                         | -0.0045                        |
| Panama              | -0.0031                        | 0.0048                         | -0.0071                        | 0.0141                         | 0.0019                         | 0.0107                         |
| Slovenia            | -0.0006                        | 0.0066                         | 0.0045                         | 0.0094                         | 0.0097                         | 0.0296                         |
| Poland              | 0.0001                         | 0.0039                         | 0.0047                         | 0.0194                         | -0.0046                        | 0.0236                         |
| Russian Federation  | 0.0001                         | 0.0049                         | -0.0007                        | 0.0128                         | 0.0096                         | 0.0266                         |
| Kyrgyz Republic     | 0.0063                         | -0.0086                        | 0.0013                         | 0.0392                         | -0.0088                        | 0.0295                         |
| Ecuador             | -0.0037                        | -0.0148                        | 0.0129                         | 0.0210                         | 0.0448                         | 0.0602                         |
| Chile               | 0.0017                         | 0.0129                         | 0.0066                         | 0.0336                         | 0.0027                         | 0.0576                         |
| Jamaica             | -0.0008                        | 0.0024                         | 0.0032                         | 0.0055                         | -0.0089                        | 0.0014                         |
| France              | -0.0007                        | -0.0306                        | -0.0010                        | 0.0518                         | 0.0303                         | 0.0498                         |
| Kazakhstan          | -0.0045                        | 0.0043                         | 0.0037                         | -0.0006                        | 0.0054                         | 0.0082                         |
| Croatia             | 0.0066                         | -0.0004                        | -0.0023                        | -0.0243                        | 0.0066                         | -0.0139                        |
| Bulgaria            | 0.0004                         | -0.0089                        | -0.0005                        | -0.0007                        | 0.0215                         | 0.0118                         |
| Estonia             | -0.0035                        | -0.0076                        | 0.0018                         | 0.0068                         | 0.0064                         | 0.0039                         |
| Macedonia, FYR      | -0.0030                        | 0.0046                         | 0.0036                         | -0.0054                        | -0.0015                        | -0.0016                        |
| Honduras            | 0.0017                         | 0.0035                         | -0.0068                        | 0.0300                         | 0.0178                         | 0.0462                         |
| Israel              | -0.0031                        | -0.0061                        | 0.0118                         | -0.0064                        | 0.0076                         | 0.0037                         |
| Greece              | 0.0008                         | 0.0245                         | -0.0064                        | 0.0079                         | 0.0107                         | 0.0376                         |
| Singapore           | 0.0000                         | 0.0250                         | 0.0039                         | 0.0017                         | 0.0059                         | 0.0365                         |
| Uruguay             | 0.0010                         | -0.0039                        | 0.0029                         | 0.0299                         | 0.0058                         | 0.0358                         |
| Tanzania            | 0.0074                         | 0.0032                         | -0.0271                        | 0.0100                         | -0.0069                        | -0.0134                        |
| Thailand            | -0.0018                        | 0.0003                         | -0.0010                        | 0.0102                         | -0.0016                        | 0.0061                         |
| China               | -0.0014                        | -0.0026                        | 0.0029                         | 0.0235                         | 0.0082                         | 0.0305                         |
| Bolivia             | 0.0111                         | 0.0058                         | 0.0026                         | 0.0093                         | 0.0239                         | 0.0527                         |
| Venezuela           | -0.0002                        | 0.0024                         | -0.0036                        | 0.0078                         | 0.0133                         | 0.0197                         |
| Ukraine             | -0.0008                        | -0.0027                        | 0.0041                         | 0.0065                         | -0.0006                        | 0.0064                         |
| Malawi              | 0.0025                         | 0.0087                         | 0.0074                         | 0.0183                         | 0.0044                         | 0.0413                         |
| Botswana            | -0.0044                        | -0.0195                        | 0.0232                         | 0.0041                         | -0.0100                        | -0.0065                        |
| Paraguay            | 0.0014                         | -0.0064                        | 0.0489                         | -0.0279                        | 0.0103                         | 0.0262                         |
| Romania             | -0.0014                        | 0.0020                         | 0.0043                         | -0.0097                        | 0.0062                         | 0.0015                         |
| Bangladesh          | 0.0110                         | 0.0176                         | -0.0005                        | 0.0216                         | 0.0044                         | 0.0542                         |

*(Cont'd.)*

**Table 3c: The Global Gender Gap Index 2011: Changes in scores (Detailed) (cont'd.)**

| Country              | Change in score<br>(2011–2010) | Change in score<br>(2010–2009) | Change in score<br>(2009–2008) | Change in score<br>(2008–2007) | Change in score<br>(2007–2006) | Change in score<br>(2011–2006) |
|----------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Ghana                | 0.0030                         | 0.0078                         | 0.0025                         | -0.0046                        | 0.0072                         | 0.0158                         |
| Madagascar           | 0.0084                         | -0.0019                        | -0.0003                        | 0.0274                         | 0.0076                         | 0.0412                         |
| Slovak Republic      | 0.0019                         | -0.0067                        | 0.0021                         | 0.0027                         | 0.0040                         | 0.0041                         |
| Peru                 | -0.0099                        | -0.0128                        | 0.0064                         | 0.0336                         | 0.0005                         | 0.0177                         |
| Italy                | 0.0031                         | -0.0033                        | 0.0010                         | 0.0290                         | 0.0042                         | 0.0340                         |
| Czech Republic       | -0.0061                        | 0.0061                         | 0.0019                         | 0.0052                         | 0.0006                         | 0.0078                         |
| Brunei Darussalam    | 0.0039                         | 0.0224                         | 0.0132                         | —                              | —                              | —                              |
| Gambia, The          | 0.0001                         | 0.0010                         | 0.0130                         | 0.0200                         | -0.0027                        | 0.0315                         |
| Albania              | 0.0021                         | 0.0125                         | 0.0010                         | -0.0094                        | 0.0078                         | 0.0140                         |
| Vietnam              | -0.0044                        | -0.0026                        | 0.0023                         | -0.0110                        | —                              | —                              |
| Colombia             | -0.0213                        | -0.0012                        | -0.0004                        | -0.0146                        | 0.0041                         | -0.0335                        |
| Dominican Republic   | -0.0092                        | -0.0085                        | 0.0115                         | 0.0039                         | 0.0065                         | 0.0043                         |
| Brazil               | 0.0024                         | -0.0040                        | -0.0042                        | 0.0100                         | 0.0094                         | 0.0136                         |
| Malta                | -0.0037                        | 0.0060                         | 0.0002                         | 0.0019                         | 0.0097                         | 0.0140                         |
| Armenia              | -0.0015                        | 0.0050                         | -0.0059                        | 0.0027                         | —                              | —                              |
| Hungary              | -0.0078                        | -0.0158                        | 0.0012                         | 0.0136                         | 0.0033                         | -0.0056                        |
| Georgia              | 0.0025                         | -0.0082                        | 0.0026                         | -0.0011                        | -0.0035                        | -0.0076                        |
| Angola               | -0.0088                        | 0.0358                         | 0.0321                         | -0.0002                        | -0.0005                        | 0.0585                         |
| Zimbabwe             | 0.0033                         | 0.0056                         | 0.0032                         | 0.0021                         | 0.0004                         | 0.0147                         |
| Mexico               | 0.0027                         | 0.0074                         | 0.0062                         | 0.0000                         | -0.0021                        | 0.0142                         |
| Indonesia            | -0.0021                        | 0.0035                         | 0.0107                         | -0.0077                        | 0.0009                         | 0.0053                         |
| Azerbaijan           | 0.0131                         | -0.0180                        | -0.0230                        | 0.0075                         | —                              | —                              |
| Senegal              | 0.0160                         | -0.0013                        | —                              | —                              | —                              | —                              |
| Cyprus               | -0.0075                        | -0.0064                        | 0.0012                         | 0.0172                         | 0.0092                         | 0.0137                         |
| El Salvador          | -0.0029                        | -0.0343                        | 0.0064                         | 0.0023                         | 0.0016                         | -0.0270                        |
| Mauritius            | 0.0010                         | 0.0007                         | 0.0047                         | -0.0022                        | 0.0160                         | 0.0202                         |
| Tajikistan           | -0.0072                        | -0.0063                        | 0.0120                         | -0.0038                        | —                              | —                              |
| Malaysia             | 0.0046                         | 0.0012                         | 0.0025                         | -0.0002                        | -0.0065                        | 0.0016                         |
| Japan                | -0.0010                        | 0.0077                         | 0.0013                         | -0.0021                        | 0.0008                         | 0.0067                         |
| Kenya                | -0.0007                        | -0.0013                        | -0.0035                        | 0.0039                         | 0.0023                         | 0.0007                         |
| Belize               | -0.0047                        | -0.0100                        | 0.0026                         | 0.0183                         | —                              | —                              |
| Maldives             | 0.0028                         | -0.0030                        | -0.0019                        | 0.0151                         | —                              | —                              |
| Cambodia             | -0.0018                        | 0.0073                         | -0.0059                        | 0.0116                         | 0.0062                         | 0.0173                         |
| United Arab Emirates | 0.0058                         | 0.0199                         | -0.0022                        | 0.0036                         | 0.0265                         | 0.0535                         |
| Suriname             | -0.0012                        | -0.0319                        | 0.0051                         | -0.0120                        | —                              | —                              |
| Kuwait               | 0.0004                         | -0.0038                        | -0.0002                        | -0.0051                        | 0.0068                         | -0.0019                        |
| Zambia               | 0.0007                         | -0.0017                        | 0.0106                         | -0.0084                        | -0.0071                        | -0.0060                        |
| Korea, Rep.          | -0.0061                        | 0.0196                         | -0.0008                        | -0.0254                        | 0.0251                         | 0.0124                         |
| Tunisia              | -0.0011                        | 0.0033                         | -0.0062                        | 0.0012                         | -0.0006                        | -0.0033                        |
| Fiji                 | -0.0002                        | -0.0158                        | —                              | —                              | —                              | —                              |
| Bahrain              | 0.0015                         | 0.0081                         | 0.0209                         | -0.0003                        | 0.0037                         | 0.0338                         |
| Qatar                | 0.0170                         | 0.0153                         | -0.0041                        | -0.0093                        | —                              | —                              |
| Guatemala            | -0.0009                        | 0.0028                         | 0.0137                         | -0.0072                        | 0.0077                         | 0.0162                         |
| India                | 0.0035                         | 0.0004                         | 0.0091                         | 0.0124                         | -0.0075                        | 0.0179                         |
| Mauritania           | 0.0011                         | 0.0050                         | -0.0014                        | 0.0095                         | 0.0187                         | 0.0329                         |
| Burkina Faso         | -0.0010                        | 0.0081                         | 0.0052                         | 0.0117                         | 0.0059                         | 0.0299                         |
| Ethiopia             | 0.0117                         | 0.0071                         | 0.0080                         | -0.0124                        | 0.0045                         | 0.0189                         |
| Jordan               | 0.0068                         | -0.0133                        | -0.0093                        | 0.0072                         | 0.0094                         | 0.0008                         |
| Lebanon              | 0.0000                         | —                              | —                              | —                              | —                              | —                              |
| Cameroon             | -0.0037                        | 0.0002                         | 0.0091                         | 0.0098                         | 0.0053                         | 0.0207                         |
| Nigeria              | -0.0044                        | -0.0225                        | -0.0059                        | 0.0217                         | 0.0018                         | -0.0093                        |
| Algeria              | -0.0061                        | -0.0067                        | 0.0008                         | 0.0042                         | 0.0050                         | -0.0027                        |
| Turkey               | 0.0078                         | 0.0047                         | -0.0025                        | 0.0085                         | -0.0082                        | 0.0104                         |
| Egypt                | 0.0034                         | 0.0037                         | 0.0029                         | 0.0023                         | 0.0023                         | 0.0148                         |
| Syria                | -0.0030                        | -0.0146                        | -0.0109                        | -0.0035                        | —                              | —                              |
| Iran, Islamic Rep.   | -0.0039                        | 0.0094                         | -0.0182                        | 0.0117                         | 0.0101                         | 0.0091                         |
| Nepal                | -0.0196                        | -0.0130                        | 0.0271                         | 0.0367                         | 0.0097                         | 0.0410                         |
| Oman                 | -0.0077                        | 0.0012                         | -0.0023                        | 0.0057                         | —                              | —                              |
| Benin                | 0.0113                         | 0.0076                         | 0.0061                         | -0.0075                        | -0.0123                        | 0.0052                         |
| Morocco              | 0.0037                         | -0.0159                        | 0.0168                         | 0.0082                         | -0.0151                        | -0.0023                        |
| Côte d'Ivoire        | 0.0082                         | —                              | —                              | —                              | —                              | —                              |
| Saudi Arabia         | 0.0040                         | 0.0062                         | 0.0114                         | -0.0110                        | 0.0405                         | 0.0511                         |
| Mali                 | 0.0073                         | -0.0181                        | -0.0257                        | 0.0098                         | 0.0022                         | -0.0244                        |
| Pakistan             | 0.0118                         | 0.0007                         | -0.0090                        | 0.0040                         | 0.0075                         | 0.0149                         |
| Chad                 | 0.0004                         | -0.0087                        | 0.0126                         | -0.0091                        | 0.0134                         | 0.0087                         |
| Yemen                | 0.0270                         | -0.0006                        | -0.0055                        | 0.0154                         | -0.0085                        | 0.0278                         |
| Belarus              | —                              | —                              | 0.0042                         | -0.0015                        | —                              | —                              |
| Uzbekistan           | —                              | —                              | 0.0008                         | -0.0016                        | 0.0035                         | —                              |

\* New country 2011

**Table 3c: The Global Gender Gap Index 2011: Changes in scores (Summary)**

| Number of countries | 2010–2011  | 2009–2010  | 2008–2009  | 2007–2008  | 2006–2007  | 2006–2011  |
|---------------------|------------|------------|------------|------------|------------|------------|
| Widening gaps       | 60         | 54         | 43         | 41         | 24         | 17         |
| Narrowing gaps      | 74         | 78         | 87         | 87         | 91         | 97         |
| Improving (%)       | 55%        | 59%        | 67%        | 68%        | 79%        | 85%        |
| Deteriorating (%)   | 45%        | 41%        | 33%        | 32%        | 21%        | 15%        |
| <b>TOTAL</b>        | <b>134</b> | <b>132</b> | <b>130</b> | <b>128</b> | <b>115</b> | <b>114</b> |

