

Part 1

The Global Gender Gap and its Implications

The Global Gender Gap Index 2014

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The Global Gender Gap Index was first introduced by the World Economic Forum in 2006 as a framework for capturing the magnitude of gender-based disparities and tracking their progress. This year is the 9th edition of the Index, allowing for time-series analysis on the changing patterns of gender equality around the world and comparisons between and within countries.

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

The first part of this chapter reviews the underlying concepts employed in creating the Global Gender Gap Index and outlines the methods used to calculate it. The second part presents the 2014 rankings, global patterns, regional performance and notable country cases. This year's country analysis includes more detailed information on country performance over time, particularly for those countries that have been included in the Index since 2006. Next, we provide information on the key trends that can be observed through almost a decade of data for the 111 countries that have been covered since the first Index, by analysing data along issue, income and regional lines. The fourth part of this chapter lays out the latest research on the benefits of gender equality, including links between gender gaps and the economic performance of countries. In the fifth and final part, we provide information on the policy and business implications of the gender gap and the best practices currently in use for addressing 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 and relative to its own past performance. The first page of each profile contains key demographic and economic indicators as well as detailed information on the country's performance in 2014, including

a comparison within its income group. The second page of the Country Profiles shows the trends between 2006 and 2014 on the overall Index and four subindexes, as well as over 50 gender-related variables that provide a fuller context for the country's performance. These variables include information on employment & leadership; science, technology and research; health; marriage and childbearing; the childcare ecosystem; and information on rights and norms.

MEASURING THE GLOBAL GENDER GAP

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

Three underlying concepts

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

Gaps vs. levels

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

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Table 1: Structure of the Global Gender Gap Index

Subindex	Variable	Source
Economic Participation and Opportunity	Ratio: female labour force participation over male value	International Labour Organisation, <i>Key Indicators of the Labour Market (KILM)</i> , 2012
	Wage equality between women and men for similar work (converted to female-over-male ratio)	World Economic Forum, <i>Executive Opinion Survey (EOS)</i> , 2014
	Ratio: female estimated earned income over male value	World Economic Forum, calculations based on the United Nations Development Programme methodology (refer to <i>Human Development Report 2009</i>)
	Ratio: female legislators, senior officials and managers over male value	International Labour Organisation, <i>ILOStat</i> online database, 2013 or latest data available
	Ratio: female professional and technical workers over male value	International Labour Organisation, <i>ILOStat</i> online database, 2013 or latest data available
Educational Attainment	Ratio: female literacy rate over male value	UNESCO Institute for Statistics, <i>Education</i> database, 2013 or latest data available; United Nations Development Programme, <i>Human Development Report 2009</i> , the most recent year available between 1997 and 2007
	Ratio: female net primary enrolment rate over male value	UNESCO Institute for Statistics, <i>Education</i> database, 2013 or latest data available
	Ratio: female net secondary enrolment rate over male value	UNESCO Institute for Statistics, <i>Education</i> database, 2013 or latest data available
	Ratio: female gross tertiary enrolment ratio over male value	UNESCO Institute for Statistics, <i>Education</i> database, 2013 or latest data available
Health and Survival	Sex ratio at birth (converted to female-over-male ratio)	Central Intelligence Agency, <i>The CIA World Factbook 2014</i> , data updated weekly
	Ratio: female healthy life expectancy over male value	World Health Organisation, <i>Global Health Observatory</i> database, data from 2012
Political Empowerment	Ratio: females with seats in parliament over male value	Inter-Parliamentary Union, <i>Women in Politics: 2014</i> , reflecting elections/appointments up to 1 May 2014
	Ratio: females at ministerial level over male value	Inter-Parliamentary Union, <i>Women in Politics: 2014</i> , reflecting appointments up to 1 January 2014, data updated every two years
	Ratio: number of years of a female head of state (last 50 years) over male value	World Economic Forum calculations, 30 June 2014

Note: If there are multiple sources listed, the first source is the primary source, followed by the secondary source if data was not available from the primary source.

smaller gaps in access to these resources, regardless of the overall level of resources. Thus, in the case of education, the Index penalizes or rewards countries based on the size of the gap between male and female enrolment rates, but not for the overall levels of education in the country.

Outcomes vs. inputs

The second basic concept underlying the Global Gender Gap Index is that it evaluates countries based on outcomes rather than inputs or means. Our aim is to provide a snapshot of where men and women stand with regard to some fundamental outcome variables related to basic rights such as health, education, economic participation and political empowerment. Variables related to country-specific policies, rights, culture or customs—factors that we consider “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 managers (an outcome variable) but does not include data on the 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 on particular variables in some countries. Thus a country, which has higher enrolment for girls rather than boys in secondary school, will score equal to a country where boys’ and girls’ enrolment is the same.

The four subindexes

The Global Gender Gap Index examines the gap between men and women in four fundamental categories (subindexes): *Economic Participation and Opportunity*, *Educational Attainment*, *Health and Survival* and *Political Empowerment*. Table 1 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 subindex contains three concepts: the participation gap, the remuneration gap and the advancement gap. The participation gap is captured using the difference between women and men in labour force participation rates. The remuneration gap is captured through a hard data indicator (ratio of estimated female-to-male earned income) and a qualitative variable gathered through the World Economic Forum's Executive Opinion Survey (wage equality for similar work). Finally, the gap between the advancement of women and men is captured through two hard data statistics (the ratio of women to men among legislators, senior officials and managers, and the ratio of women to men among technical and professional workers).

Educational Attainment

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

Health and Survival

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

Political Empowerment

This subindex measures the gap between men and women at the highest level of political decision-making through the ratio of women to men in minister-level positions and the ratio of women to men in parliamentary positions. In addition, we include the ratio of women to men in terms of years in executive office (prime minister or president) for the last 50 years. A clear drawback in this category is the absence of any variables capturing differences between the participation of women and men at local

levels of government. Should such data become available at a globally comparative level in future years, they will be considered for inclusion in the Index.

Construction of the Index

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

Convert to ratios

Initially, all data are converted to female/male ratios. For example, a country with 20% of women in ministerial positions is assigned a ratio of 20 women /80 men, thus a value of 0.25. This is to ensure that the Index is capturing gaps between women and men's attainment levels, rather than the levels themselves.

Truncate data at equality benchmark

As a second step, these ratios are truncated at the "equality benchmark". For all 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 variable, the equality benchmark is set to be 0.944,¹ and the healthy life expectancy benchmark is set to be 1.06.² Truncating the data at the equality benchmarks for each variable assigns the same score to a country that has reached parity between women and men and one where women have surpassed men.

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

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

Table 2: Calculation of weights within each subindex

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

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

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 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 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, in the case of the sex ratio variable (within the Health and Survival subindex), where most countries have a very high sex ratio and the spread of the data is small, the larger weight will penalize more heavily those countries that deviate from this value. Table 2 displays the values of the weights used in the Global Gender Gap Index 2006.⁴

Calculate final scores

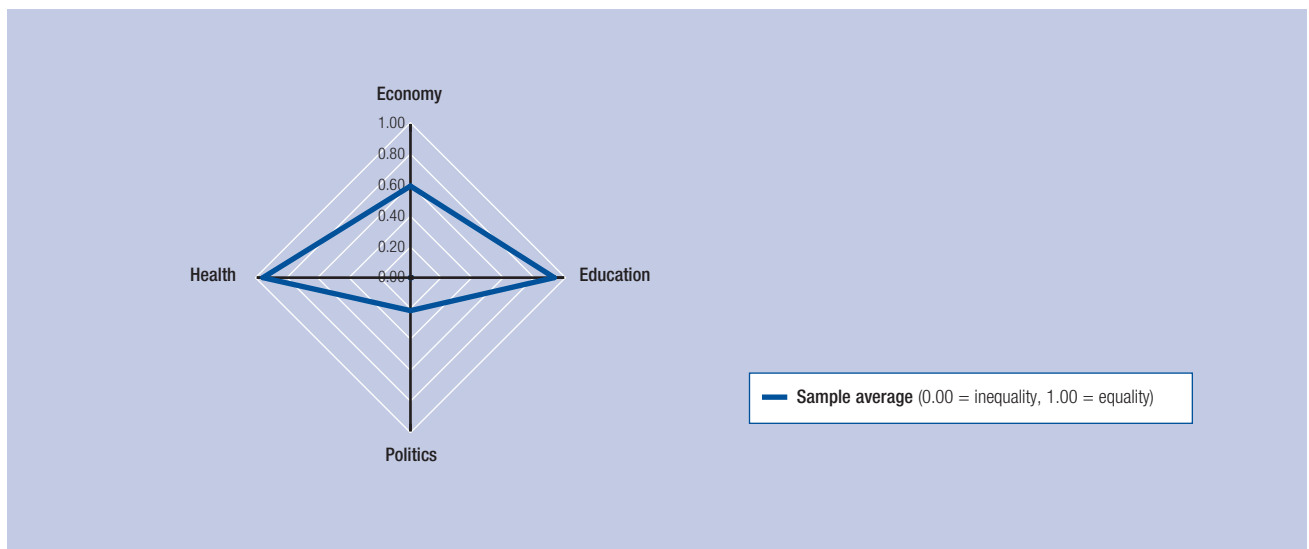
In the case of all subindexes, the highest possible score is 1 (equality) and the lowest possible score is 0 (inequality), thus binding the scores between inequality and equality benchmarks.⁵ An un-weighted average of each subindex score is used to calculate the overall Global Gender Gap Index score. As in the case of the subindexes, this final value ranges between 1 (equality) and 0 (inequality), thus allowing for comparisons relative to ideal standards of equality in addition to relative country rankings.⁶ The equality and inequality benchmarks remain fixed across time, allowing the reader to track individual country progress in relation to an ideal standard of equality. Furthermore, the option of roughly interpreting the final Index scores as a percentage value that reveals how a country has reduced its gender gap should help make the Index more intuitively appealing to readers.⁷

THE GLOBAL GENDER GAP INDEX RESULTS IN 2014

Country Coverage 2014

We aim to include a maximum number of countries in the *Report* every year, within the constraints posed by data availability. To be included in the *Report*, a country must have data available for a minimum of 12 indicators out of the 14 that make up the Index. In 2014, we have been able

Figure 1: Global performance, 2014



Source: Global Gender Gap Index 2014; scores are weighted by population.

to include 142 countries in the *Report*. Of these, 111 have been included in the *Report* since the first edition in 2006.

Nearly 200 countries were considered for inclusion this year. Out of the 142 ultimately covered in this *Report*, 38 countries had one data point missing and 22 countries had two data points missing. Missing data is clearly marked on each relevant Country Profile.

Last year we included 136 countries in the Index. Due to lack of updated data, we have removed Benin and Cameroon from the *Report* in 2014. However, we were able to include eight new countries—Belarus, Tunisia and Zimbabwe re-entered the rankings and Guinea, Liberia, Montenegro, Rwanda and Swaziland entered for the first time—resulting in a total of 142 countries.

Global Results

The detailed rankings from this year's Index are shown in Tables 3 through 6. Table 3 displays the 2014 index and subindex rankings, organized from highest to lowest by rank on the overall index. No country in the world has fully closed the gender gap, but all five of the Nordic countries have closed more than 80% of it. Yemen, the lowest ranking country has closed just over 50% of the gender gap. For further analysis of countries, refer to the Country Results section.

Performance by Subindex, 2014

Table 4 displays the rankings by subindex, organized highest to lowest by rank per subindex. In 2014, 25 countries have fully closed the gap in Educational Attainment (same as last year). Angola, Ethiopia, Yemen, Guinea and Chad hold the last five spots on this subindex, with Yemen and Chad having closed less than 70% of

their education gender gap. In total, there are 22 countries where women still have less than 90% of the education outcomes that men have. Twenty-nine countries are below world average (weighted by population) on that subindex. While the index takes into account four key indicators to measure the gender gap on education outcomes, the Country Profiles provide additional information on the gaps between women and men on STEM education and PhD degrees.