**Table 4: Rankings by income group, 2011**

| LOW INCOME      |               |              | LOWER-MIDDLE INCOME |               |              | UPPER-MIDDLE INCOME |               |              | HIGH INCOME          |               |              |
|-----------------|---------------|--------------|---------------------|---------------|--------------|---------------------|---------------|--------------|----------------------|---------------|--------------|
| Country         | Overall score | Overall rank | Country             | Overall score | Overall rank | Country             | Overall score | Overall rank | Country              | Overall score | Overall rank |
| Burundi*        | 0.7270        | 24           | Philippines         | 0.7685        | 8            | South Africa        | 0.7478        | 14           | Iceland              | 0.8530        | 1            |
| Mozambique      | 0.7251        | 26           | Lesotho             | 0.7666        | 9            | Latvia              | 0.7399        | 19           | Norway               | 0.8404        | 2            |
| Uganda          | 0.7220        | 29           | Nicaragua           | 0.7245        | 27           | Cuba                | 0.7394        | 20           | Finland              | 0.8383        | 3            |
| Kyrgyz Republic | 0.7036        | 44           | Sri Lanka           | 0.7212        | 31           | Costa Rica          | 0.7266        | 25           | Sweden               | 0.8044        | 4            |
| Tanzania        | 0.6904        | 59           | Mongolia            | 0.7140        | 36           | Argentina           | 0.7236        | 28           | Ireland              | 0.7830        | 5            |
| Malawi          | 0.6850        | 65           | Guyana              | 0.7084        | 38           | Namibia             | 0.7177        | 32           | New Zealand          | 0.7810        | 6            |
| Bangladesh      | 0.6812        | 69           | Moldova             | 0.7083        | 39           | Lithuania           | 0.7131        | 37           | Denmark              | 0.7778        | 7            |
| Madagascar      | 0.6797        | 71           | Honduras            | 0.6945        | 54           | Panama              | 0.7042        | 40           | Switzerland          | 0.7627        | 10           |
| Gambia, The     | 0.6763        | 77           | Bolivia             | 0.6862        | 62           | Russian Federation  | 0.7037        | 43           | Germany              | 0.7590        | 11           |
| Zimbabwe        | 0.6607        | 88           | Ukraine             | 0.6861        | 64           | Ecuador             | 0.7035        | 45           | Spain                | 0.7580        | 12           |
| Tajikistan      | 0.6526        | 96           | Paraguay            | 0.6818        | 67           | Chile               | 0.7030        | 46           | Belgium              | 0.7531        | 13           |
| Kenya           | 0.6493        | 99           | Ghana               | 0.6811        | 70           | Jamaica             | 0.7028        | 47           | Netherlands          | 0.747         | 15           |
| Cambodia        | 0.6464        | 102          | Albania             | 0.6748        | 78           | Kazakhstan          | 0.7010        | 49           | United Kingdom       | 0.7462        | 16           |
| Burkina Faso    | 0.6153        | 115          | Vietnam             | 0.6732        | 79           | Bulgaria            | 0.6987        | 51           | United States        | 0.7412        | 17           |
| Ethiopia        | 0.6136        | 116          | Georgia             | 0.6624        | 86           | Macedonia, FYR      | 0.6966        | 53           | Canada               | 0.7407        | 18           |
| Nepal           | 0.5888        | 126          | Angola              | 0.6624        | 87           | Uruguay             | 0.6907        | 58           | Trinidad and Tobago  | 0.7372        | 21           |
| Benin           | 0.5832        | 128          | Indonesia           | 0.6594        | 90           | Thailand            | 0.6892        | 60           | Bahamas, The         | 0.734         | 22           |
| Mali            | 0.5752        | 132          | Senegal             | 0.6573        | 92           | China               | 0.6866        | 61           | Australia            | 0.7291        | 23           |
| Chad            | 0.5334        | 134          | El Salvador         | 0.6567        | 94           | Venezuela           | 0.6861        | 63           | Luxembourg           | 0.7216        | 30           |
|                 |               |              | Belize              | 0.6489        | 100          | Botswana            | 0.6832        | 66           | Barbados             | 0.717         | 33           |
|                 |               |              | Zambia              | 0.6300        | 106          | Romania             | 0.6812        | 68           | Austria              | 0.7165        | 34           |
|                 |               |              | Fiji                | 0.6255        | 109          | Peru                | 0.6796        | 73           | Portugal             | 0.7144        | 35           |
|                 |               |              | Guatemala           | 0.6229        | 112          | Colombia            | 0.6714        | 80           | Slovenia             | 0.7041        | 41           |
|                 |               |              | India               | 0.619         | 113          | Dominican Republic  | 0.6682        | 81           | Poland               | 0.7038        | 42           |
|                 |               |              | Mauritania          | 0.6164        | 114          | Brazil              | 0.6679        | 82           | France               | 0.7018        | 48           |
|                 |               |              | Cameroon            | 0.6073        | 119          | Armenia             | 0.6654        | 84           | Croatia              | 0.7006        | 50           |
|                 |               |              | Nigeria             | 0.6011        | 120          | Mexico              | 0.6604        | 89           | Estonia              | 0.6983        | 52           |
|                 |               |              | Egypt               | 0.5933        | 123          | Azerbaijan          | 0.6577        | 91           | Israel               | 0.6926        | 55           |
|                 |               |              | Syria               | 0.5896        | 124          | Mauritius           | 0.6529        | 95           | Greece               | 0.6916        | 56           |
|                 |               |              | Morocco             | 0.5804        | 129          | Malaysia            | 0.6525        | 97           | Singapore            | 0.6914        | 57           |
|                 |               |              | Côte d'Ivoire       | 0.5773        | 130          | Maldives            | 0.648         | 101          | Slovak Republic      | 0.6797        | 72           |
|                 |               |              | Pakistan            | 0.5583        | 133          | Suriname            | 0.6395        | 104          | Italy                | 0.6796        | 74           |
|                 |               |              | Yemen               | 0.4873        | 135          | Tunisia             | 0.6255        | 108          | Czech Republic       | 0.6789        | 75           |
|                 |               |              |                     |               |              | Jordan              | 0.6117        | 117          | Brunei Darussalam    | 0.6787        | 76           |
|                 |               |              |                     |               |              | Lebanon             | 0.6083        | 118          | Malta                | 0.6658        | 83           |
|                 |               |              |                     |               |              | Algeria             | 0.5991        | 121          | Hungary              | 0.6642        | 85           |
|                 |               |              |                     |               |              | Turkey              | 0.5954        | 122          | Cyprus               | 0.6567        | 93           |
|                 |               |              |                     |               |              | Iran, Islamic Rep.  | 0.5894        | 125          | Japan                | 0.6514        | 98           |
|                 |               |              |                     |               |              |                     |               |              | United Arab Emirates | 0.6454        | 103          |
|                 |               |              |                     |               |              |                     |               |              | Kuwait               | 0.6322        | 105          |
|                 |               |              |                     |               |              |                     |               |              | Korea, Rep.          | 0.6281        | 107          |
|                 |               |              |                     |               |              |                     |               |              | Bahrain              | 0.6232        | 110          |
|                 |               |              |                     |               |              |                     |               |              | Qatar                | 0.623         | 111          |
|                 |               |              |                     |               |              |                     |               |              | Oman                 | 0.5873        | 127          |
|                 |               |              |                     |               |              |                     |               |              | Saudi Arabia         | 0.5753        | 131          |

\* New country 2011

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.

**Table 5: Rankings by subindex, 2011**

| ECONOMIC PARTICIPATION AND OPPORTUNITY |        |      |                      |        |      |
|--|--------|------|----------------------|--------|------|
| Country                                | Score  | Rank | Country              | Score  | Rank |
| Bahamas                                | 0.9135 | 1    | Brazil               | 0.6490 | 68   |
| Lesotho                                | 0.8740 | 2    | Paraguay             | 0.6436 | 69   |
| Mongolia                               | 0.8500 | 3    | Azerbaijan           | 0.6420 | 70   |
| Burundi*                               | 0.8355 | 4    | Ethiopia             | 0.6373 | 71   |
| Norway                                 | 0.8302 | 5    | Bolivia              | 0.6352 | 72   |
| United States                          | 0.7999 | 6    | Slovak Republic      | 0.6335 | 73   |
| Sweden                                 | 0.7933 | 7    | Spain                | 0.6328 | 74   |
| Barbados                               | 0.7843 | 8    | Cambodia             | 0.6315 | 75   |
| Mozambique                             | 0.7816 | 9    | Burkina Faso         | 0.6266 | 76   |
| Canada                                 | 0.7759 | 10   | Austria              | 0.6245 | 77   |
| New Zealand                            | 0.7747 | 11   | Greece               | 0.6242 | 78   |
| Finland                                | 0.7681 | 12   | Nicaragua            | 0.6187 | 79   |
| Denmark                                | 0.7672 | 13   | Cyprus               | 0.6175 | 80   |
| Moldova                                | 0.7641 | 14   | Belize               | 0.6162 | 81   |
| Philippines                            | 0.7632 | 15   | Venezuela            | 0.6159 | 82   |
| Singapore                              | 0.7585 | 16   | Kenya                | 0.6159 | 83   |
| Ghana                                  | 0.7581 | 17   | Argentina            | 0.6124 | 84   |
| Australia                              | 0.7565 | 18   | Peru                 | 0.6109 | 85   |
| Gambia, The                            | 0.7561 | 19   | Maldives             | 0.6019 | 86   |
| Brunei Darussalam                      | 0.7552 | 20   | Zambia               | 0.6005 | 87   |
| Jamaica                                | 0.7508 | 21   | Guyana               | 0.5985 | 88   |
| Latvia                                 | 0.7498 | 22   | Colombia             | 0.5984 | 89   |
| Kazakhstan                             | 0.7491 | 23   | Italy                | 0.5976 | 90   |
| Iceland                                | 0.7453 | 24   | Honduras             | 0.5972 | 91   |
| Luxembourg                             | 0.7449 | 25   | Dominican Republic   | 0.5969 | 92   |
| Lithuania                              | 0.7440 | 26   | Nigeria              | 0.5964 | 93   |
| Netherlands                            | 0.7432 | 27   | Czech Republic       | 0.5961 | 94   |
| Switzerland                            | 0.7419 | 28   | Malaysia             | 0.5941 | 95   |
| Russian Federation                     | 0.7373 | 29   | Angola               | 0.5937 | 96   |
| Ireland                                | 0.7322 | 30   | Costa Rica           | 0.5935 | 97   |
| Namibia                                | 0.7273 | 31   | Chad                 | 0.5930 | 98   |
| Germany                                | 0.7270 | 32   | Ecuador              | 0.5838 | 99   |
| United Kingdom                         | 0.7224 | 33   | Japan                | 0.5673 | 100  |
| Slovenia                               | 0.7205 | 34   | Indonesia            | 0.5642 | 101  |
| Estonia                                | 0.7201 | 35   | Sri Lanka            | 0.5598 | 102  |
| Belgium                                | 0.7187 | 36   | Côte d'Ivoire        | 0.5569 | 103  |
| Botswana                               | 0.7185 | 37   | Qatar                | 0.5473 | 104  |
| Albania                                | 0.7129 | 38   | Mauritius            | 0.5441 | 105  |
| Trinidad and Tobago                    | 0.7108 | 39   | Chile                | 0.5411 | 106  |
| Vietnam                                | 0.7106 | 40   | Kuwait               | 0.5407 | 107  |
| Thailand                               | 0.7090 | 41   | El Salvador          | 0.5405 | 108  |
| Uganda                                 | 0.7088 | 42   | Mexico               | 0.5318 | 109  |
| Kyrgyz Republic                        | 0.7071 | 43   | Malta                | 0.5281 | 110  |
| Ukraine                                | 0.7037 | 44   | Mali                 | 0.5274 | 111  |
| Malawi                                 | 0.7003 | 45   | Cameroon             | 0.5252 | 112  |
| Romania                                | 0.6943 | 46   | Guatemala            | 0.5236 | 113  |
| Senegal                                | 0.6884 | 47   | Suriname             | 0.5084 | 114  |
| Bulgaria                               | 0.6867 | 48   | Bahrain              | 0.5079 | 115  |
| Tajikistan                             | 0.6827 | 49   | Fiji                 | 0.4972 | 116  |
| China                                  | 0.6825 | 50   | Korea, Rep.          | 0.4934 | 117  |
| Panama                                 | 0.6797 | 51   | Bangladesh           | 0.4932 | 118  |
| Madagascar                             | 0.6781 | 52   | United Arab Emirates | 0.4898 | 119  |
| Macedonia, FYR                         | 0.6761 | 53   | Mauritania           | 0.4639 | 120  |
| Georgia                                | 0.6725 | 54   | Nepal                | 0.4606 | 121  |
| Israel                                 | 0.6721 | 55   | Egypt                | 0.4573 | 122  |
| Croatia                                | 0.6676 | 56   | Lebanon              | 0.4482 | 123  |
| Cuba                                   | 0.6656 | 57   | Algeria              | 0.4452 | 124  |
| South Africa                           | 0.6653 | 58   | Iran, Islamic Rep.   | 0.4443 | 125  |
| Portugal                               | 0.6626 | 59   | Tunisia              | 0.4440 | 126  |
| Uruguay                                | 0.6621 | 60   | Jordan               | 0.4333 | 127  |
| France                                 | 0.6587 | 61   | Morocco              | 0.4177 | 128  |
| Armenia                                | 0.6580 | 62   | Syria                | 0.4090 | 129  |
| Tanzania                               | 0.6571 | 63   | Oman                 | 0.4068 | 130  |
| Hungary                                | 0.6537 | 64   | India                | 0.3960 | 131  |
| Poland                                 | 0.6530 | 65   | Turkey               | 0.3888 | 132  |
| Zimbabwe                               | 0.6503 | 66   | Saudi Arabia         | 0.3576 | 133  |
| Benin                                  | 0.6494 | 67   | Pakistan             | 0.3446 | 134  |
|  |        |      | Yemen                | 0.3180 | 135  |

\* New country 2011

| EDUCATIONAL ATTAINMENT |        |      |                    |        |      |
|------------------------|--------|------|--------------------|--------|------|
| Country                | Score  | Rank | Country            | Score  | Rank |
| Australia              | 1.0000 | 1    | Maldives           | 0.9896 | 69   |
| Bahamas                | 1.0000 | 1    | Fiji               | 0.9893 | 70   |
| Barbados               | 1.0000 | 1    | Macedonia, FYR     | 0.9892 | 71   |
| Belize                 | 1.0000 | 1    | El Salvador        | 0.9891 | 72   |
| Botswana               | 1.0000 | 1    | Azerbaijan         | 0.9891 | 73   |
| Costa Rica             | 1.0000 | 1    | Mauritius          | 0.9888 | 74   |
| Czech Republic         | 1.0000 | 1    | Guyana             | 0.9886 | 75   |
| Denmark                | 1.0000 | 1    | Austria            | 0.9886 | 76   |
| Dominican Republic     | 1.0000 | 1    | Ecuador            | 0.9877 | 77   |
| France                 | 1.0000 | 1    | Israel             | 0.9874 | 78   |
| Iceland                | 1.0000 | 1    | Jordan             | 0.9869 | 79   |
| Ireland                | 1.0000 | 1    | Japan              | 0.9862 | 80   |
| Latvia                 | 1.0000 | 1    | Bahrain            | 0.9862 | 81   |
| Lesotho                | 1.0000 | 1    | Thailand           | 0.9855 | 82   |
| Luxembourg             | 1.0000 | 1    | Jamaica            | 0.9849 | 83   |
| Malta                  | 1.0000 | 1    | Kuwait             | 0.9834 | 84   |
| New Zealand            | 1.0000 | 1    | China              | 0.9815 | 85   |
| Norway                 | 1.0000 | 1    | South Africa       | 0.9810 | 86   |
| Philippines            | 1.0000 | 1    | Albania            | 0.9809 | 87   |
| Slovak Republic        | 1.0000 | 1    | Peru               | 0.9796 | 88   |
| United Kingdom         | 1.0000 | 1    | Cyprus             | 0.9776 | 89   |
| United States          | 1.0000 | 1    | Lebanon            | 0.9773 | 90   |
| Cuba                   | 1.0000 | 23   | Madagascar         | 0.9720 | 91   |
| Ukraine                | 0.9997 | 24   | Saudi Arabia       | 0.9674 | 92   |
| Nicaragua              | 0.9996 | 25   | Indonesia          | 0.9671 | 93   |
| Finland                | 0.9995 | 26   | Tunisia            | 0.9662 | 94   |
| Armenia                | 0.9994 | 27   | Bolivia            | 0.9646 | 95   |
| Poland                 | 0.9994 | 28   | Algeria            | 0.9502 | 96   |
| Honduras               | 0.9991 | 29   | Korea, Rep.        | 0.9481 | 97   |
| Venezuela              | 0.9990 | 30   | Guatemala          | 0.9460 | 98   |
| Canada                 | 0.9989 | 31   | Oman               | 0.9412 | 99   |
| Netherlands            | 0.9985 | 32   | Singapore          | 0.9381 | 100  |
| Russian Federation     | 0.9985 | 33   | Kenya              | 0.9362 | 101  |
| Namibia                | 0.9983 | 34   | Zimbabwe           | 0.9355 | 102  |
| Uruguay                | 0.9982 | 35   | Sri Lanka          | 0.9329 | 103  |
| Slovenia               | 0.9977 | 36   | Vietnam            | 0.9257 | 104  |
| Spain                  | 0.9970 | 37   | Iran, Islamic Rep. | 0.9251 | 105  |
| Estonia                | 0.9967 | 38   | Turkey             | 0.9200 | 106  |
| Kyrgyz Republic        | 0.9960 | 39   | Uganda             | 0.9173 | 107  |
| Chile                  | 0.9957 | 40   | Bangladesh         | 0.9168 | 108  |
| Sweden                 | 0.9957 | 41   | Syria              | 0.9135 | 109  |
| Colombia               | 0.9955 | 42   | Egypt              | 0.9081 | 110  |
| Kazakhstan             | 0.9954 | 43   | Ghana              | 0.9027 | 111  |
| Croatia                | 0.9954 | 44   | Malawi             | 0.8972 | 112  |
| Romania                | 0.9950 | 45   | Tajikistan         | 0.8839 | 113  |
| Paraguay               | 0.9948 | 46   | Tanzania           | 0.8779 | 114  |
| Mongolia               | 0.9946 | 47   | Morocco            | 0.8653 | 115  |
| Italy                  | 0.9945 | 48   | Cambodia           | 0.8651 | 116  |
| Trinidad and Tobago    | 0.9944 | 49   | Mauritania         | 0.8601 | 117  |
| Germany                | 0.9942 | 50   | Cameroon           | 0.8597 | 118  |
| Argentina              | 0.9941 | 51   | Burundi*           | 0.8565 | 119  |
| Brunei Darussalam      | 0.9938 | 52   | Zambia             | 0.8505 | 120  |
| Greece                 | 0.9938 | 53   | India              | 0.8369 | 121  |
| Panama                 | 0.9937 | 54   | Gambia, The        | 0.8320 | 122  |
| Portugal               | 0.9932 | 55   | Senegal            | 0.8247 | 123  |
| Hungary                | 0.9926 | 56   | Mozambique         | 0.8121 | 124  |
| Qatar                  | 0.9924 | 57   | Nigeria            | 0.8090 | 125  |
| Bulgaria               | 0.9923 | 58   | Angola             | 0.7864 | 126  |
| United Arab Emirates   | 0.9914 | 59   | Pakistan           | 0.7782 | 127  |
| Lithuania              | 0.9914 | 60   | Nepal              | 0.7589 | 128  |
| Mexico                 | 0.9913 | 61   | Burkina Faso       | 0.7563 | 129  |
| Suriname               | 0.9911 | 62   | Côte d'Ivoire      | 0.7073 | 130  |
| Belgium                | 0.9909 | 63   | Ethiopia           | 0.7043 | 131  |
| Moldova                | 0.9909 | 64   | Mali               | 0.6927 | 132  |
| Malaysia               | 0.9906 | 65   | Benin              | 0.6558 | 133  |
| Brazil                 | 0.9904 | 66   | Yemen              | 0.6420 | 134  |
| Georgia                | 0.9900 | 67   | Chad               | 0.5158 | 135  |
| Switzerland            | 0.9899 | 68   |                    |        |      |

(Cont'd.)

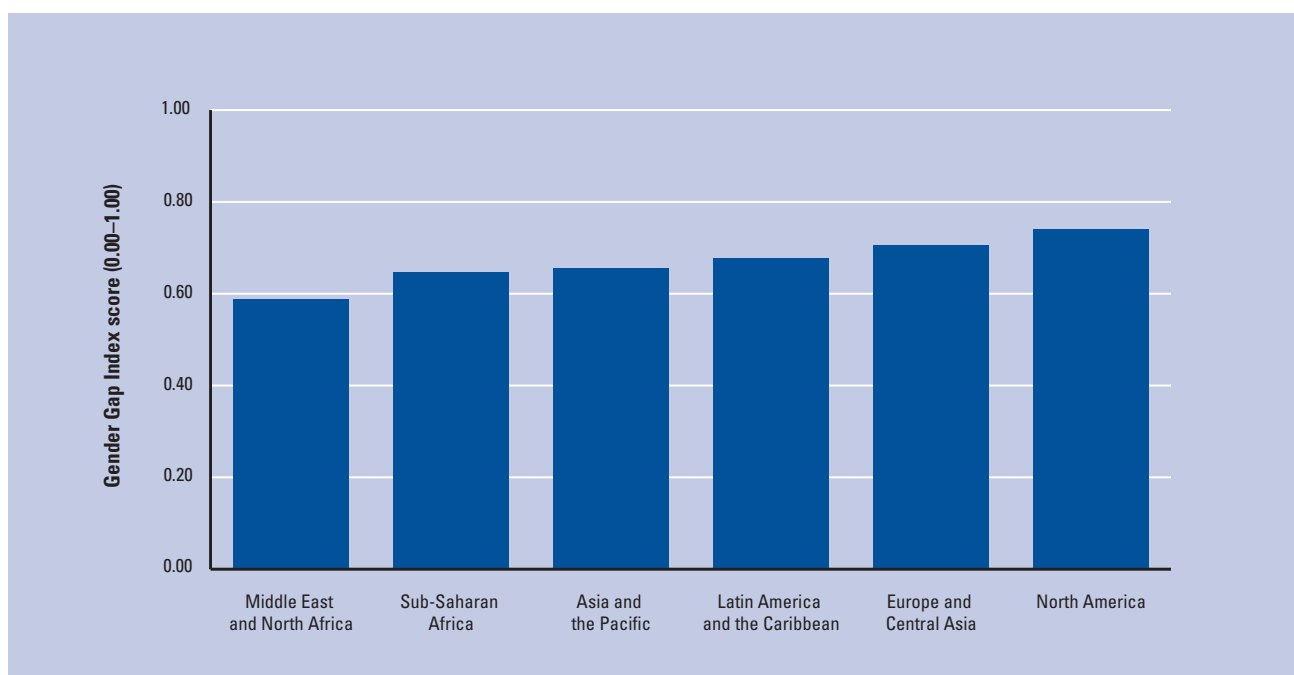
**Table 5: Rankings by subindex, 2011 (cont'd.)**

| HEALTH AND SURVIVAL |        |    | Country              | Score  | Rank |
|---------------------|--------|----|----------------------|--------|------|
| Angola              | 0.9796 | 1  | Denmark              | 0.9743 | 68   |
| Argentina           | 0.9796 | 1  | Cuba                 | 0.9743 | 69   |
| Bahamas             | 0.9796 | 1  | Suriname             | 0.9742 | 70   |
| Barbados            | 0.9796 | 1  | Portugal             | 0.9742 | 71   |
| Belize              | 0.9796 | 1  | Ireland              | 0.9741 | 72   |
| Brazil              | 0.9796 | 1  | Malta                | 0.9741 | 72   |
| Cambodia            | 0.9796 | 1  | Australia            | 0.9739 | 74   |
| Chile               | 0.9796 | 1  | Italy                | 0.9738 | 75   |
| Côte d'Ivoire       | 0.9796 | 1  | Switzerland          | 0.9738 | 75   |
| Croatia             | 0.9796 | 1  | Ethiopia             | 0.9737 | 77   |
| El Salvador         | 0.9796 | 1  | Korea, Rep.          | 0.9736 | 78   |
| Fiji                | 0.9796 | 1  | Malaysia             | 0.9736 | 78   |
| Finland             | 0.9796 | 1  | Senegal              | 0.9734 | 80   |
| France              | 0.9796 | 1  | Madagascar           | 0.9732 | 81   |
| Gambia, The         | 0.9796 | 1  | Sweden               | 0.9729 | 82   |
| Guatemala           | 0.9796 | 1  | Yemen                | 0.9727 | 83   |
| Hungary             | 0.9796 | 1  | Bolivia              | 0.9719 | 84   |
| Jamaica             | 0.9796 | 1  | Iran, Islamic Rep.   | 0.9714 | 85   |
| Japan               | 0.9796 | 1  | Greece               | 0.9712 | 86   |
| Kazakhstan          | 0.9796 | 1  | Morocco              | 0.9712 | 87   |
| Kyrgyz Republic     | 0.9796 | 1  | Dominican Republic   | 0.9711 | 88   |
| Latvia              | 0.9796 | 1  | Jordan               | 0.9706 | 89   |
| Lebanon             | 0.9796 | 1  | Cyprus               | 0.9701 | 90   |
| Lesotho             | 0.9796 | 1  | United Kingdom       | 0.9698 | 91   |
| Lithuania           | 0.9796 | 1  | Israel               | 0.9697 | 92   |
| Mauritania          | 0.9796 | 1  | Netherlands          | 0.9697 | 92   |
| Mauritius           | 0.9796 | 1  | New Zealand          | 0.9697 | 92   |
| Mexico              | 0.9796 | 1  | Norway               | 0.9697 | 92   |
| Moldova             | 0.9796 | 1  | Iceland              | 0.9696 | 96   |
| Mongolia            | 0.9796 | 1  | Zambia               | 0.9690 | 97   |
| Philippines         | 0.9796 | 1  | Burkina Faso         | 0.9685 | 98   |
| Slovak Republic     | 0.9796 | 1  | Burundi*             | 0.9685 | 98   |
| Sri Lanka           | 0.9796 | 1  | Malawi               | 0.9683 | 100  |
| Thailand            | 0.9796 | 1  | Singapore            | 0.9677 | 101  |
| Trinidad and Tobago | 0.9796 | 1  | Kenya                | 0.9677 | 102  |
| Uganda              | 0.9796 | 1  | South Africa         | 0.9677 | 102  |
| Uruguay             | 0.9796 | 1  | Ghana                | 0.9674 | 104  |
| Venezuela           | 0.9796 | 1  | Namibia              | 0.9671 | 105  |
| Czech Republic      | 0.9792 | 39 | Indonesia            | 0.9663 | 106  |
| United States       | 0.9792 | 39 | Algeria              | 0.9661 | 107  |
| Bulgaria            | 0.9791 | 41 | Brunei Darussalam    | 0.9658 | 108  |
| Colombia            | 0.9791 | 41 | Peru                 | 0.9658 | 108  |
| Romania             | 0.9791 | 41 | Tunisia              | 0.9641 | 110  |
| Russian Federation  | 0.9791 | 41 | Bahrain              | 0.9612 | 111  |
| Guyana              | 0.9789 | 45 | Benin                | 0.9612 | 111  |
| Austria             | 0.9787 | 46 | Cameroon             | 0.9612 | 111  |
| Belgium             | 0.9787 | 46 | Chad                 | 0.9612 | 111  |
| Poland              | 0.9785 | 48 | Kuwait               | 0.9612 | 111  |
| Canada              | 0.9784 | 49 | Maldives             | 0.9612 | 111  |
| Germany             | 0.9784 | 49 | Mozambique           | 0.9612 | 111  |
| Estonia             | 0.9773 | 51 | Nepal                | 0.9612 | 111  |
| Egypt               | 0.9768 | 52 | Tanzania             | 0.9612 | 111  |
| Honduras            | 0.9762 | 53 | United Arab Emirates | 0.9612 | 111  |
| Saudi Arabia        | 0.9762 | 53 | Nigeria              | 0.9607 | 121  |
| Mali                | 0.9761 | 55 | Tajikistan           | 0.9559 | 122  |
| Spain               | 0.9761 | 56 | Bangladesh           | 0.9557 | 123  |
| Ukraine             | 0.9761 | 56 | Pakistan             | 0.9557 | 123  |
| Ecuador             | 0.9758 | 58 | Macedonia, FYR       | 0.9551 | 125  |
| Nicaragua           | 0.9758 | 58 | Botswana             | 0.9549 | 126  |
| Paraguay            | 0.9758 | 58 | Qatar                | 0.9522 | 127  |
| Syria               | 0.9756 | 61 | Georgia              | 0.9480 | 128  |
| Oman                | 0.9755 | 62 | Zimbabwe             | 0.9458 | 129  |
| Turkey              | 0.9755 | 62 | Vietnam              | 0.9458 | 130  |
| Slovenia            | 0.9755 | 64 | Armenia              | 0.9419 | 131  |
| Panama              | 0.9753 | 65 | Azerbaijan           | 0.9331 | 132  |
| Costa Rica          | 0.9747 | 66 | China                | 0.9327 | 133  |
| Luxembourg          | 0.9743 | 67 | India                | 0.9312 | 134  |
|                     |        |    | Albania              | 0.9268 | 135  |

\* New country 2011

| POLITICAL EMPOWERMENT |        |    | Country            | Score  | Rank |
|-----------------------|--------|----|--------------------|--------|------|
| Iceland               | 0.6971 | 1  | Tunisia            | 0.1278 | 69   |
| Finland               | 0.6060 | 2  | Uruguay            | 0.1229 | 70   |
| Norway                | 0.5616 | 3  | Slovenia           | 0.1227 | 71   |
| Sweden                | 0.4557 | 4  | El Salvador        | 0.1176 | 72   |
| Spain                 | 0.4260 | 5  | Paraguay           | 0.1129 | 73   |
| Ireland               | 0.4257 | 6  | Colombia           | 0.1125 | 74   |
| Sri Lanka             | 0.4126 | 7  | Zimbabwe           | 0.1112 | 75   |
| New Zealand           | 0.3797 | 8  | Vietnam            | 0.1107 | 76   |
| South Africa          | 0.3773 | 9  | Burkina Faso       | 0.1097 | 77   |
| Denmark               | 0.3696 | 10 | Cambodia           | 0.1093 | 78   |
| Bangladesh            | 0.3591 | 11 | Slovak Republic    | 0.1059 | 79   |
| Mozambique            | 0.3457 | 12 | Dominican Republic | 0.1049 | 80   |
| Switzerland           | 0.3453 | 13 | Mali               | 0.1048 | 81   |
| Costa Rica            | 0.3382 | 14 | Barbados           | 0.1042 | 82   |
| Germany               | 0.3364 | 15 | Singapore          | 0.1014 | 83   |
| Philippines           | 0.3314 | 16 | Russian Federation | 0.0999 | 84   |
| Belgium               | 0.3241 | 17 | Zambia             | 0.0999 | 84   |
| Cuba                  | 0.3180 | 18 | Mauritius          | 0.0992 | 86   |
| India                 | 0.3119 | 19 | Estonia            | 0.0989 | 87   |
| Argentina             | 0.3084 | 20 | Moldova            | 0.0988 | 88   |
| Nicaragua             | 0.3040 | 21 | Turkey             | 0.0972 | 89   |
| Chile                 | 0.2958 | 22 | Korea, Rep.        | 0.0972 | 90   |
| United Kingdom        | 0.2927 | 23 | Ghana              | 0.0962 | 91   |
| Angola                | 0.2898 | 24 | Jamaica            | 0.0961 | 92   |
| Uganda                | 0.2824 | 25 | Madagascar         | 0.0957 | 93   |
| Netherlands           | 0.2766 | 26 | Tajikistan         | 0.0881 | 94   |
| Austria               | 0.2744 | 27 | Suriname           | 0.0843 | 95   |
| Guyana                | 0.2678 | 28 | Cameroon           | 0.0830 | 96   |
| Ecuador               | 0.2668 | 29 | Thailand           | 0.0828 | 97   |
| Tanzania              | 0.2653 | 30 | Kazakhstan         | 0.0801 | 98   |
| Trinidad and Tobago   | 0.2642 | 31 | Albania            | 0.0784 | 99   |
| Burundi*              | 0.2477 | 32 | Kenya              | 0.0773 | 100  |
| Latvia                | 0.2300 | 33 | Japan              | 0.0724 | 101  |
| Portugal              | 0.2278 | 34 | Morocco            | 0.0672 | 102  |
| Lesotho               | 0.2130 | 35 | Azerbaijan         | 0.0665 | 103  |
| Canada                | 0.2095 | 36 | Benin              | 0.0664 | 104  |
| Honduras              | 0.2053 | 37 | Côte d'Ivoire      | 0.0656 | 105  |
| Australia             | 0.1861 | 38 | Ukraine            | 0.0648 | 106  |
| United States         | 0.1857 | 39 | Chad               | 0.0638 | 107  |
| Poland                | 0.1843 | 40 | Armenia            | 0.0623 | 108  |
| Namibia               | 0.1780 | 41 | Cyprus             | 0.0618 | 109  |
| Greece                | 0.1772 | 42 | Syria              | 0.0603 | 110  |
| Nepal                 | 0.1745 | 43 | Botswana           | 0.0595 | 111  |
| Malawi                | 0.1740 | 44 | Romania            | 0.0563 | 112  |
| Bolivia               | 0.1732 | 45 | Jordan             | 0.0558 | 113  |
| France                | 0.1691 | 46 | Brazil             | 0.0526 | 114  |
| Panama                | 0.1679 | 47 | Malaysia           | 0.0517 | 115  |
| Luxembourg            | 0.1673 | 48 | Kuwait             | 0.0435 | 116  |
| Macedonia, FYR        | 0.1660 | 49 | Bahamas            | 0.0430 | 117  |
| Peru                  | 0.1622 | 50 | Guatemala          | 0.0422 | 118  |
| Mauritania            | 0.1620 | 51 | Maldives           | 0.0392 | 119  |
| Malta                 | 0.1611 | 52 | Georgia            | 0.0390 | 120  |
| Croatia               | 0.1598 | 53 | Nigeria            | 0.0384 | 121  |
| Pakistan              | 0.1547 | 54 | Bahrain            | 0.0376 | 122  |
| Italy                 | 0.1525 | 55 | Fiji               | 0.0358 | 123  |
| Venezuela             | 0.1500 | 56 | Algeria            | 0.0350 | 124  |
| China                 | 0.1496 | 57 | Mongolia           | 0.0318 | 125  |
| Senegal               | 0.1429 | 58 | Egypt              | 0.0311 | 126  |
| Israel                | 0.1412 | 59 | Hungary            | 0.0310 | 127  |
| Czech Republic        | 0.1403 | 60 | Lebanon            | 0.0282 | 128  |
| Indonesia             | 0.1400 | 61 | Oman               | 0.0256 | 129  |
| United Arab Emirates  | 0.1394 | 62 | Iran, Islamic Rep. | 0.0166 | 130  |
| Mexico                | 0.1390 | 63 | Yemen              | 0.0164 | 131  |
| Ethiopia              | 0.1390 | 64 | Belize             | 0.0000 | 132  |
| Lithuania             | 0.1376 | 65 | Brunei Darussalam  | 0.0000 | 132  |
| Gambia, The           | 0.1375 | 66 | Qatar              | 0.0000 | 132  |
| Bulgaria              | 0.1367 | 67 | Saudi Arabia       | 0.0000 | 132  |
| Kyrgyz Republic       | 0.1318 | 68 |                    |        |      |