Thirty-five countries (two more than last year) have fully closed the gap in Health and Survival. Vietnam, Albania, China, India and Armenia are the lowest-ranking countries and no country currently has a gap bigger than 90% on this subindex. Only 9 countries are below world average (weighted by population) on that subindex. While the index takes into account two key measures of gender gaps, this year we have introduced additional contextual information in the Country Profiles that reveals differences between male and female outcomes from cardiovascular disease, cancer, diabetes, respiratory disease, HIV, malaria, tuberculosis and malnutrition. Additionally, the Country Profiles contain detailed information on maternal health and fertility.

While eight countries—Bahamas, Belize, Brazil, France, Guyana, Latvia, Namibia, and the Philippines—have fully closed the gap on both the health and education subindexes, no country has closed either the economic participation gap or the political empowerment gap.

On the Economic Participation and Opportunity subindex, 14 countries have closed more than 80% of gap, including from from Sub-Saharan Africa and five from Europe and Central Asia. Burundi, Norway, Malawi, the United States and the Bahamas occupy the top five spots

Table 3: Global rankings, 2014

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	0.8594	7	0.8169	1	1.0000	128	0.9654	1	0.6554
Finland	2	0.8453	21	0.7859	1	1.0000	52	0.9789	2	0.6162
Norway	3	0.8374	2	0.8357	1	1.0000	98	0.9695	3	0.5444
Sweden	4	0.8165	15	0.7989	43	0.9974	100	0.9694	5	0.5005
Denmark	5	0.8025	12	0.8053	1	1.0000	65	0.9741	7	0.4306
Nicaragua	6	0.7894	95	0.6347	33	0.9996	1	0.9796	4	0.5439
Rwanda*	7	0.7854	25	0.7698	114	0.9289	118	0.9667	6	0.4762
Ireland	8	0.7850	28	0.7543	40	0.9979	67	0.9739	8	0.4140
Philippines	9	0.7814	24	0.7780	1	1.0000	1	0.9796	17	0.3682
Belgium	10	0.7809	27	0.7577	73	0.9921	52	0.9789	13	0.3948
Switzerland	11	0.7798	23	0.7797	72	0.9922	70	0.9737	16	0.3737
Germany	12	0.7780	34	0.7388	34	0.9995	67	0.9739	11	0.3998
New Zealand	13	0.7772	30	0.7517	1	1.0000	96	0.9698	14	0.3872
Netherlands	14	0.7730	51	0.7106	1	1.0000	94	0.9699	9	0.4116
Latvia	15	0.7691	16	0.7931	1	1.0000	1	0.9796	25	0.3038
France	16	0.7588	57	0.7036	1	1.0000	1	0.9796	20	0.3520
Burundi	17	0.7565	1	0.8630	120	0.9013	1	0.9796	30	0.2822
South Africa	18	0.7527	83	0.6473	85	0.9869	1	0.9796	12	0.3969
Canada	19	0.7464	17	0.7928	1	1.0000	100	0.9694	42	0.2233
United States	20	0.7463	4	0.8276	39	0.9980	62	0.9747	54	0.1847
Ecuador	21	0.7455	45	0.7154	52	0.9956	1	0.9796	28	0.2914
Bulgaria	22	0.7444	39	0.7288	66	0.9934	37	0.9791	31	0.2764
Slovenia	23	0.7443	22	0.7827	27	0.9999	74	0.9730	43	0.2214
Australia	24	0.7409	14	0.8010	1	1.0000	70	0.9737	53	0.1887
Moldova	25	0.7405	11	0.8077	56	0.9949	37	0.9791	59	0.1802
United Kingdom	26	0.7383	46	0.7140	32	0.9996	94	0.9699	33	0.2698
Mozambique	27	0.7370	19	0.7892	129	0.8326	104	0.9680	19	0.3581
Luxembourg	28	0.7333	29	0.7529	1	1.0000	106	0.9678	45	0.2123
Spain	29	0.7325	84	0.6470	44	0.9973	87	0.9719	23	0.3139
Cuba	30	0.7317	113	0.5798	26	1.0000	37	0.9791	18	0.3680
Argentina	31	0.7317	96	0.6312	50	0.9962	1	0.9796	21	0.3197
Belarus*	32	0.7300	6	0.8203	35	0.9995	37	0.9791	89	0.1211
Barbados	33	0.7289	20	0.7885	42	0.9976	1	0.9796	73	0.1501
Malawi	34	0.7281	3	0.8298	121	0.8903	110	0.9673	41	0.2250
Bahamas	35	0.7269	5	0.8223	1	1.0000	1	0.9796	101	0.1059
Austria	36	0.7266	68	0.6704	1	1.0000	52	0.9789	36	0.2573
Kenya	37	0.7258	9	0.8104	115	0.9229	80	0.9730	48	0.1969
Lesotho	38	0.7255	32	0.7449	1	1.0000	60	0.9758	57	0.1813
Portugal	39	0.7243	44	0.7192	68	0.9933	85	0.9724	44	0.2124
Namibia	40	0.7219	38	0.7326	1	1.0000	1	0.9796	62	0.1755
Madagascar	41	0.7214	37	0.7335	95	0.9738	82	0.9725	47	0.2056
Mongolia	42	0.7212	10	0.8082	69	0.9932	1	0.9796	103	0.1037
Kazakhstan	43	0.7210	33	0.7414	48	0.9966	1	0.9796	66	0.1662
Lithuania	44	0.7208	35	0.7384	61	0.9942	37	0.9791	65	0.1714
Peru	45	0.7198	98	0.6271	84	0.9875	93	0.9705	27	0.2941
Panama	46	0.7195	48	0.7123	60	0.9942	1	0.9796	52	0.1920
Tanzania	47	0.7182	53	0.7077	125	0.8746	73	0.9732	22	0.3173
Costa Rica	48	0.7165	105	0.6155	1	1.0000	62	0.9747	32	0.2758
Trinidad and Tobago	49	0.7154	54	0.7072	57	0.9944	1	0.9796	58	0.1805
Cape Verde	50	0.7133	107	0.6077	102	0.9648	1	0.9796	26	0.3013
Botswana	51	0.7129	8	0.8166	1	1.0000	112	0.9671	124	0.0679
Jamaica	52	0.7128	40	0.7284	37	0.9984	1	0.9796	75	0.1447
Colombia	53	0.7122	50	0.7107	51	0.9961	37	0.9791	67	0.1628
Serbia	54	0.7086	67	0.6704	54	0.9954	74	0.9730	51	0.1957
Croatia	55	0.7075	65	0.6753	65	0.9938	37	0.9791	56	0.1817
Ukraine	56	0.7056	31	0.7483	29	0.9998	74	0.9730	105	0.1012
Poland	57	0.7051	61	0.6808	36	0.9995	37	0.9791	68	0.1609
Bolivia	58	0.7049	92	0.6379	99	0.9697	56	0.9770	40	0.2350
Singapore	59	0.7046	18	0.7899	110	0.9413	114	0.9671	90	0.1201
Lao PDR	60	0.7044	13	0.8016	118	0.9084	86	0.9721	81	0.1355
Thailand	61	0.7027	26	0.7677	64	0.9938	1	0.9796	121	0.0700
Estonia	62	0.7017	56	0.7055	1	1.0000	37	0.9791	88	0.1221
Zimbabwe*	63	0.7013	47	0.7130	112	0.9396	1	0.9796	64	0.1732
Guyana	64	0.7010	117	0.5652	1	1.0000	1	0.9796	34	0.2591
Israel	65	0.7005	90	0.6392	49	0.9964	96	0.9698	49	0.1965
Chile	66	0.6975	119	0.5523	30	0.9997	36	0.9792	35	0.2589
Kyrgyz Republic	67	0.6974	62	0.6801	87	0.9860	74	0.9730	71	0.1506
Bangladesh	68	0.6973	127	0.4774	111	0.9402	122	0.9663	10	0.4055
Italy	69	0.6973	114	0.5738	62	0.9939	70	0.9737	37	0.2479
Macedonia, FYR	70	0.6943	80	0.6511	77	0.9891	131	0.9628	63	0.1740
Brazil	71	0.6941	81	0.6491	1	1.0000	1	0.9796	74	0.1476

Table 3: Global rankings, 2014 (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
Romania	72	0.6936	60	0.6825	63	0.9939	37	0.9791	91	0.1190
Honduras	73	0.6935	91	0.6391	38	0.9981	59	0.9760	69	0.1606
Montenegro*	74	0.6934	49	0.7109	55	0.9952	129	0.9641	104	0.1033
Russian Federation	75	0.6927	42	0.7257	28	0.9998	37	0.9791	125	0.0662
Vietnam	76	0.6915	41	0.7260	97	0.9719	137	0.9441	87	0.1241
Senegal	77	0.6912	71	0.6624	131	0.8222	82	0.9725	24	0.3077
Dominican Republic	78	0.6906	63	0.6794	91	0.9842	91	0.9706	84	0.1283
Sri Lanka	79	0.6903	109	0.5908	59	0.9942	1	0.9796	50	0.1965
Mexico	80	0.6900	120	0.5519	75	0.9906	1	0.9796	39	0.2380
Paraguay	81	0.6890	85	0.6461	67	0.9933	1	0.9796	79	0.1371
Uruguay	82	0.6871	59	0.6841	46	0.9968	1	0.9796	112	0.0880
Albania	83	0.6869	78	0.6534	98	0.9700	139	0.9409	55	0.1834
El Salvador	84	0.6863	89	0.6415	82	0.9884	1	0.9796	80	0.1358
Georgia	85	0.6855	66	0.6751	80	0.9887	115	0.9670	94	0.1111
Venezuela	86	0.6851	73	0.6617	81	0.9885	1	0.9796	95	0.1108
China	87	0.6830	76	0.6555	89	0.9855	140	0.9404	72	0.1506
Uganda	88	0.6821	97	0.6311	128	0.8463	107	0.9674	29	0.2837
Guatemala	89	0.6821	72	0.6622	108	0.9492	1	0.9796	78	0.1374
Slovak Republic	90	0.6806	88	0.6431	1	1.0000	74	0.9730	100	0.1061
Greece	91	0.6784	87	0.6434	53	0.9954	55	0.9785	108	0.0961
Swaziland*	92	0.6772	99	0.6239	47	0.9967	1	0.9796	99	0.1086
Hungary	93	0.6759	69	0.6683	71	0.9924	37	0.9791	128	0.0636
Azerbaijan	94	0.6753	52	0.7087	92	0.9840	137	0.9441	127	0.0642
Cyprus	95	0.6741	75	0.6560	41	0.9978	69	0.9738	122	0.0690
Czech Republic	96	0.6737	100	0.6216	1	1.0000	37	0.9791	109	0.0940
Indonesia	97	0.6725	108	0.5984	78	0.9890	58	0.9762	86	0.1262
Brunei Darussalam	98	0.6719	36	0.7360	88	0.9858	126	0.9657	142	0.0000
Malta	99	0.6707	116	0.5686	1	1.0000	98	0.9695	76	0.1447
Belize	100	0.6701	79	0.6530	1	1.0000	1	0.9796	133	0.0480
Ghana	101	0.6661	64	0.6772	117	0.9104	116	0.9669	97	0.1097
Tajikistan	102	0.6654	58	0.7007	119	0.9050	121	0.9664	111	0.0893
Armenia	103	0.6622	82	0.6478	31	0.9996	142	0.9332	123	0.0680
Japan	104	0.6584	102	0.6182	93	0.9781	37	0.9791	129	0.0583
Maldives	105	0.6557	110	0.5904	58	0.9943	125	0.9658	120	0.0723
Mauritius	106	0.6541	121	0.5507	79	0.9888	1	0.9796	107	0.0971
Malaysia	107	0.6520	104	0.6174	100	0.9693	102	0.9692	132	0.0523
Cambodia	108	0.6520	77	0.6540	124	0.8833	1	0.9796	110	0.0911
Suriname	109	0.6504	115	0.5688	45	0.9973	1	0.9796	131	0.0558
Burkina Faso	110	0.6500	43	0.7220	133	0.7988	110	0.9673	92	0.1117
Liberia*	111	0.6461	94	0.6366	135	0.7744	112	0.9671	46	0.2062
Nepal	112	0.6458	122	0.5470	122	0.8889	88	0.9717	61	0.1756
Kuwait	113	0.6457	106	0.6083	76	0.9905	134	0.9567	137	0.0275
India	114	0.6455	134	0.4096	126	0.8503	141	0.9366	15	0.3855
United Arab Emirates	115	0.6436	123	0.5152	83	0.9875	132	0.9612	96	0.1106
Qatar	116	0.6403	101	0.6197	94	0.9764	136	0.9522	140	0.0130
Korea, Rep.	117	0.6403	124	0.5116	103	0.9648	74	0.9730	93	0.1117
Nigeria	118	0.6391	55	0.7064	134	0.7779	109	0.9674	102	0.1045
Zambia	119	0.6364	86	0.6444	127	0.8463	66	0.9739	114	0.0810
Bhutan	120	0.6364	93	0.6368	123	0.8860	120	0.9665	130	0.0563
Angola	121	0.6311	111	0.5878	138	0.7211	61	0.9754	38	0.2402
Fiji	122	0.6286	125	0.5065	70	0.9925	1	0.9796	136	0.0358
Tunisia*	123	0.6272	130	0.4634	107	0.9506	129	0.9641	82	0.1306
Bahrain	124	0.6261	126	0.4803	90	0.9855	132	0.9612	116	0.0774
Turkey	125	0.6183	132	0.4532	105	0.9527	1	0.9796	113	0.0877
Algeria	126	0.6182	136	0.3930	113	0.9363	124	0.9661	60	0.1772
Ethiopia	127	0.6144	103	0.6177	139	0.7113	82	0.9725	70	0.1563
Oman	128	0.6091	128	0.4707	96	0.9736	91	0.9706	139	0.0214
Egypt	129	0.6064	131	0.4609	109	0.9467	57	0.9765	134	0.0413
Saudi Arabia	130	0.6059	137	0.3893	86	0.9868	90	0.9707	117	0.0768
Mauritania	131	0.6029	129	0.4661	130	0.8313	80	0.9730	77	0.1413
Guinea*	132	0.6005	74	0.6561	141	0.6489	107	0.9674	83	0.1296
Morocco	133	0.5988	135	0.4000	116	0.9194	122	0.9663	98	0.1096
Jordan	134	0.5968	140	0.3580	74	0.9906	127	0.9655	119	0.0731
Lebanon	135	0.5923	133	0.4321	106	0.9523	62	0.9747	141	0.0100
Côte d'Ivoire	136	0.5874	112	0.5817	137	0.7217	104	0.9680	115	0.0781
Iran, Islamic Rep.	137	0.5811	139	0.3589	104	0.9574	89	0.9709	135	0.0374
Mali	138	0.5779	118	0.5547	136	0.7264	135	0.9549	118	0.0755
Syria	139	0.5775	142	0.2975	101	0.9670	37	0.9791	126	0.0662
Chad	140	0.5764	70	0.6645	142	0.5743	103	0.9683	106	0.0983
Pakistan	141	0.5522	141	0.3094	132	0.8054	119	0.9666	85	0.1273
Yemen	142	0.5145	138	0.3596	140	0.7068	117	0.9668	138	0.0250