**Figure 2: Regional performance on the Global Gender Gap Index 2011**



Source: Global Gender Gap Index 2011; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators & Global Development Finance, Online Database 2010*, accessed July 2011.

political empowerment remains wide: only 59% of the economic outcomes gap and only 19% of the political outcomes gap has been closed.

Table 4 shows the rankings of countries by income group; Table B2 in Appendix B displays the income group categories used. In 2011, in the high-income group, the Nordic countries lead the way while Saudi Arabia (131) is the lowest performing country in this category. In the upper-middle-income group, South Africa (14) ranks highest while Iran (125) occupies the lowest position. In the lower-middle-income group, the Philippines (8) comes out on top while Yemen (135) holds last position. In the lower-income group, Burundi (24) is the strongest performer while Chad (134) is in last place.

Table 5 shows the rankings of countries by subindex. In 2011, 22 countries have fully closed the gap in educational attainment, compared with 22 in 2010, 25 countries in 2009, 24 in 2008 and 15 in 2007. Chad, the lowest-ranking country on this subindex, has closed only about 52 percent of its gender gap. Thirty-eight countries have closed the gap in health and survival, compared with 37 in 2009, 36 in 2008 and 32 in 2007. China, India and Albania are the lowest-ranking countries on this subindex. Eight countries have closed the gap in both the health and education subindexes. No country has closed the economic participation gap or the political empowerment gap. On the economic participation and opportunity subindex, the highest-ranking country (Bahamas)

has closed over 91% of its gender gap while the lowest ranking country (Yemen) has closed only 32% of its economic gender gap. There is similar variation in the political empowerment subindex. The highest-ranking country (Iceland) has closed almost 70% of its gender gap whereas the lowest-ranking country (Saudi Arabia) has closed none of the political empowerment gap according to this measure.

### Regional trends

Figure 2 displays the regional performance on the overall Index score, while Figures 3 through 6 display regional performances on each of the four subindexes.<sup>9</sup> All scores were weighted by population to produce the regional averages. Table B1 in Appendix B displays the regional categories used.<sup>10</sup> In the overall Index scores shown in Figure 2, North America holds the top spot, followed closely by Europe and Central Asia. Both regions have closed over 70% of their gender gaps. They are followed by Latin America and the Caribbean, Asia and the Pacific and sub-Saharan Africa; these regions have closed between 60% and 70% of their gender gaps. Finally, the Middle East and North Africa region occupies the last place, having closed a little over 58% of its gender gap. Table 6 displays the rankings within each regional category.

In the economic participation and opportunity scores shown in Figure 3, North America holds the top spot followed by Europe and Central Asia, sub-Saharan Africa, Latin America and the Caribbean, Asia and the Pacific

**Table 6: Rankings by region, 2011**

| ASIA AND THE PACIFIC |        |      | LATIN AMERICA AND THE CARIBBEAN |        |      | MIDDLE EAST AND NORTH AFRICA |        |      |
|----------------------|--------|------|---------------------------------|--------|------|------------------------------|--------|------|
| Country              | Score  | Rank | Country                         | Score  | Rank | Country                      | Score  | Rank |
| New Zealand          | 0.7810 | 6    | Cuba                            | 0.7394 | 20   | Israel                       | 0.6926 | 55   |
| Philippines          | 0.7685 | 8    | Trinidad and Tobago             | 0.7372 | 21   | United Arab Emirates         | 0.6454 | 103  |
| Australia            | 0.7291 | 23   | Bahamas                         | 0.7340 | 22   | Kuwait                       | 0.6322 | 105  |
| Sri Lanka            | 0.7212 | 31   | Costa Rica                      | 0.7266 | 25   | Tunisia                      | 0.6255 | 108  |
| Mongolia             | 0.7140 | 36   | Nicaragua                       | 0.7245 | 27   | Bahrain                      | 0.6232 | 110  |
| Singapore            | 0.6914 | 57   | Argentina                       | 0.7236 | 28   | Qatar                        | 0.623  | 111  |
| Thailand             | 0.6892 | 60   | Barbados                        | 0.7170 | 33   | Mauritania                   | 0.6164 | 114  |
| China                | 0.6866 | 61   | Guyana                          | 0.7084 | 38   | Jordan                       | 0.6117 | 117  |
| Bangladesh           | 0.6812 | 69   | Panama                          | 0.7042 | 40   | Lebanon                      | 0.6083 | 118  |
| Brunei Darussalam    | 0.6787 | 76   | Ecuador                         | 0.7035 | 45   | Algeria                      | 0.5991 | 121  |
| Vietnam              | 0.6732 | 79   | Chile                           | 0.7030 | 46   | Egypt                        | 0.5933 | 123  |
| Indonesia            | 0.6594 | 90   | Jamaica                         | 0.7028 | 47   | Syria                        | 0.5896 | 124  |
| Malaysia             | 0.6525 | 97   | Honduras                        | 0.6945 | 54   | Oman                         | 0.5873 | 127  |
| Japan                | 0.6514 | 98   | Uruguay                         | 0.6907 | 58   | Morocco                      | 0.5804 | 129  |
| Maldives             | 0.6480 | 101  | Bolivia                         | 0.6862 | 62   | Saudi Arabia                 | 0.5753 | 131  |
| Cambodia             | 0.6464 | 102  | Venezuela                       | 0.6861 | 63   | Yemen                        | 0.4873 | 135  |
| Korea, Rep.          | 0.6281 | 107  | Paraguay                        | 0.6818 | 67   |                              |        |      |
| Fiji                 | 0.6255 | 109  | Peru                            | 0.6796 | 73   |                              |        |      |
| India                | 0.6190 | 113  | Colombia                        | 0.6714 | 80   |                              |        |      |
| Iran, Islamic Rep.   | 0.5894 | 125  | Dominican Republic              | 0.6682 | 81   |                              |        |      |
| Nepal                | 0.5888 | 126  | Brazil                          | 0.6679 | 82   |                              |        |      |
| Pakistan             | 0.5583 | 133  | Mexico                          | 0.6604 | 89   |                              |        |      |
|                      |        |      | El Salvador                     | 0.6567 | 94   |                              |        |      |
|                      |        |      | Belize                          | 0.6489 | 100  |                              |        |      |
|                      |        |      | Suriname                        | 0.6395 | 104  |                              |        |      |
|                      |        |      | Guatemala                       | 0.6229 | 112  |                              |        |      |

(Cont'd.)

and Middle East and North Africa. In the educational attainment scores shown in Figure 4, North America once again tops the rankings, followed by Latin America, Europe and Central Asia, Asia and the Pacific, the Middle East and North Africa and sub-Saharan Africa.

In the health and survival scores shown in Figure 5, North America holds the top spot, followed closely by Europe and Central Asia, Latin America and the Caribbean and the Middle East and North Africa. Asia and the Pacific and sub-Saharan Africa occupy the last place as the worst regions for women's health and survival relative to that of men. In the political empowerment scores shown in Figure 6, while all regions are well below parity, Asia and the Pacific leads the way, followed

by Europe and Central Asia, North America, sub-Saharan Africa, Latin America and the Caribbean and the Middle East and North Africa. Table 6 displays the rankings within each regional category.

### Top 10

The four Nordic countries that have consistently held the highest positions in previous editions of the Global Gender Gap Index continue to hold these privileged positions, with **Iceland** (1) still holding the top spot, closely followed by **Norway** (2), **Finland** (3) and **Sweden** (4).

Although no country has yet achieved gender equality, all of the Nordic countries, with the exception of Denmark, have closed over 80% of the gender gap and

**Table 6: Rankings by region, 2011** (cont'd.)

| NORTH AMERICA |        |      | SUB-SAHARAN AFRICA |        |      | EUROPE AND CENTRAL ASIA |        |      |
|---------------|--------|------|--------------------|--------|------|-------------------------|--------|------|
| Country       | Score  | Rank | Country            | Score  | Rank | Country                 | Score  | Rank |
| United States | 0.7412 |      | Lesotho            | 0.7666 | 9    | Iceland                 | 0.8530 | 1    |
| Canada        | 0.7407 |      | South Africa       | 0.7478 | 14   | Norway                  | 0.8404 | 2    |
|               |        |      | Burundi*           | 0.7270 | 24   | Finland                 | 0.8383 | 3    |
|               |        |      | Mozambique         | 0.7251 | 26   | Sweden                  | 0.8044 | 4    |
|               |        |      | Uganda             | 0.7220 | 29   | Ireland                 | 0.7830 | 5    |
|               |        |      | Namibia            | 0.7177 | 32   | Denmark                 | 0.7778 | 7    |
|               |        |      | Tanzania           | 0.6904 | 59   | Switzerland             | 0.7627 | 10   |
|               |        |      | Malawi             | 0.6850 | 65   | Germany                 | 0.7590 | 11   |
|               |        |      | Botswana           | 0.6832 | 66   | Spain                   | 0.7580 | 12   |
|               |        |      | Ghana              | 0.6811 | 70   | Belgium                 | 0.7531 | 13   |
|               |        |      | Madagascar         | 0.6797 | 71   | Netherlands             | 0.7470 | 15   |
|               |        |      | Gambia, The        | 0.6763 | 77   | United Kingdom          | 0.7462 | 16   |
|               |        |      | Angola             | 0.6624 | 87   | Latvia                  | 0.7399 | 19   |
|               |        |      | Zimbabwe           | 0.6607 | 88   | Luxembourg              | 0.7216 | 30   |
|               |        |      | Senegal            | 0.6573 | 92   | Austria                 | 0.7165 | 34   |
|               |        |      | Mauritius          | 0.6529 | 95   | Portugal                | 0.7144 | 35   |
|               |        |      | Kenya              | 0.6493 | 99   | Lithuania               | 0.7131 | 37   |
|               |        |      | Zambia             | 0.6300 | 106  | Moldova                 | 0.7083 | 39   |
|               |        |      | Burkina Faso       | 0.6153 | 115  | Slovenia                | 0.7041 | 41   |
|               |        |      | Ethiopia           | 0.6136 | 116  | Poland                  | 0.7038 | 42   |
|               |        |      | Cameroon           | 0.6073 | 119  | Russian Federation      | 0.7037 | 43   |
|               |        |      | Nigeria            | 0.6011 | 120  | Kyrgyz Republic         | 0.7036 | 44   |
|               |        |      | Benin              | 0.5832 | 128  | France                  | 0.7018 | 48   |
|               |        |      | Côte d'Ivoire      | 0.5773 | 130  | Kazakhstan              | 0.7010 | 49   |
|               |        |      | Mali               | 0.5752 | 132  | Croatia                 | 0.7006 | 50   |
|               |        |      | Chad               | 0.5334 | 134  | Bulgaria                | 0.6987 | 51   |
|               |        |      |                    |        |      | Estonia                 | 0.6983 | 52   |
|               |        |      |                    |        |      | Macedonia, FYR          | 0.6966 | 53   |
|               |        |      |                    |        |      | Greece                  | 0.6916 | 56   |
|               |        |      |                    |        |      | Ukraine                 | 0.6861 | 64   |
|               |        |      |                    |        |      | Romania                 | 0.6812 | 68   |
|               |        |      |                    |        |      | Slovak Republic         | 0.6797 | 72   |
|               |        |      |                    |        |      | Italy                   | 0.6796 | 74   |
|               |        |      |                    |        |      | Czech Republic          | 0.6789 | 75   |
|               |        |      |                    |        |      | Albania                 | 0.6748 | 78   |
|               |        |      |                    |        |      | Malta                   | 0.6658 | 83   |
|               |        |      |                    |        |      | Armenia                 | 0.6654 | 84   |
|               |        |      |                    |        |      | Hungary                 | 0.6642 | 85   |
|               |        |      |                    |        |      | Georgia                 | 0.6624 | 86   |
|               |        |      |                    |        |      | Azerbaijan              | 0.6577 | 91   |
|               |        |      |                    |        |      | Cyprus                  | 0.6567 | 93   |
|               |        |      |                    |        |      | Tajikistan              | 0.6526 | 96   |
|               |        |      |                    |        |      | Turkey                  | 0.5954 | 122  |

\* New country 2011

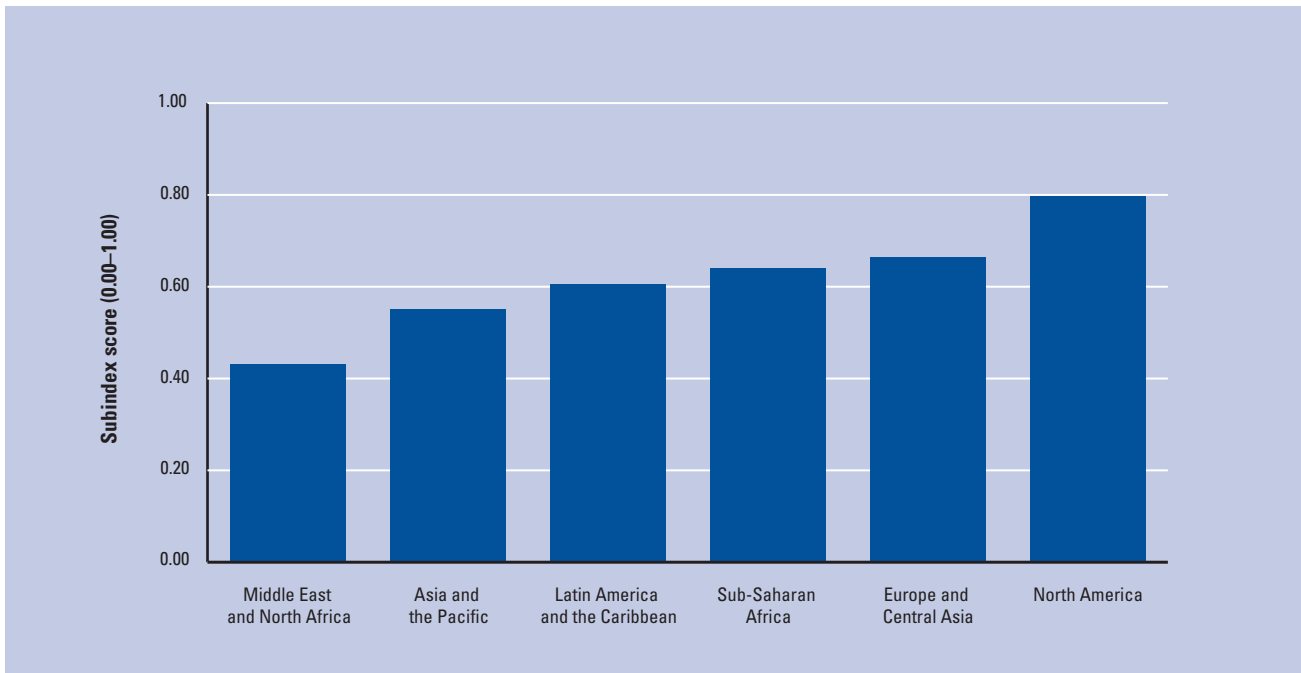
thus serve as models and useful benchmarks for international comparisons. While many global indexes tend to be tied to income levels, thus providing an advantage to the high-income Nordic economies, the Global Gender Gap Index is disassociated from the income and resource level of an economy and instead seeks to measure how equitably the available income, resources and opportunities are distributed between women and men. Despite this feature of the Index, these countries emerge as top performers and true leaders on gender equality.

All Nordic countries reached 99–100% literacy for both sexes several decades ago and display gender parity at both primary- and secondary-level education. At the tertiary level, in addition to very high levels of enrolment for

both women and men, the gender gap has been reversed and women now make up the majority of the high-skilled workforce. In Norway, Sweden and Iceland there are over 1.5 women for every man enrolled in tertiary education, and in Finland and Denmark women also make up the majority of those in tertiary education. The Nordic countries also exhibit very high healthy life expectancies for both women and men, with women living on average three to four healthy years longer than men.

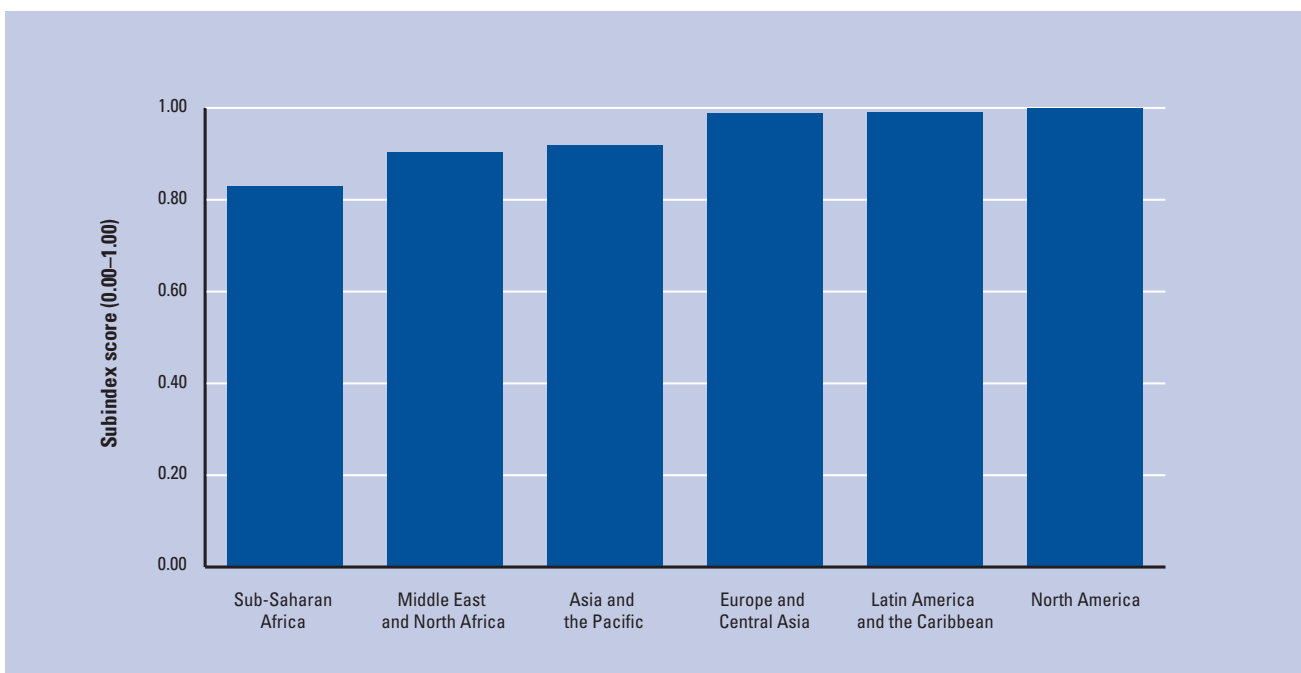
While many developed economies have succeeded in closing the gender gap in education, few have succeeded in maximizing the returns from this investment. The Nordic countries are leaders in this area—all five countries feature in the top 30 of the economic participation

**Figure 3: Regional performance on the economic participation and opportunity subindex**



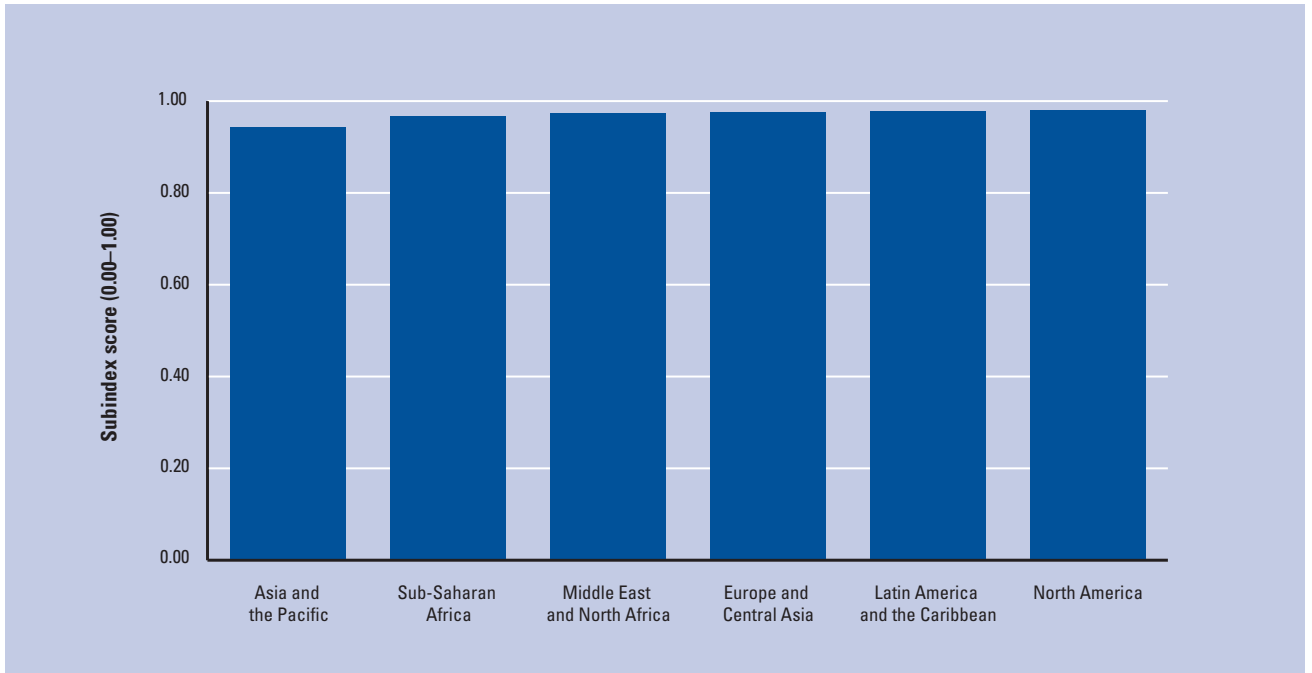
Source: Global Gender Gap Index 2011; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators & Global Development Finance, Online Database 2010*, accessed July 2011.

**Figure 4: Regional performance on the educational attainment subindex**



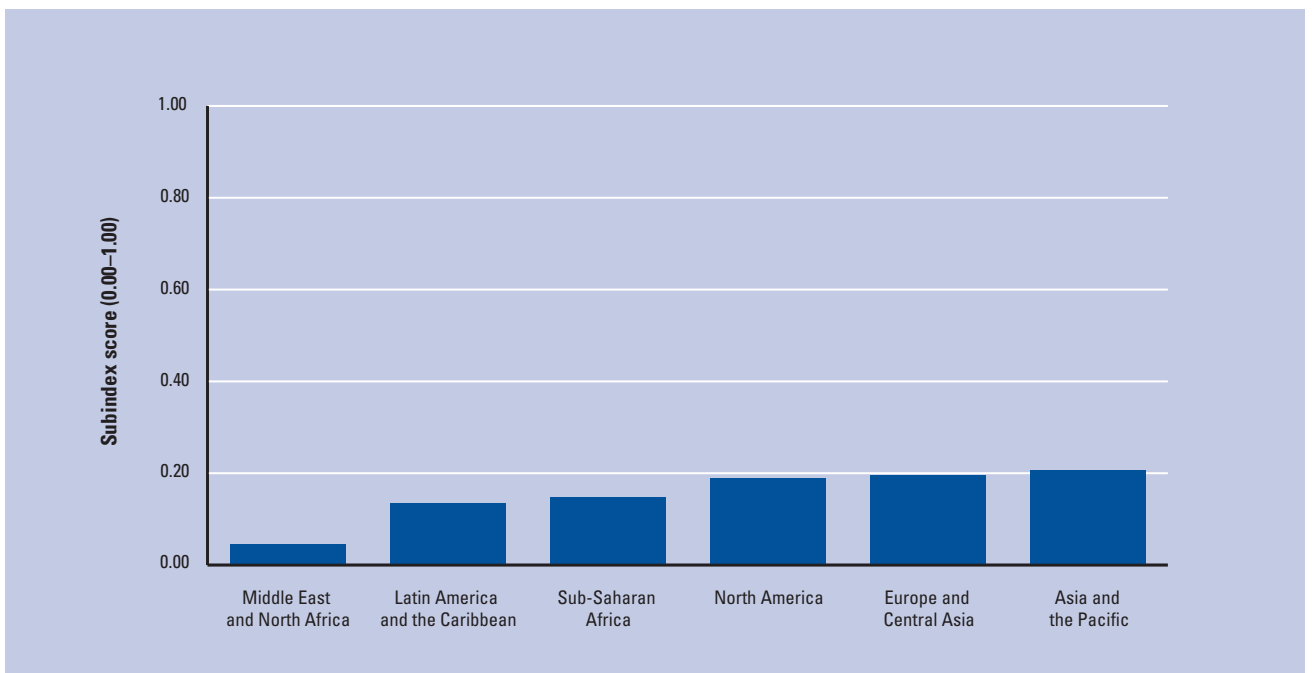
Source: Global Gender Gap Index 2011; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators & Global Development Finance, Online Database 2010*, accessed July 2011.

**Figure 5: Regional performance on the health and survival subindex**



Source: Global Gender Gap Index 2011; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators & Global Development Finance, Online Database 2010*, accessed July 2011.

**Figure 6: Regional performance on the political empowerment subindex**



Source: Global Gender Gap Index 2011; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators & Global Development Finance, Online Database 2010*, accessed July 2011.

and opportunity subindex. This occurs because of a combination of factors: the labour force participation rates for women are among the highest in the world; salary gaps between women and men are among the lowest in the world, although not non-existent; and women have abundant opportunities to rise to positions of leadership. These patterns vary across the Nordic countries, but on the whole these economies have made it possible for parents to combine work and family, resulting in high female participation rates, more shared participation in childcare, more equitable distribution of labour at home, better work-life balance for both women and men and in some cases a boost to declining fertility rates. Policies applied in these countries include mandatory paternal leave in combination with maternity leave, generous federally mandated parental leave benefits provided by a combination of social insurance funds and employers, tax incentives and post-maternity re-entry programmes. Together these policies have also led to relatively higher and rising birth rates occurring simultaneously with high female workforce participation in the Nordic countries, as compared with the situation in other OECD economies such as Germany, Japan, Italy and Spain where both birth rates and participation are lower. The Nordic experience points to fewer problems with ageing in the future, as well as higher labour activity and a more robust economy. Finally there has also been success with a top-down approach to promoting women's leadership—in Norway, publicly listed companies have been required to have 40% of each sex on their boards since 2008 and other countries are adopting similar measures.

The Nordic countries were also early starters in providing women with the right to vote (Sweden in 1919, Norway in 1913, Iceland and Denmark in 1915, Finland in 1906). In Denmark, Sweden and Norway, political parties introduced voluntary gender quotas in the 1970s, resulting in high levels of female political representatives over the years. In Denmark, in fact, this quota has since been abandoned as no further stimulus is required. Today, Sweden has among the highest percentage of women in parliament in the world (45%) while the other Nordic countries are also successful in this respect. These countries have a similarly strong record on the percentage of women in ministerial level positions.

Next in the top 10, Ireland (5) gains one spot in the rankings, replacing **New Zealand** (6) in 5th place. Both countries show improvement in scores relative to their own performance in 2010 but Ireland posts relatively larger gains. The remaining Nordic country—**Denmark** (7)—also holds a place among the top 10 and shows some gains in wage equality in 2011, rounding off the Nordic countries' record as top performers. **The Philippines** (8) remains the highest-ranking country from Asia in the Index. It ranks 1st on both education and health and is also a very strong performer on economic participation (15) and political empowerment (16). The Philippines is

the only country in Asia this year to have closed the gender gap in both education and health and is among only eight countries in the world to have done so. **Lesotho** (9) loses one place in the rankings but remains the only country in sub-Saharan Africa to have no gap in both education and health. It is also the second-highest-ranking country among the 135 countries on the economic participation and opportunity subindex. **Switzerland** (10) remains among the top 10 for the second consecutive year and continues to show gains in educational attainment, economic participation and political empowerment.

### *Europe and Central Asia*

The Europe and Central Asia region has closed 71% of the gender gap and is second only to North America on the overall Global Gender Gap Index 2011 scores. The region has closed the gaps in health (98%) and educational attainment (99%), and is the second-highest-ranked region for the economic participation and opportunity subindex (65%) and the political empowerment subindex (19%). Five of the top 10 countries in the estimated earned income ratio and 7 of the top 10 in the professional and technical workers indicator are from this region. Similar trends can be seen across the political empowerment subindex, where 50% of the highest-ranking countries come from Europe and Central Asia, with the Nordic countries dominating the top four places.

On the overall Index, 7 European countries rank among the top 10; a total of 13 European countries are among the top 20, including **Germany** (11), **Spain** (12), **Belgium** (13), the **Netherlands** (15), the **United Kingdom** (16) and **Latvia** (19).

Germany moves up to two positions, mainly because of improvements in the wage equality between men and women and in women's estimated earned income, as well as to a slight increase in the political empowerment subindex. Spain loses one place, but shows slight improvement in the areas of wage equality and women's estimated earned income. Spain ranks 5th globally in the political empowerment subindex.

Belgium moves up to 13th position mainly as a result of improvements in the subindex on economic participation and opportunity. Despite a slight decrease in women's estimated earned income, the country registers a larger increase in perceived wage equality. The Netherlands is next, gaining two places to reach the 15th position, with a minor decrease in the representation of women in parliament balanced out by improved wage equality and, particularly, women's estimated earned income, ranking 8th on this indicator.