* New countries 2014

Table 4: Rankings by subindex, 2014

ECONOMIC PARTICIPATION AND OPPORTUNITY					
Country	Score	Rank	Country	Score	Rank
Burundi	0.8630	1	Guatemala	0.6622	72
Norway	0.8357	2	Venezuela	0.6617	73
Malawi	0.8298	3	Guinea*	0.6561	74
United States	0.8276	4	Cyprus	0.6560	75
Bahamas	0.8223	5	China	0.6555	76
Belarus*	0.8203	6	Cambodia	0.6540	77
Iceland	0.8169	7	Albania	0.6534	78
Botswana	0.8166	8	Belize	0.6530	79
Kenya	0.8104	9	Macedonia, FYR	0.6511	80
Mongolia	0.8082	10	Brazil	0.6491	81
Moldova	0.8077	11	Armenia	0.6478	82
Denmark	0.8053	12	South Africa	0.6473	83
Lao PDR	0.8016	13	Spain	0.6470	84
Australia	0.8010	14	Paraguay	0.6461	85
Sweden	0.7989	15	Zambia	0.6444	86
Latvia	0.7931	16	Greece	0.6434	87
Canada	0.7928	17	Slovak Republic	0.6431	88
Singapore	0.7899	18	El Salvador	0.6415	89
Mozambique	0.7892	19	Israel	0.6392	90
Barbados	0.7885	20	Honduras	0.6391	91
Finland	0.7859	21	Bolivia	0.6379	92
Slovenia	0.7827	22	Bhutan	0.6368	93
Switzerland	0.7797	23	Liberia*	0.6366	94
Philippines	0.7780	24	Nicaragua	0.6347	95
Rwanda*	0.7698	25	Argentina	0.6312	96
Thailand	0.7677	26	Uganda	0.6311	97
Belgium	0.7577	27	Peru	0.6271	98
Ireland	0.7543	28	Swaziland*	0.6239	99
Luxembourg	0.7529	29	Czech Republic	0.6216	100
New Zealand	0.7517	30	Qatar	0.6197	101
Ukraine	0.7483	31	Japan	0.6182	102
Lesotho	0.7449	32	Ethiopia	0.6177	103
Kazakhstan	0.7414	33	Malaysia	0.6174	104
Germany	0.7388	34	Costa Rica	0.6155	105
Lithuania	0.7384	35	Kuwait	0.6083	106
Brunei Darussalam	0.7360	36	Cape Verde	0.6077	107
Madagascar	0.7335	37	Indonesia	0.5984	108
Namibia	0.7326	38	Sri Lanka	0.5908	109
Bulgaria	0.7288	39	Maldives	0.5904	110
Jamaica	0.7284	40	Angola	0.5878	111
Vietnam	0.7260	41	Côte d'Ivoire	0.5817	112
Russian Federation	0.7257	42	Cuba	0.5798	113
Burkina Faso	0.7220	43	Italy	0.5738	114
Portugal	0.7192	44	Suriname	0.5688	115
Ecuador	0.7154	45	Malta	0.5686	116
United Kingdom	0.7140	46	Guyana	0.5652	117
Zimbabwe*	0.7130	47	Mali	0.5547	118
Panama	0.7123	48	Chile	0.5523	119
Montenegro*	0.7109	49	Mexico	0.5519	120
Colombia	0.7107	50	Mauritius	0.5507	121
Netherlands	0.7106	51	Nepal	0.5470	122
Azerbaijan	0.7087	52	United Arab Emirates	0.5152	123
Tanzania	0.7077	53	Korea, Rep.	0.5116	124
Trinidad and Tobago	0.7072	54	Fiji	0.5065	125
Nigeria	0.7064	55	Bahrain	0.4803	126
Estonia	0.7055	56	Bangladesh	0.4774	127
France	0.7036	57	Oman	0.4707	128
Tajikistan	0.7007	58	Mauritania	0.4661	129
Uruguay	0.6841	59	Tunisia*	0.4634	130
Romania	0.6825	60	Egypt	0.4609	131
Poland	0.6808	61	Turkey	0.4532	132
Kyrgyz Republic	0.6801	62	Lebanon	0.4321	133
Dominican Republic	0.6794	63	India	0.4096	134
Ghana	0.6772	64	Morocco	0.4000	135
Croatia	0.6753	65	Algeria	0.3930	136
Georgia	0.6751	66	Saudi Arabia	0.3893	137
Serbia	0.6704	67	Yemen	0.3596	138
Austria	0.6704	68	Iran, Islamic Rep.	0.3589	139
Hungary	0.6683	69	Jordan	0.3580	140
Chad	0.6645	70	Pakistan	0.3094	141
Senegal	0.6624	71	Syria	0.2975	142

EDUCATIONAL ATTAINMENT					
Country	Score	Rank	Country	Score	Rank
Australia	1.0000	1	Switzerland	0.9922	72
Austria	1.0000	1	Belgium	0.9921	73
Bahamas	1.0000	1	Jordan	0.9906	74
Belize	1.0000	1	Mexico	0.9906	75
Botswana	1.0000	1	Kuwait	0.9905	76
Brazil	1.0000	1	Macedonia, FYR	0.9891	77
Canada	1.0000	1	Indonesia	0.9890	78
Costa Rica	1.0000	1	Mauritius	0.9888	79
Czech Republic	1.0000	1	Georgia	0.9887	80
Denmark	1.0000	1	Venezuela	0.9885	81
Estonia	1.0000	1	El Salvador	0.9884	82
Finland	1.0000	1	United Arab Emirates	0.9875	83
France	1.0000	1	Peru	0.9875	84
Guyana	1.0000	1	South Africa	0.9869	85
Iceland	1.0000	1	Saudi Arabia	0.9868	86
Latvia	1.0000	1	Kyrgyz Republic	0.9860	87
Lesotho	1.0000	1	Brunei Darussalam	0.9858	88
Luxembourg	1.0000	1	China	0.9855	89
Malta	1.0000	1	Bahrain	0.9855	90
Namibia	1.0000	1	Dominican Republic	0.9842	91
Netherlands	1.0000	1	Azerbaijan	0.9840	92
New Zealand	1.0000	1	Japan	0.9781	93
Norway	1.0000	1	Qatar	0.9764	94
Philippines	1.0000	1	Madagascar	0.9738	95
Slovak Republic	1.0000	1	Oman	0.9736	96
Cuba	1.0000	26	Vietnam	0.9719	97
Slovenia	0.9999	27	Albania	0.9700	98
Russian Federation	0.9998	28	Bolivia	0.9697	99
Ukraine	0.9998	29	Malaysia	0.9693	100
Chile	0.9997	30	Syria	0.9670	101
Armenia	0.9996	31	Cape Verde	0.9648	102
United Kingdom	0.9996	32	Korea, Rep.	0.9648	103
Nicaragua	0.9996	33	Iran, Islamic Rep.	0.9574	104
Germany	0.9995	34	Turkey	0.9527	105
Belarus*	0.9995	35	Lebanon	0.9523	106
Poland	0.9995	36	Tunisia*	0.9506	107
Jamaica	0.9984	37	Guatemala	0.9492	108
Honduras	0.9981	38	Egypt	0.9467	109
United States	0.9980	39	Singapore	0.9413	110
Ireland	0.9979	40	Bangladesh	0.9402	111
Cyprus	0.9978	41	Zimbabwe*	0.9396	112
Barbados	0.9976	42	Algeria	0.9363	113
Sweden	0.9974	43	Rwanda*	0.9289	114
Spain	0.9973	44	Kenya	0.9229	115
Suriname	0.9973	45	Morocco	0.9194	116
Uruguay	0.9968	46	Ghana	0.9104	117
Swaziland*	0.9967	47	Lao PDR	0.9084	118
Kazakhstan	0.9966	48	Tajikistan	0.9050	119
Israel	0.9964	49	Burundi	0.9013	120
Argentina	0.9962	50	Malawi	0.8903	121
Colombia	0.9961	51	Nepal	0.8889	122
Ecuador	0.9956	52	Bhutan	0.8860	123
Greece	0.9954	53	Cambodia	0.8833	124
Serbia	0.9954	54	Tanzania	0.8746	125
Montenegro*	0.9952	55	India	0.8503	126
Moldova	0.9949	56	Zambia	0.8463	127
Trinidad and Tobago	0.9944	57	Uganda	0.8463	128
Maldives	0.9943	58	Mozambique	0.8326	129
Sri Lanka	0.9942	59	Mauritania	0.8313	130
Panama	0.9942	60	Senegal	0.8222	131
Lithuania	0.9942	61	Pakistan	0.8054	132
Italy	0.9939	62	Burkina Faso	0.7988	133
Romania	0.9939	63	Nigeria	0.7779	134
Thailand	0.9938	64	Liberia*	0.7744	135
Croatia	0.9938	65	Mali	0.7264	136
Bulgaria	0.9934	66	Côte d'Ivoire	0.7217	137
Paraguay	0.9933	67	Angola	0.7211	138
Portugal	0.9933	68	Ethiopia	0.7113	139
Mongolia	0.9932	69	Yemen	0.7068	140
Fiji	0.9925	70	Guinea*	0.6489	141
Hungary	0.9924	71	Chad	0.5743	142

Table 4: Rankings by subindex, 2014 (cont'd.)