The Netherlands is followed by the United Kingdom, which slips down to 16th place, and by Latvia, which loses one place, mostly because of deterioration in the political empowerment subindex. **Luxembourg** (30) follows next, losing four places relative to last year's ranking, primarily because of a slight decrease in perceived wage

equality. **Austria** gains three places, to reach 34th place overall. Its improved ranking is the result of a good performance across the subindex of women's economic participation and opportunity. Next in the region's rankings is **Portugal** (35), which loses three places because of small deteriorations in the category of estimated earned income, wage equality and female representation in parliament.

**Lithuania** (37) follows; despite an improved performance in educational attainment category, Lithuania lags behind other countries in the area of women's economic participation and opportunity. **Moldova** comes next at 39th position (down five places from last year), closely followed by **Slovenia** (41), **Poland** (42), the **Russian Federation** (43) and **Kyrgyz Republic** (44). The Russian Federation gains two positions in the overall Index, building on its strengths in the economic participation and opportunity category.

**France** (48), **Kazakhstan** (49), **Croatia** (50), **Bulgaria** (51), **Estonia** (52) and **Macedonia, FYR** (53) are next in the rankings. **France** falls two places this year to take the 48th position, primarily because of a drop in the wage equality indicator; the country ranks last overall on the perceived wage equality survey indicator. However France also ranks among the top 10 in the world in the educational attainment subindex, showing a competitive advantage in developing an educated female talent pool. While Croatia gains three positions relative to last year, the other countries slip in the rankings. Macedonia, however, shows a strong performance in the perceived wage equality category, ranking 7th overall.

**Greece** (56) and **Ukraine** (64) occupy the next places, followed by **Romania** (68), which—despite gaining positions in the educational attainment subindex—records deterioration in women's economic participation.

**Slovakia** (72), **Italy** (74), **Czech Republic** (75) and **Albania** (78) come next in the region. Italy holds the same position this year as last, despite improvements in the health subindex and in women's economic participation. The country continues to be one of the lowest-ranking countries in the European Union. The Czech Republic slips 10 places this year. The most noticeable drop for the country is in the estimated earned income ratio (female/male) category, which falls from 0.57 to 0.48 as a result of a combined decrease in female values and an increase in male values. Notwithstanding an improved performance in the wage equality category, Albania keeps the same place as last year's because of a below-average performance in the educational attainment subindex.

**Malta** (83) and **Armenia** (84) come next, holding the same positions as in the 2010 rankings. **Hungary** (85) falls six places this year, the result of a combined drop in female values and an increase in male values, although the country performs relatively well in the areas of educational attainment and health, perceived wage equality and the estimated earned income ratio decrease. Additionally, Hungary is among the 10 lowest-ranking

countries worldwide in terms of political empowerment performance.

**Georgia** (86) follows next, gaining two places. At 91st place, **Azerbaijan** gains nine spots relative to last year. The gross tertiary level enrolment rate for women has increased from 14% to 19%, and the percentage of women in parliament has moved from 11% up to 16%.

**Cyprus** (93) slips down seven spots from the combined effect of lower scores in the tertiary level enrolment ratio and representation of women in parliament. Cyprus is the lowest-ranked EU country in the overall rankings. **Tajikistan** (96) follows next. **Turkey** (122) occupies the last place in the regional rankings. The country performs above average in the political empowerment of women—primarily women in parliament—and in the educational attainment category, but lags behind in the other two subindexes. Turkey ranks among the 10 worst performers in the economic participation and opportunity subindex.

#### *North America*

The **United States** (17) continues to climb in the rankings, up this year from 19th place in 2010, although its score remains unchanged. The United States shows no gap in educational attainment, with very high levels of literacy for both women and men and very high levels of women's enrolment in primary, secondary and tertiary education, with women outstripping men in tertiary-level education. The United States places 6th in the world in terms of economic participation and opportunity, the result of high rates of women's labour force participation and prominent numbers of women in legislative, senior official and managerial positions as well professional and technical worker positions. However, the perceived wage inequality for similar work remains high, placing the United States 68th in the world on this variable. The country has also posted significant gains in the political empowerment subindex, from 66th place out of 115 countries in 2006 to 39th place out of 135 countries in 2011.

**Canada** (18) gains two places in the rankings. Like the United States, Canada's strength lies in educational attainment and economic participation. Canada has also improved its performance on political empowerment since the first edition of this *Report*. In 2006, Canada had closed 16% of the gender gap in this subindex; in 2011, it has closed 21% of this gap.

#### *Latin America and the Caribbean*

The Latin America and the Caribbean region has closed 68% of its overall gender gap according to the Index methodology. The region performs well on the educational attainment and health and survival subindexes, holding 2nd position just after North America but ahead of Europe and Central Asia. Thirteen countries in Latin America and the Caribbean have fully closed their gender gaps in the health and survival subindex, and five countries

have fully closed gaps in educational attainment. The remaining gaps are thus most concentrated in the economic participation and political empowerment subindexes. Out of the seven countries that have no women holding a ministerial position, three are from the region.

**Cuba** (20) is regaining the highest spot in the region after having lost it for the past three years and enters the top 20 countries. Cuba's position is supported in particular by a high proportion of women among professional and technical workers (60%) and in parliament (43%). Cuba also has very high levels of enrolment in primary, secondary and tertiary education for both women and men.

**Trinidad and Tobago** (21) stays in the same position in the rankings as last year, although its overall score improves slightly. It holds the second spot in the region, with 43% women among legislators, senior officials and managers and 34% women among ministerial positions. The next country from the region in the rankings is the **Bahamas** (22) which gains 14 places relative to its rank in 2010. This improvement is driven mainly by significant gains in the proportions of women among legislators, senior officials and managers (46%). The Bahamas also holds the 1st spot globally on the economic participation and opportunity, educational attainment and health and survival subindexes.

**Costa Rica** (25), **Nicaragua** (27) and **Argentina** (28) follow next. Both Costa Rica and Nicaragua gain three places in the rankings. Costa Rica's gain results from new data on primary enrolment as well as an increase in the estimated earned income of women (from US\$ 6,788 to US\$ 7,849). Costa Rica also holds the best score in the region on the political empowerment subindex. Nicaragua's increase is driven mainly by a narrowing wage gap. Nicaragua's performance over the last six years puts it among the top climbers of the 114 countries that have been included in the *Report* since 2006. Argentina moves up one spot in the overall rankings. This is the result of an increase in its economic participation and opportunity subindex score, although this is partially offset by a small increase in the primary enrolment gap.

**Barbados** (33), **Guyana** (38), **Panama** (40), **Ecuador** (45), **Chile** (46) and **Jamaica** (47) occupy the next positions in the rankings. Barbados is one of three countries from the region that have closed the gender gap in both the education attainment and health and survival subindexes. Guyana maintains its position relative to last year although its overall score slightly falls because of small decreases in literacy rate gaps as well as primary and tertiary enrolment gaps. Panama and Ecuador slip down one and five places, respectively, because of widening economic participation gaps. Chile moves up in the rankings, gaining two places. Chile's strength lies in the area of political empowerment.

Jamaica is followed by **Honduras** (54), **Uruguay** (58), **Bolivia** (62), **Venezuela** (63), **Paraguay** (67) and **Peru** (73). Honduras stays in the same position as last year

while Uruguay gains one spot. Bolivia shows a significant improvement in its ranking, gaining 14 places. Bolivia's leap in the rankings is the consequence of a significant decrease in the wage gap; it is now the highest-ranking country from the region on the estimated earned income indicator. Venezuela moves up one spot this year, and has the highest percentage of women professional and technical workers (64%) in the region. Paraguay gains two positions, while Peru experiences a decline in the overall rankings (from 60th to 73rd position). This drop is caused mainly by a decrease in the number of women in parliament, which fell from 28% to 22%.

Next in the rankings are **Colombia** (80), **Dominican Republic** (81) and **Brazil** (82). Colombia displays the biggest drop in the region, falling from 55th to 80th position. While the percentage of women in parliament in the country has increased from 10% to 13%, this gain is offset by a drop in the female estimated earned income (from US\$ 7,138 to US\$ 5,718); female legislators, senior officials and managers and female professional and technical workers. The Dominican Republic slips down eight spots relative to its performance last year because of decreases in perceived wage equality and estimated earned income.

Brazil gains three places in the rankings this year. This is the result of improvements in perceived wage equality for similar work (although Brazil is still ranked very low—124th—on this variable) and women's estimated earned income (up from US\$ 7,190 to US\$ 7,865). The tenure of President Dilma Rousseff further boosts Brazil's overall score. However, women's labour force participation, at 64%, is still well below that of men (85%) and only 36% legislators, senior officials and managers' positions are held by women. Women's estimated earned income is a little under two-thirds that of men. While enrolment in primary and secondary education for girls is high, it remains below that of boys. Finally, women hold only 9% of parliamentary positions.

Brazil is followed by **Mexico** (89) and **El Salvador** (94). Mexico continues to climb the rankings, gaining two positions this year because of an improvement in the wage gap. **Belize** (100), **Suriname** (104) and **Guatemala** (112) occupy the last positions in the region. Belize shows a decline in the overall rankings, dropping from 93rd in 2010 to 100th place in 2011, as other countries narrow the gap faster. While Belize is notable for being one of the three countries in the region that have closed the gender gap in the educational attainment and health and survival subindexes, it is also the only country in Latin America and the Caribbean with no female parliamentarians. Suriname and Guatemala fall in the rankings by two and three places, respectively. Suriname holds the last rank of its region on the sex ratio at birth variable. Guatemala is the lowest-ranking country in the Latin America and Caribbean region. It remains disadvantaged in the rankings because of a high gap in education, low political empowerment and low economic participation.

### *The Middle East and North Africa*

With 59% of the gender gap closed, the Middle East and North Africa region occupies last place on overall average score compared with the other five regions. The Middle East and North Africa lags behind the other regions on the economic participation and opportunity and the political empowerment subindexes. It is in 5th position on educational attainment (ahead of sub-Saharan Africa) and 4th position on health and survival (ahead of both sub-Saharan Africa and Asia and the Pacific).

The highest-ranking economies of the region have invested many resources in increasing women's education levels—in Qatar, Kuwait, the United Arab Emirates, Tunisia, Algeria, Israel, Saudi Arabia, Lebanon and Jordan, the tertiary education enrolment rates of women are higher than those of men. However, these countries have had varying degrees of success at integrating women into the economy in order to reap the benefits of this investment.

**Israel** (55) continues to hold the top spot in the Middle East and North Africa region, favoured by a higher-than-average performance on the economic participation and opportunity subindex. However, Israel loses three places relative to its position last year. This is mainly the result of a widening perceived wage gap between women and men for similar work.

The **United Arab Emirates (UAE)** (103) continues to hold 1st position among the Arab countries and improves its performance relative to its own score of 2010. **Kuwait** (105), **Tunisia** (108) and **Bahrain** (110) follow in the rankings, supported by higher-than-average performances on education attainment and health and survival. While Kuwait is the second-highest-ranking country in the region, it is one of only 9 countries out of 135 that show a worsening gap in the literacy rate indicator. Tunisia falls one place in the rankings this year. In the absence of new political data, the political empowerment data have been repeated from last year in order to continue to observe other changes in score. Bahrain's ranking does not change despite a small overall gain in the score, as other countries move ahead faster.

**Qatar** (111), **Mauritania** (114), **Jordan** (117) and **Lebanon** (118) follow. Qatar's strength lies in education, especially secondary and tertiary education, although reductions in wage gaps over the last year have boosted Qatar's overall ranking by six places. Jordan gains three places, most notably through an increase the percentage of women in parliamentary positions (from 6% to 11%). Jordan's key strength continues to lie in the area of education where primary, secondary and tertiary enrolment rates of girls are higher than those of boys. Lebanon loses two positions relative to last year, although it is the only country in the region to have achieved parity on the health and survival subindex.

The next places in the region are occupied by **Algeria** (121), **Egypt** (123) and **Syria** (124). Algeria slips

two spots relative to its performance last year. This is partly the result of a worsening perception of wage equality between women and men for similar work. Egypt moves up two spots because of an improvement in primary and secondary enrolment gaps and occupies 1st position on perceived wage equality for similar work. In the absence of new political data for Egypt, the political empowerment data have been repeated from last year in order to continue to observe other changes in score. Syria retains its position in the comparative rankings although it shows a small deterioration relative to its own performance last year.

**Oman** (127), **Morocco** (129), **Saudi Arabia** (131) and **Yemen** (135) remain the lowest-ranking Middle East and North African countries in the Index. Oman drops down, losing five places. This is partly the result of a wider gap in tertiary enrolment. Morocco and Saudi Arabia each slip two spots, although Saudi Arabia's performance over the last six years puts it among the highest climbers of the 114 countries that have been included in the *Report* since 2006. Finally, Yemen continues to occupy the last place in the region as well as in the overall rankings of 135 countries. While showing an absolute increase in the score, it remains the only country in the world to have closed less than 50% of its gender gap.

### *Asia and the Pacific*

The Asia and the Pacific region has closed just over 65% of the overall gender gap. The region ranks highest on political empowerment and lowest on health in comparison with the other regional groupings. On education the region is in 4th place (behind North America, Latin America and the Caribbean and Europe and Central Asia) while on economic participation it is in 5th place (behind North America, Europe and Central Asia, Sub-Saharan Africa and Latin America and the Caribbean).

**New Zealand** (6) and the **Philippines** (8) lead the way in Asia and the Pacific and are the only two countries from the region to hold places in the top 10 of the global rankings. The Philippines gains one position since last year as a result of small gains in political empowerment and economic participation. **Australia** (23) follows next, continuing to hold a strong position in the rankings because of high levels of education, economic participation and political empowerment.<sup>11</sup> **Sri Lanka** (31) slips several places from its privileged position in the top 20 over the last five years. While it shows a higher-than-average performance in health and political empowerment, the gap between women and men's estimated earned income widens and new data on tertiary education show a large gender gap among those enrolled in tertiary education.

The next places in the rankings are occupied by **Mongolia** (36), **Singapore** (57) and **Thailand** (60). While Singapore holds 16th position globally on the economic participation and opportunity subindex, there are persistent gaps in health, education and government. Thailand,

which this year elected its first female prime minister, loses some ground because of a stronger perceived wage gap, but the country remains well positioned, with women making up more than half of those enrolled in tertiary education and with a high overall labour force participation rate for women.

**China** (61) maintains the same position as last year. While China remains the second-lowest-ranking country on the health and survival subindex (133)—the result of a disproportionate sex ratio at birth—although there have been minor improvements over the last year.<sup>12</sup> While women's labour force participation, at 74%, is high, men's wages are growing faster than women's wages. China is followed by **Bangladesh** (69), **Brunei Darussalam** (76) and **Vietnam** (79) in the region's rankings.

**Indonesia** (90) takes the next spot. Although women and men in the country are enrolled in tertiary education in almost equal numbers, women still make up a fairly low percentage of the workforce, particularly in senior and highly skilled positions.

**Malaysia** (97) and **Japan** (98), **Maldives** (101), **Cambodia** (102), **Korea, Rep.** (107) and **Fiji** (109) are found in the lower half of the rankings within the region. Japan and Korea continue to be among the lowest-ranking OECD countries. Japan maintains a similar position to last year, although there are small losses in perceived wage gaps and estimated earned income. Women make up almost half of those receiving tertiary education but only about 9% of those occupying senior leadership positions, indicating an inefficient use of the female talent available in the country. Korea also loses some ground because of wage gaps, although this is partially offset by gains in health.