HEALTH AND SURVIVAL

Country	Score	Rank
Argentina	0.9796	1
Bahamas	0.9796	1
Barbados	0.9796	1
Belize	0.9796	1
Brazil	0.9796	1
Burundi	0.9796	1
Cambodia	0.9796	1
Cape Verde	0.9796	1
Ecuador	0.9796	1
El Salvador	0.9796	1
Fiji	0.9796	1
France	0.9796	1
Guatemala	0.9796	1
Guyana	0.9796	1
Jamaica	0.9796	1
Kazakhstan	0.9796	1
Latvia	0.9796	1
Mauritius	0.9796	1
Mexico	0.9796	1
Mongolia	0.9796	1
Namibia	0.9796	1
Nicaragua	0.9796	1
Panama	0.9796	1
Paraguay	0.9796	1
Philippines	0.9796	1
South Africa	0.9796	1
Sri Lanka	0.9796	1
Suriname	0.9796	1
Swaziland*	0.9796	1
Thailand	0.9796	1
Trinidad and Tobago	0.9796	1
Turkey	0.9796	1
Uruguay	0.9796	1
Venezuela	0.9796	1
Zimbabwe*	0.9796	1
Chile	0.9792	36
Belarus*	0.9791	37
Bulgaria	0.9791	37
Colombia	0.9791	37
Croatia	0.9791	37
Cuba	0.9791	37
Czech Republic	0.9791	37
Estonia	0.9791	37
Hungary	0.9791	37
Japan	0.9791	37
Lithuania	0.9791	37
Moldova	0.9791	37
Poland	0.9791	37
Romania	0.9791	37
Russian Federation	0.9791	37
Syria	0.9791	37
Austria	0.9789	52
Belgium	0.9789	52
Finland	0.9789	52
Greece	0.9785	55
Bolivia	0.9770	56
Egypt	0.9765	57
Indonesia	0.9762	58
Honduras	0.9760	59
Lesotho	0.9758	60
Angola	0.9754	61
Costa Rica	0.9747	62
Lebanon	0.9747	62
United States	0.9747	62
Denmark	0.9741	65
Zambia	0.9739	66
Germany	0.9739	67
Ireland	0.9739	67
Cyprus	0.9738	69
Australia	0.9737	70
Italy	0.9737	70

Country

Score

Rank

Switzerland	0.9737	70
Tanzania	0.9732	73
Korea, Rep.	0.9730	74
Kyrgyz Republic	0.9730	74
Serbia	0.9730	74
Slovak Republic	0.9730	74
Slovenia	0.9730	74
Ukraine	0.9730	74
Kenya	0.9730	80
Mauritania	0.9730	80
Ethiopia	0.9725	82
Madagascar	0.9725	82
Senegal	0.9725	82
Portugal	0.9724	85
Lao PDR	0.9721	86
Spain	0.9719	87
Nepal	0.9717	88
Iran, Islamic Rep.	0.9709	89
Saudi Arabia	0.9707	90
Dominican Republic	0.9706	91
Oman	0.9706	91
Peru	0.9705	93
Netherlands	0.9699	94
United Kingdom	0.9699	94
Israel	0.9698	96
New Zealand	0.9698	96
Malta	0.9695	98
Norway	0.9695	98
Canada	0.9694	100
Sweden	0.9694	100
Malaysia	0.9692	102
Chad	0.9683	103
Côte d'Ivoire	0.9680	104
Mozambique	0.9680	104
Luxembourg	0.9678	106
Guinea*	0.9674	107
Uganda	0.9674	107
Nigeria	0.9674	109
Burkina Faso	0.9673	110
Malawi	0.9673	110
Botswana	0.9671	112
Liberia*	0.9671	112
Singapore	0.9671	114
Georgia	0.9670	115
Ghana	0.9669	116
Yemen	0.9668	117
Rwanda*	0.9667	118
Pakistan	0.9666	119
Bhutan	0.9665	120
Tajikistan	0.9664	121
Bangladesh	0.9663	122
Morocco	0.9663	122
Algeria	0.9661	124
Maldives	0.9658	125
Brunei Darussalam	0.9657	126
Jordan	0.9655	127
Iceland	0.9654	128
Montenegro*	0.9641	129
Tunisia*	0.9641	129
Macedonia, FYR	0.9628	131
Bahrain	0.9612	132
United Arab Emirates	0.9612	132
Kuwait	0.9567	134
Mali	0.9549	135
Qatar	0.9522	136
Azerbaijan	0.9441	137
Vietnam	0.9441	137
Albania	0.9409	139
China	0.9404	140
India	0.9366	141
Armenia	0.9332	142

Country

Score

Rank

Iceland	0.6554	1
Finland	0.6162	2
Norway	0.5444	3
Nicaragua	0.5439	4
Sweden	0.5005	5
Rwanda*	0.4762	6
Denmark	0.4306	7
Ireland	0.4140	8
Netherlands	0.4116	9
Bangladesh	0.4055	10
Germany	0.3998	11
South Africa	0.3969	12
Belgium	0.3948	13
New Zealand	0.3872	14
India	0.3855	15
Switzerland	0.3737	16
Philippines	0.3682	17
Cuba	0.3680	18
Mozambique	0.3581	19
France	0.3520	20
Argentina	0.3197	21
Tanzania	0.3173	22
Spain	0.3139	23
Senegal	0.3077	24
Latvia	0.3038	25
Cape Verde	0.3013	26
Peru	0.2941	27
Ecuador	0.2914	28
Uganda	0.2837	29
Burundi	0.2822	30
Bulgaria	0.2764	31
Costa Rica	0.2758	32
United Kingdom	0.2698	33
Guyana	0.2591	34
Chile	0.2589	35
Austria	0.2573	36
Italy	0.2479	37
Angola	0.2402	38
Mexico	0.2380	39
Bolivia	0.2350	40
Malawi	0.2250	41
Canada	0.2233	42
Slovenia	0.2214	43
Portugal	0.2124	44
Luxembourg	0.2123	45
Liberia*	0.2062	46
Madagascar	0.2056	47
Kenya	0.1969	48
Israel	0.1965	49
Sri Lanka	0.1965	50
Serbia	0.1957	51
Panama	0.1920	52
Australia	0.1887	53
United States	0.1847	54
Albania	0.1834	55
Croatia	0.1817	56
Lesotho	0.1813	57
Trinidad and Tobago	0.1805	58
Moldova	0.1802	59
Algeria	0.1772	60
Nepal	0.1756	61
Namibia	0.1755	62
Macedonia, FYR	0.1740	63
Zimbabwe*	0.1732	64
Lithuania	0.1714	65
Kazakhstan	0.1662	66
Colombia	0.1628	67
Poland	0.1609	68
Honduras	0.1606	69
Ethiopia	0.1563	70
Kyrgyz Republic	0.1506	71

Country

Score

Rank

China	0.1506	72
Barbados	0.1501	73
Brazil	0.1476	74
Jamaica	0.1447	75
Malta	0.1447	76
Mauritania	0.1413	77
Guatemala	0.1374	78
Paraguay	0.1371	79
El Salvador	0.1358	80
Lao PDR	0.1355	81
Tunisia*	0.1306	82
Guinea*	0.1296	83
Dominican Republic	0.1283	84
Pakistan	0.1273	85
Indonesia	0.1262	86
Vietnam	0.1241	87
Estonia	0.1221	88
Belarus*	0.1211	89
Singapore	0.1201	90
Romania	0.1190	91
Burkina Faso	0.1117	92
Korea, Rep.	0.1117	93
Georgia	0.1111	94
Venezuela	0.1108	95
United Arab Emirates	0.1106	96
Ghana	0.1097	97
Morocco	0.1096	98
Swaziland*	0.1086	99
Slovak Republic	0.1061	100
Bahamas	0.1059	101
Nigeria	0.1045	102
Mongolia	0.1037	103
Montenegro*	0.1033	104
Ukraine	0.1012	105
Chad	0.0983	106
Mauritius	0.0971	107
Greece	0.0961	108
Czech Republic	0.0940	109
Cambodia	0.0911	110
Tajikistan	0.0893	111
Uruguay	0.0880	112
Turkey	0.0877	113
Zambia	0.0810	114
Côte d'Ivoire	0.0781	115
Bahrain	0.0774	116
Saudi Arabia	0.0768	117
Mali	0.0755	118
Jordan	0.0731	119
Maldives	0.0723	120
Thailand	0.0700	121
Cyprus	0.0690	122
Armenia	0.0680	123
Botswana	0.0679	124
Russian Federation	0.0662	125
Syria	0.0662	126
Azerbaijan	0.0642	127
Hungary	0.0636	128
Japan	0.0583	129
Bhutan	0.0563	130
Suriname	0.0558	131
Malaysia	0.0523	132
Belize	0.0480	133
Egypt	0.0413	134
Iran, Islamic Rep.	0.0374	135
Fiji	0.0358	136
Kuwait	0.0275	137
Yemen	0.0250	138
Oman	0.0214	139
Qatar	0.0130	140
Lebanon	0.0100	141
Brunei Darussalam	0.0000	142

* New countries 2014

Table 5: Rankings by region, 2014

ASIA AND THE PACIFIC			LATIN AMERICA AND THE CARIBBEAN			MIDDLE EAST AND NORTH AFRICA		
Country	Overall score	Overall rank	Country	Overall score	Overall rank	Country	Overall score	Overall rank
Philippines	0.7814	9	Nicaragua	0.7894	6	Israel	0.7005	65
New Zealand	0.7772	13	Ecuador	0.7455	21	Kuwait	0.6457	113
Australia	0.7409	24	Cuba	0.7317	30	United Arab Emirates	0.6436	115
Mongolia	0.7212	42	Argentina	0.7317	31	Qatar	0.6403	116
Singapore	0.7046	59	Barbados	0.7289	33	Tunisia*	0.6272	123
Lao PDR	0.7044	60	Bahamas	0.7269	35	Bahrain	0.6261	124
Thailand	0.7027	61	Peru	0.7198	45	Algeria	0.6182	126
Bangladesh	0.6973	68	Panama	0.7195	46	Oman	0.6091	128
Vietnam	0.6915	76	Costa Rica	0.7165	48	Egypt	0.6064	129
Sri Lanka	0.6903	79	Trinidad and Tobago	0.7154	49	Saudi Arabia	0.6059	130
China	0.6830	87	Jamaica	0.7128	52	Mauritania	0.6029	131
Indonesia	0.6725	97	Colombia	0.7122	53	Morocco	0.5988	133
Brunei Darussalam	0.6719	98	Bolivia	0.7049	58	Jordan	0.5968	134
Japan	0.6584	104	Guyana	0.7010	64	Lebanon	0.5923	135
Maldives	0.6557	105	Chile	0.6975	66	Syria	0.5775	139
Malaysia	0.6520	107	Brazil	0.6941	71	Yemen	0.5145	142
Cambodia	0.6520	108	Honduras	0.6935	73			
Nepal	0.6458	112	Dominican Republic	0.6906	78			
India	0.6455	114	Mexico	0.6900	80			
Korea, Rep.	0.6403	117	Paraguay	0.6890	81			
Bhutan	0.6364	120	Uruguay	0.6871	82			
Fiji	0.6286	122	El Salvador	0.6863	84			
Iran, Islamic Rep.	0.5811	137	Venezuela	0.6851	86			
Pakistan	0.5522	141	Guatemala	0.6821	89			
			Belize	0.6701	100			
			Suriname	0.6504	109			

(Cont'd.)

on this subindex. Seventeen countries have closed less than 50% of the economic participation and opportunity gap, including 11 from the Middle East and North Africa region. Yemen, Iran, Jordan, Pakistan and Syria hold the last five spots on this subindex. Thirty-four countries are below world average (weighted by population) on that subindex. The Country Profiles include further data on employment and leadership.

On political empowerment, only Iceland and Finland have closed more than 60% of the gender gap. Thirty-seven countries have closed less than 10% of the political empowerment gender gap, including 10 from the Middle East and North Africa region, nine from Asia and the Pacific and four from Sub-Saharan Africa. Yemen, Oman, Qatar, Lebanon and Brunei Darussalam have the lowest rankings on this subindex, having closed less than 3% of the political gender gap. Ninety-eight countries are below world average (weighted by population) on that subindex, including Brunei Darussalam, which has a score of zero. The Country Profiles present detailed information on Parliamentary quota type and voluntary political party quotas.

Figure 1 shows a global snapshot of the gender gap in the four subindexes. It shows that the 142 countries covered in the *Report* have closed almost 96% of the gap in health outcomes between women and men and almost 94% of the gap in Educational Attainment. However, the gap between women and men on economic participation

and political empowerment remains wide: only 60% of the economic outcomes gap and only 21% of the political outcomes gap has been closed.

Performance by Region, 2014

Table 5 displays the rankings by regional classification, organized by rank within each regional group. In 2014, 7 out of the 24 countries from Asia and the Pacific have closed over 70% of the gap, with the Philippines, New Zealand and Australia in the lead. At the bottom end of the rankings two countries from the region—Iran and Pakistan—have closed less than 60% of the gender gap. In Latin America and the Caribbean, 14 of the 26 countries in the region have closed over 70% of the gender gap. Nicaragua, Ecuador and Cuba occupy the top three spots. The lowest ranking country in the region—Suriname—has closed a little over 65% of its gender gap. In the Middle East and North Africa region, only Israel has closed over 70% of the gender gap, while five countries have closed less than 60% of the gender gap. Canada and the United States have both closed nearly 75% of the gender gap. In Sub-Saharan Africa, out of 28 countries covered, 13 have closed over 70% of the gender gap, with Rwanda, Burundi and South Africa in the lead, while three countries have closed less than 60% of the gap. In Europe and Central Asia, out of 46 countries, five countries have closed over 80% of the gap, while 18 countries have closed less than 70%.

Table 5: Rankings by region, 2014 (cont'd.)

NORTH AMERICA			SUB-SAHARAN AFRICA			EUROPE AND CENTRAL ASIA		
Country	Overall score	Overall rank	Country	Overall score	Overall rank	Country	Overall score	Overall rank
Canada	0.7464	19	Rwanda*	0.7854	7	Iceland	0.8594	1
United States	0.7463	20	Burundi	0.7565	17	Finland	0.8453	2
			South Africa	0.7527	18	Norway	0.8374	3
			Mozambique	0.7370	27	Sweden	0.8165	4
			Malawi	0.7281	34	Denmark	0.8025	5
			Kenya	0.7258	37	Ireland	0.7850	8
			Lesotho	0.7255	38	Belgium	0.7809	10
			Namibia	0.7219	40	Switzerland	0.7798	11
			Madagascar	0.7214	41	Germany	0.7780	12
			Tanzania	0.7182	47	Netherlands	0.7730	14
			Cape Verde	0.7133	50	Latvia	0.7691	15
			Botswana	0.7129	51	France	0.7588	16
			Zimbabwe*	0.7013	63	Bulgaria	0.7444	22
			Senegal	0.6912	77	Slovenia	0.7443	23
			Uganda	0.6821	88	Moldova	0.7405	25
			Swaziland*	0.6772	92	United Kingdom	0.7383	26
			Ghana	0.6661	101	Luxembourg	0.7333	28
			Mauritius	0.6541	106	Spain	0.7325	29
			Burkina Faso	0.6500	110	Belarus*	0.7300	32
			Liberia*	0.6461	111	Austria	0.7266	36
			Nigeria	0.6391	118	Portugal	0.7243	39
			Zambia	0.6364	119	Kazakhstan	0.7210	43
			Angola	0.6311	121	Lithuania	0.7208	44
			Ethiopia	0.6144	127	Serbia	0.7086	54
			Guinea*	0.6005	132	Croatia	0.7075	55
			Côte d'Ivoire	0.5874	136	Ukraine	0.7056	56
			Mali	0.5779	138	Poland	0.7051	57
			Chad	0.5764	140	Estonia	0.7017	62
						Kyrgyz Republic	0.6974	67
						Italy	0.6973	69
						Macedonia, FYR	0.6943	70
						Romania	0.6936	72
						Montenegro*	0.6934	74
						Russian Federation	0.6927	75
						Albania	0.6869	83
						Georgia	0.6855	85
						Slovak Republic	0.6806	90
						Greece	0.6784	91
						Hungary	0.6759	93
						Azerbaijan	0.6753	94
						Cyprus	0.6741	95
						Czech Republic	0.6737	96
						Malta	0.6707	99
						Tajikistan	0.6654	102
						Armenia	0.6622	103
						Turkey	0.6183	125

* New countries 2014

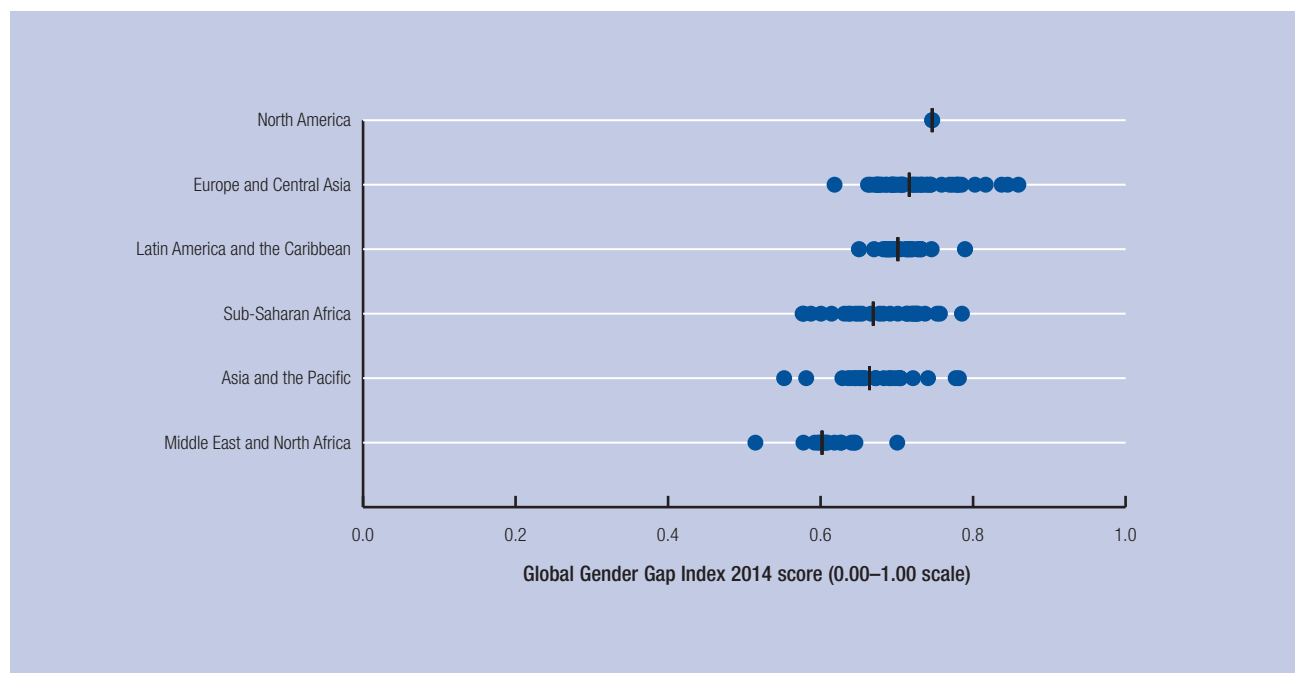
Figures 2 through 6 show the spread of scores for the overall Index as well as the four subindexes by region. In addition population-weighted group averages are provided in each figure. Readers should note that the figures for the Global Index, Economic Participation and Opportunity subindex and Political Empowerment subindex display the full scale of 0.00 to 1.00 while the figures for the Health and Survival and Educational Attainment subindexes display the scale only from 0.50 to 1.00 for improving visual clarity. This particular distinction in scales for the four subindexes is used in all relevant figures in this chapter.

Figure 2 shows the spread of country scores within each region as well as regional averages on the overall

Global Gender Gap Index. North America holds the top spot, with the United States and Canada at almost the same score. Europe and Central Asia is next with a wide spread among the 46 countries covered. The Latin America and the Caribbean region follows, with a regional group average of just over 70% of the gap being closed. Next is Sub-Saharan Africa, followed by Asia and the Pacific. Last in order of average scores is Middle East and North Africa, with its highest-scoring country placing below the regional averages for all the other five regions.

Figure 3 displays the Economic Participation and Opportunity subindex results by region. North America has the highest average (82% of its economic gender

Figure 2: Global Index 2014, by region



Source: Global Gender Gap Index 2014; details of regional classifications are in Appendix A.

Notes: Scores are weighted by population; population data from the World Bank's *World Development Indicators (WDI)* online database, accessed July 2014. Vertical black bars correspond to regional averages weighted by population; regions are sorted by average score weighted by population.

gap is closed), followed by Sub-Saharan Africa, Europe and Central Asia, Latin America and the Caribbean, Asia and the Pacific and Middle East and North Africa (42% of its economic gender gap is closed). There are significant variations within regions, with clear laggards and leaders.

Figure 4 displays the Educational Attainment subindex results by region. North America is again in the lead, followed by Latin America and the Caribbean and Europe and Central Asia. Each of these regions has closed over 99% of the gender gap. Middle East and North Africa and Asia and the Pacific follow next, each having closed approximately 93% of the education gender gap. The lowest average comes from Sub-Saharan Africa at 82%.

Figure 5 displays the Health and Survival subindex results by region. While all regions are close to parity, differences in averages are driven primarily by a few underperforming countries in some regions, particularly in Asia and the Pacific, Sub-Saharan Africa and Europe and Central Asia.

Figure 6 displays the Political Empowerment subindex results by region. In terms of averages, the highest-ranking region is Asia and the Pacific (23% of its political empowerment gap is closed), followed by Europe and Central Asia (21%), although the highest scoring countries are in Europe and Central Asia. In order of regional averages, Latin America (21%) and the Caribbean, Sub-Saharan Africa (20%), North America (19%) and Middle East and North Africa (8%) follow next.

Performance by Income Group, 2014

Table 6 displays the rankings by income group, organized by rank, within low income, lower-middle income, upper-middle income and high-income groups. (Table A2 in Appendix A displays the income group categories used). In 2014, among the 49 countries in the high-income group, the Nordic countries lead the way while Qatar, Korea, Bahrain, Oman and Saudi Arabia are the lowest performing countries in this category. Among the 40 countries in the upper-middle income group, South Africa, Ecuador, Bulgaria, Cuba and Argentina lead the way, while the last spots are occupied by Turkey, Algeria Jordan, Lebanon and Iran. In the lower-middle income group, out of 34 countries, Nicaragua, Philippines, Moldova, Lesotho and Mongolia take the top 5 places, whereas Morocco, Cote d'Ivoire, Syria, Pakistan and Yemen occupy the last five spots. In the low-income group, out of 19 countries, Rwanda, Burundi, Mozambique, Malawi and Kenya come out on top and Nepal, Ethiopia, Guinea, Mali and Chad hold the last spots.