**India** (113), the **Islamic Republic of Iran** (125), **Nepal** (126) and **Pakistan** (133) occupy the last places in the regional rankings. India and Pakistan perform above average on the political empowerment of women, particularly India, but they lag behind in the other three categories. In particular, the persistent health, education and economic participation gaps will be detrimental to India's growth; India is the lowest ranked of the BRIC economies featured in the Index.<sup>13</sup>

### *Sub-Saharan Africa*

The sub-Saharan Africa region has closed 65% of its gender gap. The region performs well on the economic participation and opportunity subindex, ranking ahead of Latin America and the Caribbean, Asia and the Pacific and the Middle East and North Africa. Out of the top 15 performers on the labour force participation gender gap indicator, nine countries are from the region. However, poor enrolment rates and low levels of life expectancy continue to pose major challenges, with the region ranking towards the bottom on the health and survival and educational attainment subindexes. Out of the bottom five countries on the literacy rate indicator, four are from sub-Saharan

Africa. However, the region ranks ahead of Latin America and the Caribbean and the Middle East and North Africa on the political empowerment subindex.

**Lesotho** (9) continues to hold the top regional spot despite having lost one place, and is once again the only country from the region to have no gap in education or health. Lesotho is the second-best performer on the economic participation and opportunity subindex and among the highest climbers of the 114 countries that have been included in the *Report* since 2006. The next place in the region is occupied by **South Africa** (14), which is the only other sub-Saharan Africa country in the top 20. South Africa maintains the top spot in the region on political empowerment, especially on the percentage of women in parliament (45%). However, South Africa loses two places in the rankings this year as a result of a decrease in the literacy rate ratio and tertiary enrolment.

South Africa is followed in the rankings by **Burundi** (24), which enters the Index for the first time this year. Burundi ranks 1st overall on labour force participation and is the only country among 135 where the female labour force participation rate (92%) is higher than that of men (88%). **Mozambique** (26) falls four places this year, primarily as a result of higher estimated earned income differentials. **Uganda** (29) and **Namibia** (32) follow next. In Uganda, which gains four places this year, women parliamentarians increase from 31% to 35%. Namibia slips in the rankings to 32nd position because of a worsening perception of wage equality between women and men for similar work and a decrease in the number of women parliamentarians. Next in the rankings are **Tanzania** (59), **Malawi** (65), **Botswana** (66), **Ghana** (70), **Madagascar** (71) and **Gambia** (77). Tanzania gains seven places primarily because of an increase of women parliamentarians from 31% to 36%. Malawi gains three places and Botswana slips from the 62nd to the 66th position. However, Botswana is one of two African countries, in addition to Lesotho, that has achieved gender parity on education. Although Ghana's ranking does not change, it shows an increase in its overall score. Madagascar gains nine spots in the rankings, primarily the result of gains in the education attainment subindex.

The next spots in the region are occupied by **Angola** (87), **Zimbabwe** (88), **Senegal** (92), **Mauritius** (95) and **Kenya** (99). Angola moves down in the rankings from 81st to 87th place, mainly because of lower wage equality, but Angola's performance over the last six years puts it among the highest climbers of the region after Lesotho. Zimbabwe's gains are mainly driven by improvements in the wage equality and tertiary enrolment indicators. The country holds last place on the healthy life expectancy indicator. Senegal gains nine places relative to its rank in 2010. This is the result of significant improvement in the economic participation and opportunity and the political empowerment subindexes. Compared with last year,

Mauritius shows no change in ranking, while Kenya falls three places.

Zambia (106), Burkina Faso (115), Ethiopia (116), Cameroon (119) and Nigeria (120) are all in the lower half of the rankings in the region. Ethiopia experiences an improvement in the overall rankings, rising from 121st place in 2010 to 116th in 2011. Ethiopia's leap in the rankings is boosted by an increase in the number of women in parliament, which rose from 21% to 28%. However, the country holds the last position on the literacy rate indicator. Cameroon and Nigeria both fall in the rankings—by five and two places, respectively. In the case of Cameroon, this is the result of a perceived decline in the wage equality for similar work and higher estimated earned income gaps. Nigeria's drop can be attributed to a perceived decline in the wage equality as well as a decrease in the percentage of women in parliament.

Nigeria is followed by Benin (128), Côte d'Ivoire (130), Mali (132) and Chad (134). Benin and Côte d'Ivoire remain in the same relative positions, although their overall scores improve marginally. Mali slips down one place compared with last year, although various indicators show improvement. Finally, Chad is the lowest-ranking country in the sub-Saharan Africa region, holding the last position on primary, secondary and tertiary enrolment indicators.

### Gender gaps, economic performance and policy implications

The most important determinant of a country's competitiveness is its human talent—the skills, education and productivity of its workforce—and women account for one-half of the potential talent base throughout the world. Closing gender gaps is thus a matter of human rights and equity; it is also one of efficiency. Figure 7 shows a plot of the Global Gender Gap Index 2011 scores against the Global Competitiveness Index 2011–2012 scores. Figure 8 plots the Global Gender Gap Index 2011 scores against GDP per capita. Figure 9 shows the relationship between the Global Gender Gap Index and the Human Development Index. The graphs confirm a correlation between gender equality and the level of competitiveness, GDP per capita and human development.

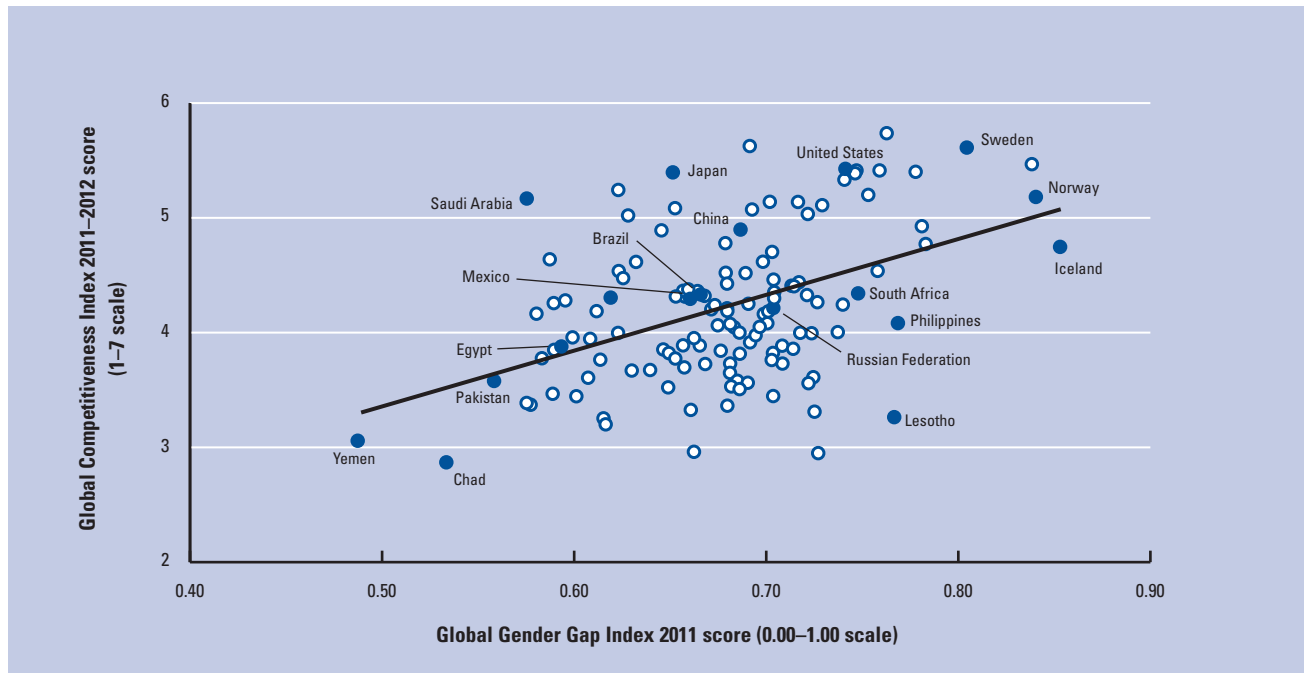
The correlation among competitiveness, income and development and gender gaps is evident despite the fact that the Global Gender Gap Index (unlike other gender indexes) explicitly eliminates any direct impact of the absolute levels of any of the variables (e.g., life expectancy, educational attainment, labour force participation) used in the Index. 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 talent endowment and that reducing gender inequality enhances productivity and economic growth.

Over time, therefore, a nation's competitiveness depends, among other things, on whether and how it educates and utilizes its female talent. The data in the Global Gender Gap Index reveals four broad groups of countries: (1) countries that are generally closing health and education gaps and show high levels of women's economic and political participation, (2) countries that are generally closing health and education gaps but show low levels of women's economic and political participation, (3) countries that have large health and education gaps as well as large gaps in women's economic and political participation and (4) countries that have large health and education gaps but display small gaps in women's economic and political participation. A basic illustration of these groupings is shown in Figure 10, which plots the educational attainment subindex against the economic participation and opportunity subindex.

In the first broad group are countries that have made the investments in women's health and education and generally see the returns on this investment in terms of women's economic and political participation, such as the Nordics, the United States and the Philippines. These countries have not, however, fully closed economic and participation gaps—in particular, the gaps in senior positions, wages and leadership levels still persist. According to recent research, the reduction in the male-female employment gap has been an important driver of European economic growth in the last decade and closing this gap would have massive economic implications for developed economies, boosting US GDP by as much as 9% and euro zone GDP by as much as 13%.<sup>14</sup> Innovation requires new, unique ideas—and the best ideas flourish in a diverse environment. There is evidence to show that companies benefit by successfully integrating the female half of the available talent pool across their internal leadership structures,<sup>15</sup> that women may have a propensity for making more inclusive, informed decisions and for engaging in less risky behaviour, and that gender-equal teams may be more successful. Additionally, in many 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, as evident in the data from several OECD countries, 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.<sup>16</sup> Business leaders and policy-makers must therefore ensure that, in addition to removing barriers to women's entry to the workforce, they put in place practices and policies that will provide equal opportunities for rising to positions of leadership within companies.

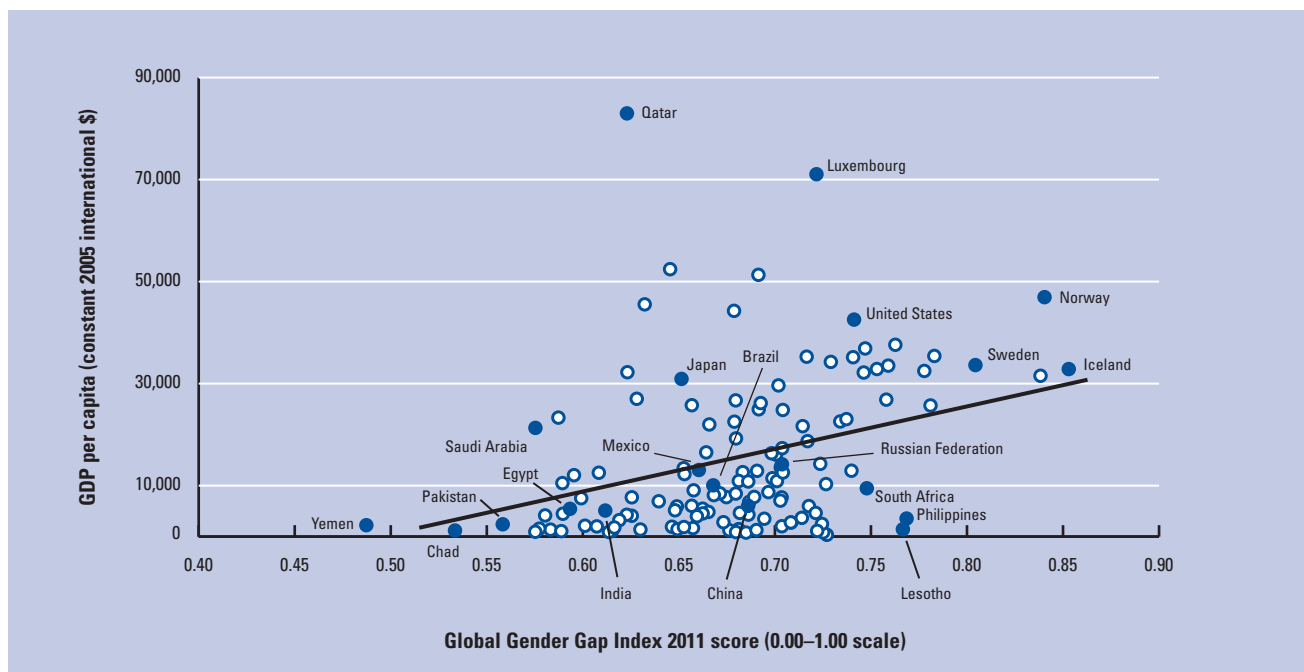
In the second broad group are countries that have made the key investments in women's education and health but have generally not removed barriers to women's participation in the workforce and in decision-making, and are thus not seeing returns on their investments in the development of one half of their human capital.

**Figure 7: Relationship between the Global Competitiveness Index 2011–2012 and the Global Gender Gap Index 2011**



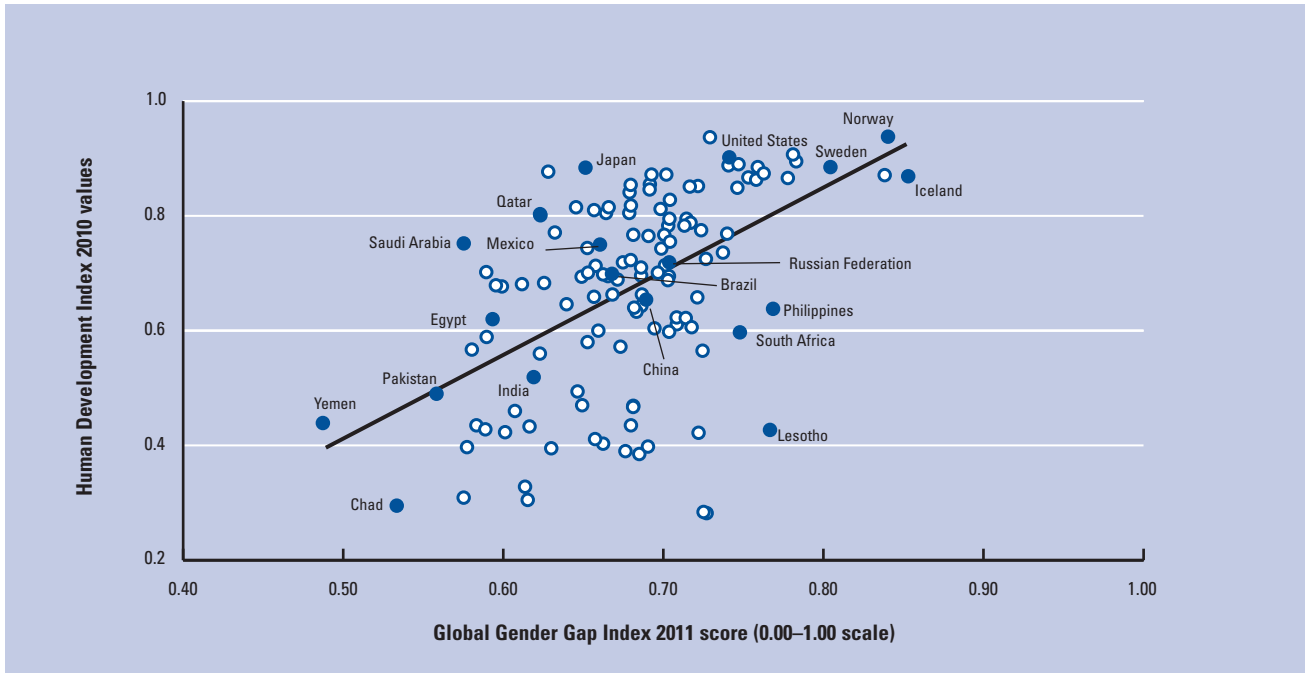
Source: Global Gender Gap Index 2011 and Global Competitiveness Index 2011–2012.  
 Note: The Global Gender Gap Index and Global Competitiveness Index scales have been truncated to enhance readability.