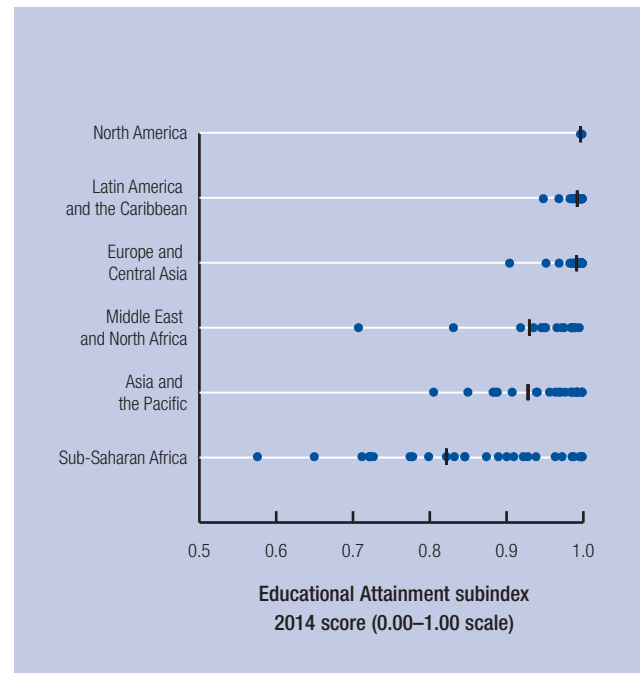
Figures 7 through 11 show the spread of scores for the overall Index as well as the four subindexes by income group. In addition population-weighted group averages are provided. Figure 7 shows the spread of country scores within each income group as well as income-group averages on the overall Global Gender Gap Index. High-income countries have the highest average score (nearly 72%), followed by upper middle-income countries (68.2%)

Figure 3: Economic Participation and Opportunity subindex 2014, by region



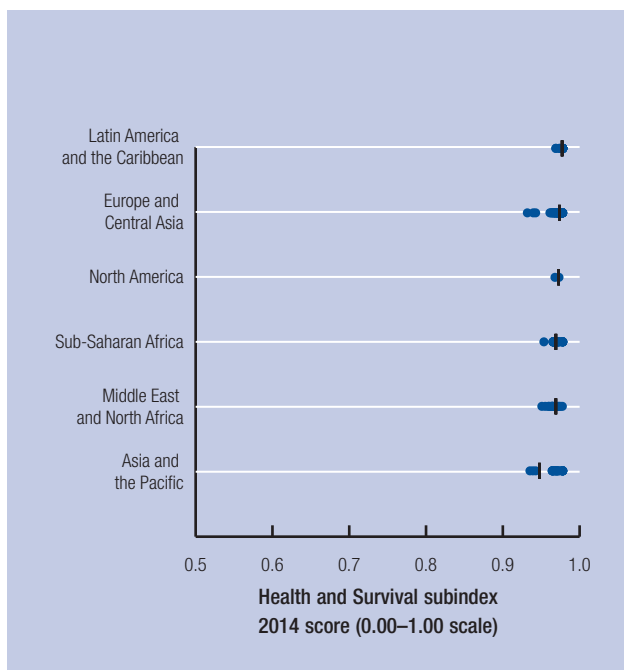
Source: The Global Gender Gap Index 2014.
Note: Regions are sorted by average score weighted by population.

Figure 4: Educational Attainment subindex 2014, by region



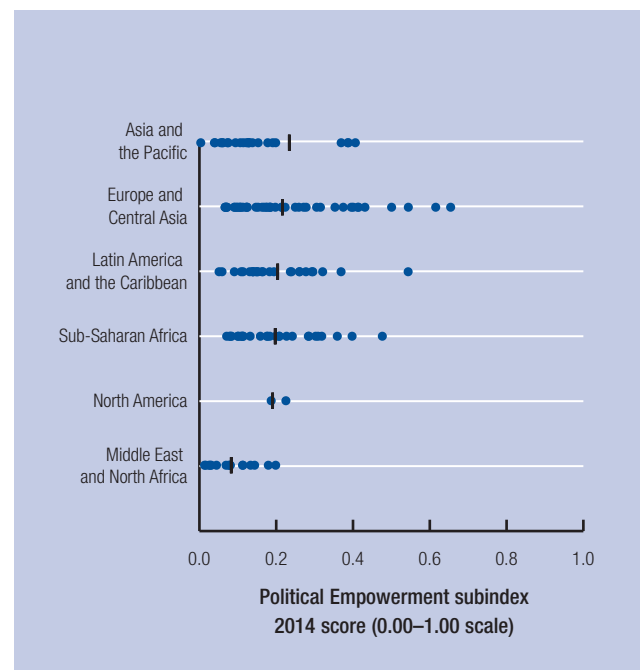
Source: The Global Gender Gap Index 2014.
Note: Regions are sorted by average score weighted by population. The X axis has been truncated to enhance readability.

Figure 5: Health and Survival subindex 2014, by region



Source: The Global Gender Gap Index 2014.
Note: Regions are sorted by average score weighted by population. The X axis has been truncated to enhance readability.

Figure 6: Political Empowerment subindex 2014, by region



Source: The Global Gender Gap Index 2014.
Note: Regions are sorted by average score weighted by population.

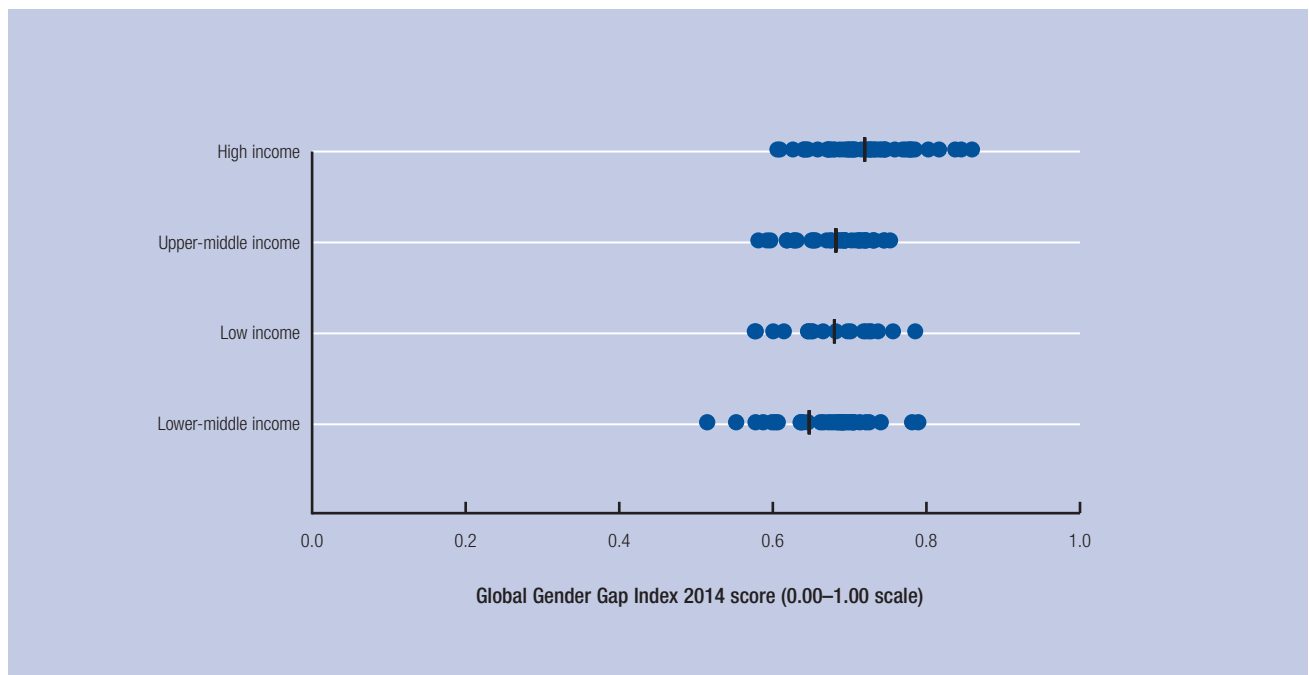
Table 6: Rankings by income group, 2014

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
Rwanda*	0.7854	7	Nicaragua	0.7894	6	South Africa	0.7527	18	Iceland	0.8594	1
Burundi	0.7565	17	Philippines	0.7814	9	Ecuador	0.7455	21	Finland	0.8453	2
Mozambique	0.7370	27	Moldova	0.7405	25	Bulgaria	0.7444	22	Norway	0.8374	3
Malawi	0.7281	34	Lesotho	0.7255	38	Cuba	0.7317	30	Sweden	0.8165	4
Kenya	0.7258	37	Mongolia	0.7212	42	Argentina	0.7317	31	Denmark	0.8025	5
Madagascar	0.7214	41	Cape Verde	0.7133	50	Belarus*	0.7300	32	Ireland	0.7850	8
Tanzania	0.7182	47	Ukraine	0.7056	56	Namibia	0.7219	40	Belgium	0.7809	10
Zimbabwe*	0.7013	63	Bolivia	0.7049	58	Kazakhstan	0.7210	43	Switzerland	0.7798	11
Bangladesh	0.6973	68	Lao PDR	0.7044	60	Peru	0.7198	45	Germany	0.7780	12
Uganda	0.6821	88	Guyana	0.7010	64	Panama	0.7195	46	New Zealand	0.7772	13
Tajikistan	0.6654	102	Kyrgyz Republic	0.6974	67	Costa Rica	0.7165	48	Netherlands	0.7730	14
Cambodia	0.6520	108	Honduras	0.6935	73	Botswana	0.7129	51	Latvia	0.7691	15
Burkina Faso	0.6500	110	Vietnam	0.6915	76	Jamaica	0.7128	52	France	0.7588	16
Liberia*	0.6461	111	Senegal	0.6912	77	Colombia	0.7122	53	Canada	0.7464	19
Nepal	0.6458	112	Sri Lanka	0.6903	79	Serbia	0.7086	54	United States	0.7463	20
Ethiopia	0.6144	127	Paraguay	0.6890	81	Thailand	0.7027	61	Slovenia	0.7443	23
Guinea*	0.6005	132	El Salvador	0.6863	84	Macedonia, FYR	0.6943	70	Australia	0.7409	24
Mali	0.5779	138	Georgia	0.6855	85	Brazil	0.6941	71	United Kingdom	0.7383	26
Chad	0.5764	140	Guatemala	0.6821	89	Romania	0.6936	72	Luxembourg	0.7333	28
			Swaziland*	0.6772	92	Montenegro*	0.6934	74	Spain	0.7325	29
			Indonesia	0.6725	97	Dominican Republic	0.6906	78	Barbados	0.7289	33
			Ghana	0.6661	101	Mexico	0.6900	80	Bahamas	0.7269	35
			Armenia	0.6622	103	Albania	0.6869	83	Austria	0.7266	36
			India	0.6455	114	Venezuela	0.6851	86	Portugal	0.7243	39
			Nigeria	0.6391	118	China	0.6830	87	Lithuania	0.7208	44
			Zambia	0.6364	119	Hungary	0.6759	93	Trinidad and Tobago	0.7154	49
			Bhutan	0.6364	120	Azerbaijan	0.6753	94	Croatia	0.7075	55
			Egypt	0.6064	129	Belize	0.6701	100	Poland	0.7051	57
			Mauritania	0.6029	131	Maldives	0.6557	105	Singapore	0.7046	59
			Morocco	0.5988	133	Mauritius	0.6541	106	Estonia	0.7017	62
			Côte d'Ivoire	0.5874	136	Malaysia	0.6520	107	Israel	0.7005	65
			Syria	0.5775	139	Suriname	0.6504	109	Chile	0.6975	66
			Pakistan	0.5522	141	Angola	0.6311	121	Italy	0.6973	69
			Yemen	0.5145	142	Fiji	0.6286	122	Russian Federation	0.6927	75
						Tunisia*	0.6272	123	Uruguay	0.6871	82
						Turkey	0.6183	125	Slovak Republic	0.6806	90
						Algeria	0.6182	126	Greece	0.6784	91
						Jordan	0.5968	134	Cyprus	0.6741	95
						Lebanon	0.5923	135	Czech Republic	0.6737	96
						Iran, Islamic Rep.	0.5811	137	Brunei Darussalam	0.6719	98
									Malta	0.6707	99
									Japan	0.6584	104
									Kuwait	0.6457	113
									United Arab Emirates	0.6436	115
									Qatar	0.6403	116
									Korea, Rep.	0.6403	117
									Bahrain	0.6261	124
									Oman	0.6091	128
									Saudi Arabia	0.6059	130

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

* New countries 2014

Figure 7: Global Index 2014, by income group



Source: Global Gender Gap Index 2014.

Note: Income groups are sorted by average score weighted by population.

and low-income countries (68%) then lower middle-income countries (nearly 65%).

Figure 8 displays the Economic Participation and Opportunity subindex results by income group. High-income countries (71%) are again in the lead, followed by low-income countries (63.3%), which also have the highest overall performer within this category. Next are upper middle-income countries (63.2%) and in the last place are lower middle-income countries (49%).

Figure 9 displays the Educational Attainment subindex results by income group. High-income countries have nearly closed the gap in education (99.4%) while upper middle-income countries are close behind (98.2%). Lower middle-income countries, however, have more mixed performance, with countries that have fully closed the gap as well as countries that have closed just a little over 70% of it and a mean of 87.8%. Low-income countries are farthest behind at 85.7%.

Figure 10 displays the Health and Survival Subindex results by income group. All regions have closed over 95% of the health gap, with high income countries in the lead followed by low income, upper middle income and lower middle income countries. Because the averages are weighted by population size, and in an otherwise fairly homogenous subindex, India and China's poor performance in the upper-middle and lower-middle income categories drives the income group order by average.

Figure 11 displays the Political Empowerment subindex results by income group. Lower-middle income (26.5%) and low-income (26.1%) countries trump high-income (20%) and upper-middle income (15.8%) countries in political empowerment averages by income group. Nonetheless, the highest scoring country on this subindex belongs to the high-income group.

Appendix D provides the spread in 2014 of the data for male and female values for all 14 indicators used in the Index in a single visualization. Appendix E contains detailed data tables, in rank order, for all 14 indicators included in the Index for all countries where data was available in 2014.

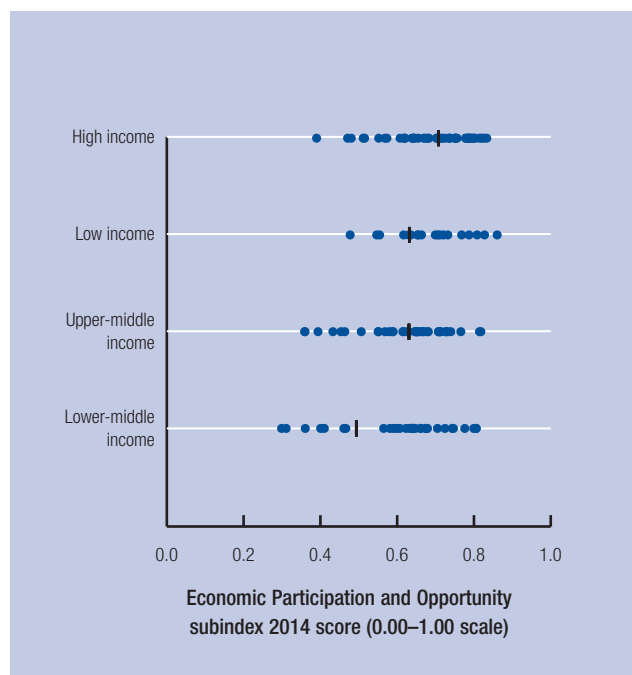
Country Results

Country results are organized by region in this section.

Europe and Central Asia

As of 2014, the Europe and Central Asia region has closed 72% of its overall gender gap and still ranks at the second place globally, showing a small absolute increase of 1.2% over 2013. Nearly two-thirds of the countries in the region have improved their overall score, while a third decreased their overall score and two countries have stayed in the same as last year. The region's scores on all four subindexes have improved compared to 2013 (with the biggest improvement on the Political Empowerment subindex). With 68% of the economic gender gap being closed, the region ranks third on that subindex, just after

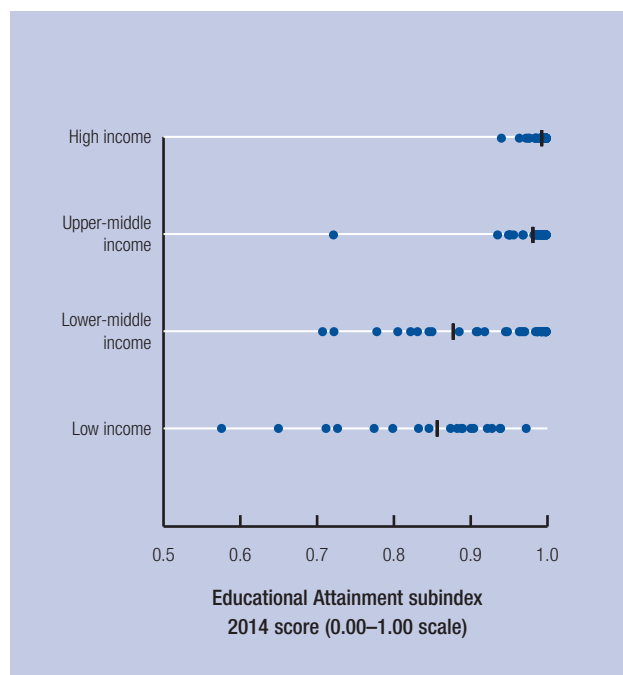
Figure 8: Economic Participation and Opportunity subindex 2014, by income group



Source: The Global Gender Gap Index 2014.

Note: Regions are sorted by average score weighted by population.

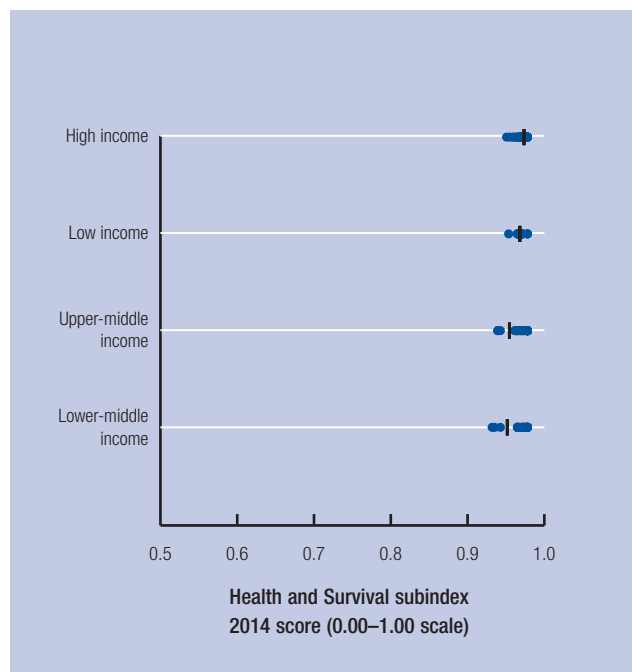
Figure 9: Educational Attainment subindex 2014, by income group



Source: The Global Gender Gap Index 2014.

Note: Regions are sorted by average score weighted by population. The X axis has been truncated to enhance readability.

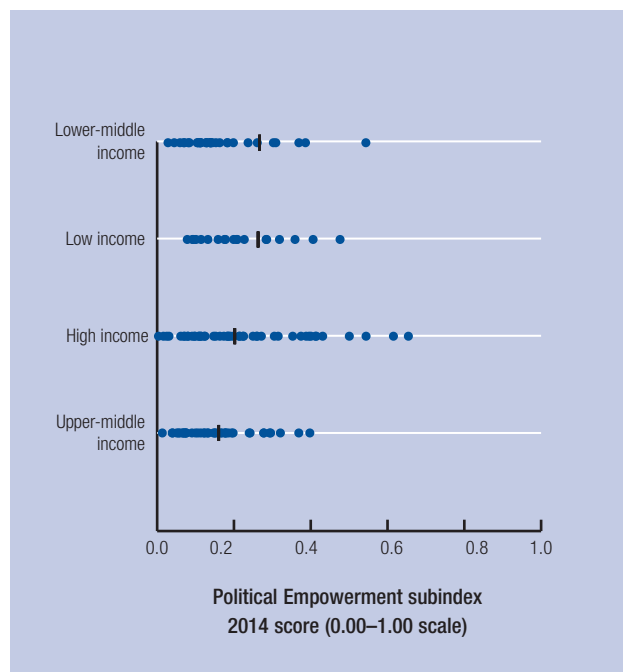
Figure 10: Health and Survival subindex 2014, by income group



Source: The Global Gender Gap Index 2014.

Note: Regions are sorted by average score weighted by population. The X axis has been truncated to enhance readability.

Figure 11: Political Empowerment subindex 2014, by income group



Source: The Global Gender Gap Index 2014.

Note: Regions are sorted by average score weighted by population.

North America and Sub-Saharan Africa. The region has closed 99% of its educational gender gap and ranks third, after North America and Latin America and the Caribbean. It also ranks second on the Health and Survival (98% of gender gap closed) and the Political Empowerment subindexes (21% of gender gap closed).

Compared to 2006, the region's 40 countries have experienced the smallest score increase relative to other regions, moving up from 0.687 to 0.717, which corresponds to a 4.5% relative increase. The region went up by 9.4% on the Economic Participation and Opportunity subindex and by 0.8% on the Educational Attainment subindex, went slightly down by 0.0004% on the Health and Survival subindex and finally improved by 35% on the Political Empowerment subindex, from 16% of the gap being closed to 22%. On that last subindex, Europe experienced the lowest increase compared to the other regions.

In 2014, on the overall Index, the top five ranks are occupied by countries from the region, while seven countries from the region rank among the top 10 and 12 countries rank among the top 20 (one less than last year). France, Kazakhstan and Latvia are the three countries from the region that have fully closed both their Educational Attainment and Health and Survival gender gaps. Out of the 25 countries that have fully closed their Educational Attainment gender gaps, 13 countries are from the Europe and Central Asia region.

On the Health and Survival subindex, unlike the otherwise strong performance, three countries from the region—Azerbaijan, Albania and Armenia—are among the bottom ranking countries on this subindex. Seven out of the top 20 performing countries on the Economic Participation and Opportunity subindex are from the region. On the Political Empowerment subindex, 11 out of the top 20 performing countries—including the top three: Iceland, Finland and Norway—are from the region, which is one more than last year. The region continues to perform well on the Professional and technical workers indicator, with 14 countries in the top 20. However, five out of the 10 lowest performing countries on the Wage equality for similar work indicator are from the region. Fourteen out of the twenty lowest ranking countries on the Sex ratio indicator are from the region, including the lowest-ranked country, Armenia. Seven out of the top 10 best-performing countries on the Healthy life expectancy and Women in ministerial positions indicators are from the region.

Iceland (1) started in 2006 at the fourth position and climbed over the next years to occupy the top spot for the last six consecutive years. The country experienced a steady increase of its overall score except this year. This year, Iceland ranks 7th on the Economic Participation and Opportunity subindex, has fully closed the educational gender gap and ranks first on the Political Empowerment subindex, with 20 out of the past 50 years with a Female head of state. These scores offset the fact that Iceland ranks 128th on the Health and Survival subindex, where

Iceland's low score is due to its performance on the Healthy life expectancy indicator. Iceland is among the top ten countries to have seen its Legislators, senior officials and managers female-to-male ratio increase over the past nine years. It is also the country that has seen the fourth biggest increase of the Years with female head of state female-over-male ratio since the creation of this Index.