**Figure 8: Relationship between GDP per capita and the Global Gender Gap Index 2011 scores**



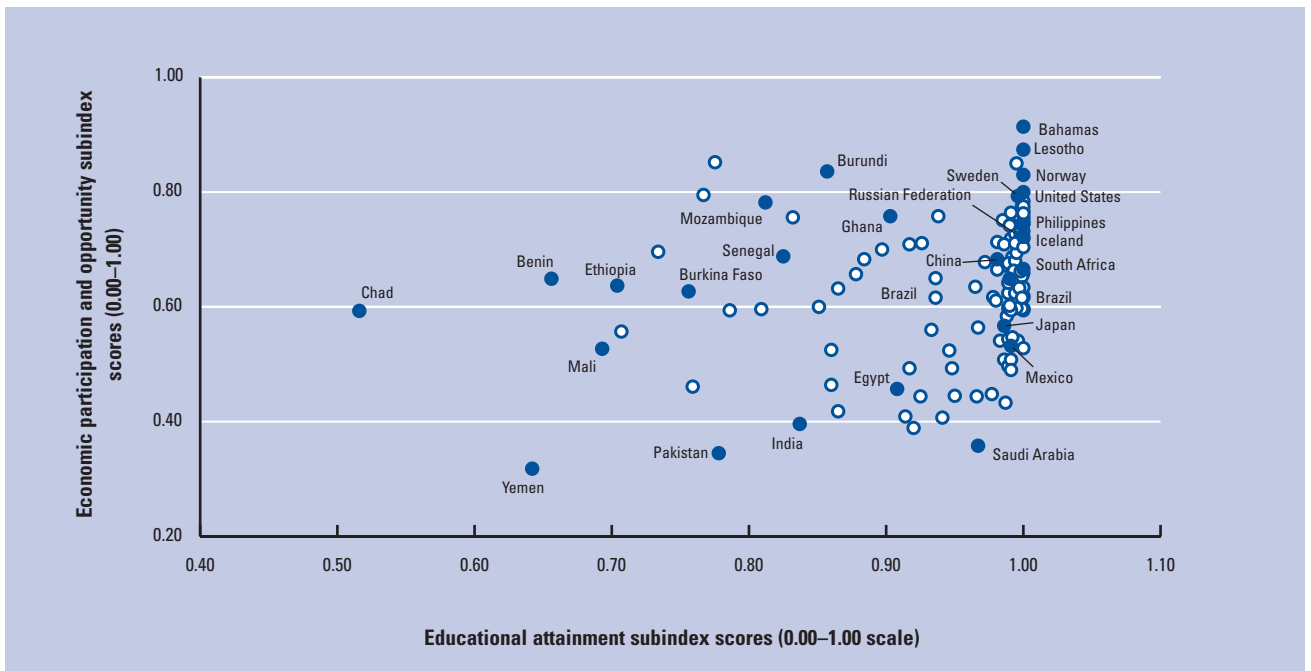
Source: Global Gender Gap Index 2011 and the World Bank's *World dataBank: World Development Indicators & Global Development Finance*, Online Database 2010, accessed June 2011.  
 Note: The Global Gender Gap Index has been truncated to enhance readability.

**Figure 9: Relationship between the Human Development Index 2010 and the Global Gender Gap Index 2011**



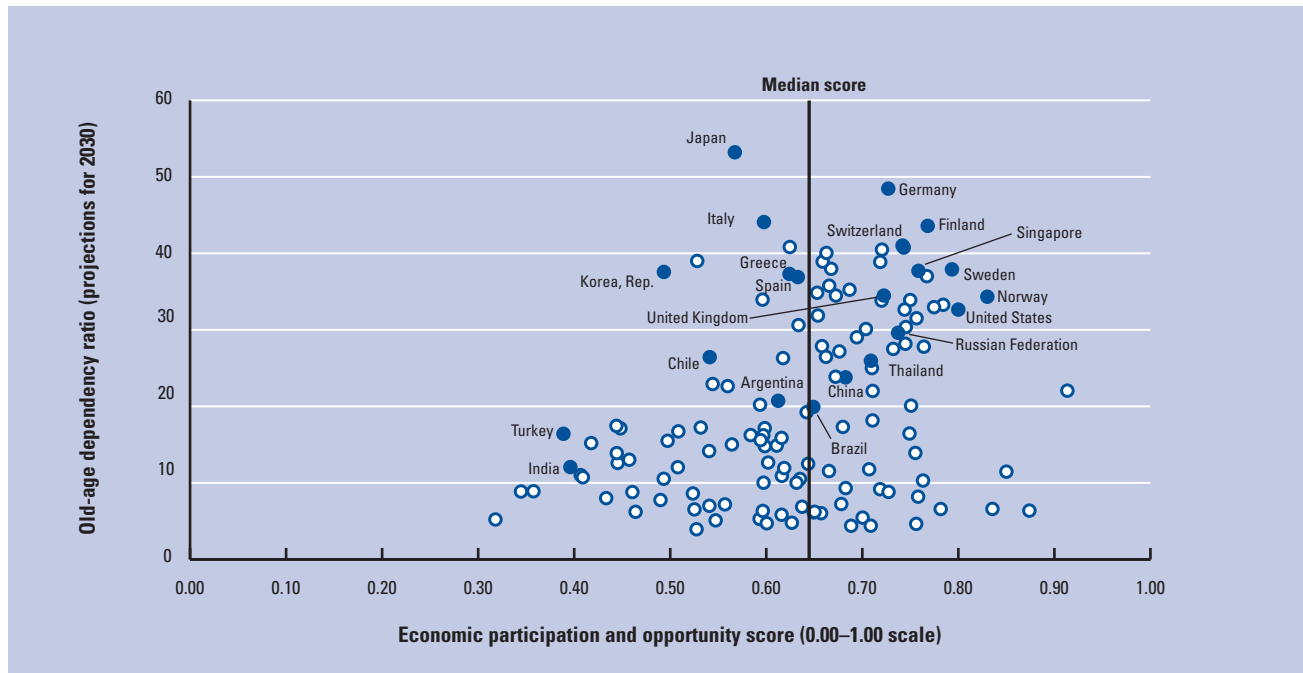
Source: Global Gender Gap Index 2011 and UNDP, *International Human Development Indicators*, Online Database 2010 (accessed October 2011).  
 Note: Global Gender Gap Index and Human Development Index scales have been truncated to enhance readability.

**Figure 10: Relationship between education and economic subindex scores**



Source: Global Gender Gap Index 2011.

**Figure 11: Relationship between old-age dependency ratio projections for 2030 and the economic participation and opportunity subindex 2011**



Source: Global Gender Gap Index 2011 and United Nations, Department of Economic and Social Affairs, Population Division, Population Estimates and Projections Section, accessed 20 October 2011.

Note: Old-age dependency ratio is population aged 65+ per 100 population aged 15–64.

These countries have an untapped but educated talent pool and would have much to gain through women's greater participation in the workforce. A study has shown that closing the gap between male and female employment would boost Japanese GDP by as much as 16%. A report by the United Nations Economic and Social Commission for Asia and the Pacific Countries found that restricting job opportunities for women is costing the region between US\$ 42 and US\$ 46 billion a year.<sup>17</sup> 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 the gender gap in economic opportunity remains the widest in the world.<sup>18</sup> Furthermore, there is new research showing that the combined impact of growing gender equality, the emerging middle class and women's spending priorities will lead to rising household savings rates and shifting spending patterns; industry in these countries—particularly in sectors such as food, healthcare, education, childcare, apparel, consumer durables and financial services—will need to be prepared for these changes.<sup>19</sup>

In the third and fourth groups, the most basic investments in girls' and women's health and education still need to be made, and fundamental rights—including legal frameworks around inheritance, reproductive rights and violence—are often inadequate. Research demonstrates that investment in girls' education has significant multiplier effects: it reduces high fertility rates, lowers infant and child mortality rates, lowers maternal mortality rates,

increases women's labour force participation rates and earnings and fosters educational investment in children.<sup>20</sup> These outcomes not only improve the quality of life, they also foster faster economic growth and development. A substantial body of literature has shown that investing in girls' education is one of the highest-return investments a developing economy can make. While some of the countries in the fourth group display high levels of economic participation by women (primarily in low-skilled work) and female political participation, closing health and education gaps will remain important factors over time. Compared with the third group, however, these countries have an advantage as women already have greater access to income and decision-making. Research has shown that women are more likely to invest a larger proportion of their household income than men would in the education and health of their children. There is also some evidence from India to suggest that women in local government roles make decisions with better outcomes for communities than men when charged with budget decisions;<sup>21</sup> they also appear to be more competent representatives than men, obtaining more resources for their constituencies despite having significantly lower education and relevant labor market experience.<sup>22</sup>

Many of the 135 economies covered by the Index are faced with rapidly ageing populations. 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. An emphasis on policies that allow women to combine work and family may thus play

a role beyond individual livelihoods and current prosperity by addressing the future problems posed by ageing populations.<sup>23</sup> Figure 11 plots the old-age dependency ratio projections for 2030 against the economic participation and opportunity subindex scores of 2011, revealing those countries among the set with high old-age dependency ratios that have low economic participation gaps and those that have high economic participation gaps.

The magnitude and particulars of gender gaps in countries around the world are the combined result of various socioeconomic and cultural variables, and the closing or continuation of these gaps is intrinsically connected to the framework of national policies in place. New research is required to understand which policies are most effective in closing gender gaps and whether these are replicable and scalable. This year, we have provided supplementary information on policy variables in the Country Profiles. In addition, we have conducted a policies survey with ministries responsible for women in the 135 countries covered in this *Report*. The preliminary results from almost 60 countries are presented in Appendix E.

### Tracking the gender gap over time

The Global Gender Gap Index was first published in 2006 with a view to creating a comprehensive gender parity index that is able to track gaps over time relative to an equality benchmark, thus providing information on a country's progress relative to itself as well as to other countries.

Based on the six years of data available for the 114 countries that have been part of the *Report* since its inception, we find that the majority of countries covered have made progress on closing gender gaps. Figure A1 in Appendix A displays changes over time within the four subindexes. In 2006, 14% of the global political empowerment gap had been closed; in 2011, over 18% of this gap has been closed. In 2006, 56% of the economic participation gap had been closed; in 2011, almost 59% of this gap has been closed. In 2006, almost 92% of the educational attainment gap had been closed; in 2011, almost 93% of this gap has been closed. On health and survival, however, there has been a small deterioration between 2006 and 2011, from 97% to 96%. Figure A2 displays changes over time on the Index score across different regions. All regions have shown improvements over the last six years except Europe and Central Asia.

Table A1 in Appendix A displays the full list of 114 countries covered between 2006 and 2011 ordered according to the percentage change in their score, relative to their score in 2006. Figure A3 displays these countries in a scatter plot divided into four quadrants: countries that were performing above the median score in 2006 and have shown progress between 2006 and 2011, countries that were performing above the median score in 2006 and have regressed between 2006 and 2011, those that were

performing below the median score in 2006 and have shown progress between 2006 and 2011 and those that were performing below the median score in 2006 and have regressed between 2006 and 2011. Overall, 85% of countries make progress between 2006 and 2011 while 15% either deteriorate or remain unchanged.

We were able to calculate the Global Gender Gap Index backwards to the year 2000 for a limited set of countries in order to take a longer-term look at trends. Table A2 in Appendix A displays the Global Gender Gap Index 2000–2011 for 39 countries where the relevant data were available. In all countries there was a net improvement in scores across the 10 years, with the exception of the Slovak Republic and Hungary. Switzerland, Finland, Belgium, Spain, Ireland and Costa Rica show the largest absolute increases in score, amounting to relative changes of more than 15% when compared with their performance in the year 2000.

In the Country Profiles readers can explore trends over the last six years on both the overall Index scores and ranks and the four subindex scores and ranks. It is important to note that there are gaps in international databases and not all countries have information available for all variables across all six years, nor are all data updated on an annual basis for each country by the international organizations that serve as our primary source of data.

### Conclusion

*The Global Gender Gap Report 2011* provides a comprehensive overview of current performance and progress over the last six years. On average, over 96% of the gap in health outcomes, 93% of the gap in educational attainment, 59% of the gap in economic participation and 18% of the gap in political empowerment has been closed. No country in the world has achieved gender equality. The four highest-ranking countries—Iceland, Norway, Finland and Sweden—have closed between 80 and 85% of their gender gaps, while the lowest ranking country—Yemen—has closed less than half of its gender gap.

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 six years and seeks to call attention to the need for more rapid progress in closing gender gaps. Out of the 114 countries covered in 2006–2011, 85% have improved their performance, while 15% 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. Countries such as Iceland, Switzerland, Lesotho, Saudi Arabia, Lesotho, United Arab Emirates and others have made much progress relative to their own situation in 2006. The same is true of those countries

that have lost ground over the last six years. While there have been minor losses in high-ranking countries such as Sweden, there have also been significant regressions in countries such as Mali, Nigeria and Morocco that were already at the lower end of the rankings.

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. In Europe, the Nordic countries are the best performers; in North America, the United States is now the leader. Cuba, Trinidad and Tobago, the Bahamas and Costa Rica are the top-ranking countries in Latin America and the Caribbean; Israel ranks the highest in the Middle East and North Africa; and in the Arab World, the United Arab Emirates is followed by Kuwait, Tunisia and Bahrain. In Asia and the Pacific, New Zealand, the Philippines, Australia and Sri Lanka are ranked highest. Lesotho, South Africa and Burundi are the leaders in sub-Saharan Africa. Among income groups, the Nordic countries lead the way in the high-income group. In the upper-middle-income group, the leaders are South Africa and Latvia. The Philippines and Lesotho are the highest-ranking countries of the lower-middle-income group. Burundi and Mozambique are the strongest performers in the lower-income group. 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 provides a snapshot of the legal and social framework within which these outcomes are produced.

The Index continues to track the strong correlation between a country's gender gap and its national competitiveness, income and development. A country's competitiveness depends on its human talent—the skills, education and productivity of its workforce. 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. Four broad groups of countries are evident in the Index: (1) countries that are generally closing health and education gaps and show high levels of women's economic and political participation, (2) countries that are generally closing health and education gaps but show low levels of women's economic and political participation, (3) countries that have large health and education gaps as well as large gaps in women's economic and political participation and (4) countries that have large health and education gaps but display small gaps in women's economic and political participation.

This *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. 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 are hopeful that the information contained in the *Global Gender Gap Report* series will also serve as a basis for further research that will facilitate a clearer understanding of the policies that are successful and those that are not, particularly as increasing numbers of policy-makers, employers and civil society seek out best practices and role models to incorporate gender equality into their practices and policies.

## Notes

- 1 See Greig et al. "The Gender Gap Index 2006".
- 2 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".
- 3 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.
- 4 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).
- 5 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.
- 6 This is not strictly accurate in the case of the health variable, 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.
- 7 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.
- 8 Since the variables 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.
- 9 A population-weighted average of all scores within each region was taken to produce these charts.
- 10 Please note that we have modified our regional classifications from those used in previous editions of the Report.
- 11 Please note that these data do not take into account the recent election of Australia's first female prime minister.
- 12 Sen, "Missing Women", *British Medical Journal* and Klasen and Wink, "Missing Women: Revisiting the Debate".
- 13 The BRIC countries are Brazil, the Russian Federation, India and China.
- 14 See Daly, "Gender Inequality, Growth and Global Ageing".
- 15 Catalyst, "The Bottom Line".
- 16 See Ibarra and Zahidi, *The Corporate Gender Gap Report 2010*.
- 17 ESCAP, *Economic and Social Survey of Asia and the Pacific*.

- 18 See World Bank, "Gender and Development in the Middle East and North Africa."
- 19 Goldman Sachs Global Markets Institute, "The Power of the Purse".
- 20 On the impact of female education on labour force participation and the educational attainment of the next generation, see Hausmann and Székely, "Inequality and the Family in Latin America". On educational investment in children, see Summers, "The Most Influential Investment", 132.
- 21 See Beaman et al., "Powerful Women".
- 22 Munshi and Rosensweig, "The Efficacy of Parochial Politics".
- 23 Daly, "Gender Inequality, Growth and Global Ageing".

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