Iceland is also a strong performer on the contextual indicators provided in the report but not included in the Index. Iceland is among the top ten on the Ability of women to rise to positions of enterprise leadership, highlighting the success of the country in maximizing the return from its investment in female education. It also has one of the highest shares (52%) of women employed in the non-agricultural sector (as a percentage of total non-agricultural employment). Iceland is also one of the countries with the lowest difference in the numbers of male and female graduates in STEM studies and is the country with the highest percentage of female and male Internet users. Iceland also has the longest paternity coverage (90 calendar days), one amongst many policies in the country (and in other Nordic countries) to provide policies to help combine work and family. Finally, Iceland is among the countries that have put in place voluntary political party quotas, providing an incentive for women to enter politics.

Finland (2) continues to hold the second position for the third consecutive year and has improved its score by 6.2% compared to 2006. Finland is the highest-ranking country from the European Union. Finland ranks 21st this year on the Economic Participation and Opportunity subindex and has fully closed its Educational gender gap. The country ranks 52nd on the Health and Survival subindex and second on the Political Empowerment subindex. Finland is the second best country from the region on the Labour force participation indicator and Wage equality for similar work indicator. Over forty-two percent of parliamentarians and 50% of ministers in the country are women. Finland also performs very well on the Years with female head of state indicator, ranking 7th out of 142 countries. On that indicator, Finland presents one of the biggest increases (6th biggest) over the past nine years.

Like Iceland, Finland is among the top ten countries with the highest share of women employed in the non-agricultural sector (% of total non-agricultural employment) as well as on the Ability to rise to positions of leadership indicator. Together with Sweden and Norway, Finland is one of the countries with the lowest female Average minutes spent per day on unpaid work indicator—and the highest share of women on boards of listed companies (14% for Finland, 17% for Sweden and 37% for Norway). Finland is also the third—highest ranking country when it comes to length of paternity coverage. Finally, Finland was the second country to introduce the right to vote for women in 1906, underlying a long culture of female inclusion in politics.

Norway (3) ranks third for the third consecutive time and has increased its score by 4.7% since 2006. It is the second best country on the Economic Participation and Opportunity subindex, with the sixth largest climb over the nine past years on the Wage equality for similar work indicator. The country has fully closed its Educational Attainment gender gap but ranks 98th on the Health and Survival subindex. It is the third highest performing country on the Political Empowerment subindex. Norway is also the strongest performing country from the region on the Wage for equal work indicator. The country is also among the top 15 performers on all three Political Empowerment indicators. It is also the best country overall when it comes to the Ability of women to rise to positions of enterprise leadership and is the second best country after Iceland in terms of the percentage of female and male Internet users. Finally, Norway is also the country with the highest rate of contraceptive prevalence (married women or in union) and has the smallest difference—57 minutes—between the average minutes spent per day on unpaid work by men and women.

This year, **Sweden** (4) ranks fourth for the sixth consecutive time. The country ranks 15th on the Economic Participation and Opportunity subindex, and 5th on the Political Empowerment subindex. Sweden performs in the top twenty on the Labour force indicator as well as on the Estimated earned income indicator. Sweden is among the best performers in Europe and Central Asia on two Political Empowerment indicators, ranking third on the Women in parliament indicator and second on the Women in ministerial positions indicator (57% of its ministers are women). **Denmark** (5) ranks seventh on the Political Empowerment subindex and is among the 25 countries that have closed their Educational Gender gap. It also ranks 12th on the Economic Participation and Opportunity subindex. Denmark is the best performing country on the Estimated earned income indicator and is the only country where, on average, women earn more than men, with a female-to-male ratio of 1.02. It is also the country with the highest average minutes spent per day by men on unpaid work. Denmark is followed by **Ireland** (8) and **Belgium** (10). It is the first time this year that Belgium enters the top ten.

Switzerland (11) loses one place compared to last year, although its overall score has improved compared to last year. Switzerland ranks 23rd on the Economic Participation and Opportunity subindex and 16th on the Political Empowerment subindex. This year, Switzerland is among the top ten performers on the Women in ministerial position indicator. Compared to 2006, Switzerland has a worse score on the Health and Survival subindex due to a decrease in the Healthy life expectancy female-to-male ratio. However, it has improved on the other three subindexes. Switzerland is the fourth highest country on the percentage of female part-time employment compared to the total female employment (45.6%), after the Netherlands, Georgia and Albania. Out of the 37 countries

that are covered on this indicator, Switzerland is among the five countries with the highest mean age of women at the birth of the first child (30 years old).

Next is **Germany** (12) which, compared to its starting point 9 years ago, has seen an improvement in all subindexes except Health and Survival. Germany's strength lies on its overall good performance on the Economic Participation and Opportunity and Educational Attainment as well as the Political Empowerment subindex, where it ranks 11th overall. In 2014, Germany is among the top twenty countries on the three Political Empowerment indicators. Germany is fifth in terms of improvement of the Years with female head of state (female-over-male ratio) over the past nine years. However, this year, this improvement was partially offset by a decrease in the Women in ministerial position indicator. Out of the 35 countries that have provided data on the percentage share of women on boards of listed companies, Germany has the lowest percentage (2.8%). Finally, the country is among the five countries with the highest mean age of women at the birth of the first child (30 years old).

Netherlands is ranked 14th, while **Latvia** ranks 15th. Latvia is among the three countries from the region that have closed both the Educational Attainment and Health and Survival gender gaps. The Netherlands has the highest percentage of female part-time employment compared to the total female employment (77%) but is also third in terms of percentage of male part-time employment compared to the total male employment with 26%. **France** follows next, ranking in the 16th position. It is the first time that France enters the top twenty. It is the third country overall in terms of the percentage change relative to its score in 2006 (16%) and in 2013 (7%). This important rise from 70th position is mostly due to its improvement on the Economic Participation and Opportunity and Political Empowerment subindexes. France has had the most improvement on the Legislators, senior officials and manager indicator over the past nine years and is ranked 6th in terms of the Professional and technical workers indicator over the same period of time. It is also among the top twenty countries that have made the biggest improvement on the Women in parliament indicator compared to 2006, and is the second best when it comes to improvements since 2006 on the Women in ministerial positions indicator. In this year's ranking, France is one of the two countries from the region that have closed both the Educational Attainment and Health and Survival gender gaps. The country continues to rank low on Wage equality for similar work, but it is no longer the lowest country from the region. France is also the fourth country overall on the Women in ministerial positions indicator. Out of the 35 countries for which we have data regarding the share of women on boards of listed companies, France is second best, after Norway.

Bulgaria ranks 22nd, followed by **Slovenia** (23) and **Moldova** (25). Bulgaria has had the biggest increase over the past nine years on the Professional and technical

indicator's score. It is also the third best performing country this year of all countries in the Upper-middle income group. Finally, Bulgaria has the longest maternity leave with 410 calendar days. Moldova has the highest share of women employed in the non-agricultural sector (% of total non-agricultural employment). In the **United Kingdom** (26), the score has decreased compared to last year but has slightly improved compared to 2006. The UK is the third highest-ranking country in terms of length of maternity leave (273 calendar days), and is also among the five countries with the highest mean age of women at the birth of the first child (30 years old).

Luxembourg (28) follows next, with the biggest improvement in the region on the female-to-male ratio of estimated earned income compared to 2006. **Spain** holds the 29th position on this year's overall ranking, with a slight improvement compared to last year's overall score. Spain experienced a peak in its overall score in 2010 and 2011, mainly due to a peak on the Political Empowerment subindex during the same period. Spain has had the most significant drop in the region compared to 2006 on the Political Empowerment subindex, due to a drop in the female-to-male ratio of women in ministerial positions (from 1.00 to 0.44). Despite the overall important drop on the Political Empowerment subindex, Spain improved its female-to-male ratio of women in parliament compared to last year and enters the top ten best countries on this variable. Spain has also had one of the biggest improvements in the labour force participation female-to-male ratio over the past nine years. Finally, Spain is among the five countries with the highest mean age of women at the birth of the first child (30 years old).

Belarus (32) re-enters the ranking after a gap of four years due to newly available data. It is the best performing country overall this year on the Professional and technical workers indicator. It is also the best performing country from the region in 2014 on the Legislators, senior officials and managers indicator, ranking 7th. Following next are **Austria** (36), **Portugal** (39) and **Kazakhstan** (43). **Lithuania** ranks 44th, **Serbia** 54th and **Croatia** 55th. Next are **Ukraine** (56), **Poland** (57), **Estonia** (62) and **Kyrgyz Republic** (67).

Italy (69) has experienced an overall increase in its overall score in the last nine years, regressing slightly in 2010 and 2012. Compared to 2006, Italy has had increasing score on all subindexes except Educational Attainment, due to a decrease in the score of Enrolment in primary education. Italy has seen the region's second-largest absolute increase on the female-to-male ratio of women in parliament over the past nine years. It is also among the top twenty countries that have experienced an increase of the women in ministerial position female-to-male ratio since 2006. Compared to last year, Italy has seen a decrease on the Economic Participation and Opportunity subindex, consolidating Italy's place among the three countries from the region (with Malta and Turkey)

that are below average on the Economic Participation and Opportunity subindex. It is the last-place country from the region on the Wage equality for similar work indicator, taking over from France. Finally, Italy is among the five countries with the highest mean age of women at the birth of the first child (30 years old).

Next are **Macedonia, FYR** (70), **Romania** (72) and **Montenegro** (74), which enters the ranking for the first time this year. Macedonia has the highest numbers percentage of female R&D personnel (FTE) compared to men (55% for women and 45% for men). The **Russian Federation** (75) improved its overall score compared to 2006, having peaked in 2010-2011. The Russian Federation is among the top ten countries that have improved their female-to-male ratio on the Wage equality for similar work indicator over the past nine years. Compared to 2013, the Economic Participation and Opportunity and the Educational Attainment subindexes improved, whereas the Health and Survival subindex remained the same. The Political Empowerment subindex decreased due to a decline in the percentage of women in ministerial positions (from 16% to 7%). This year, the Russian Federation ranks 42nd on the Economic Participation and Opportunity subindex and 125th on the Political Empowerment subindex. In fact, the country is among the three lowest-ranking countries in the region on this subindex. The Russian Federation ranks 8th overall on the Professional and technical workers indicator, following Armenia and Kyrgyz Republic, and ranks second on the Healthy life expectancy indicator, with a female-to-male ratio of 1.16.

Albania (83) follows, with **Georgia** (85) and the **Slovak Republic** (90) next. Albania is among the nine countries that are below average on the Health and Survival subindex this year. It is the lowest performing country from the region on the Enrolment in primary education indicator. Albania is the second-highest ranked country on the female-male gap of graduates in STEM studies (55% women, 45% men). Albania is the third-highest ranked country on female part-time employment (as % of total female employment), but is also the country with the highest male part-time employment (as % of total male employment). Albania also has the second-longest maternity leave (365 calendar days). Georgia has shown the highest absolute increase over the past nine years on the Sex ratio at birth indicator.

Greece (91) ranks 87th on the Economic Participation and Opportunity subindex and 108th on the Political Empowerment subindex this year. Next are **Hungary** (93), **Azerbaijan** (94) and **Cyprus** (95). Hungary is the lowest performing country from the region on the Political Empowerment subindex. Azerbaijan is among the nine countries below average on the Health and Survival subindex. Cyprus has had the most improvement in the region on the Wage equality for similar work indicator compared to 2006. The **Czech Republic** ranks 96th and **Malta** (99). Malta is the second-lowest performing country

from the region, ahead only of Turkey, on the Estimated earned income indicator.

The final positions in the region are occupied by **Tajikistan** (102), **Armenia** (103) and **Turkey** (125). Tajikistan is the lowest performing country in the region on the secondary and tertiary education indicators. Compared to last year, Armenia's overall score went down, mainly due to a decrease on the Health and Survival subindex score. Armenia is the lowest performing country overall on this subindex. Last year, it ranked 131st. This year, Armenia has the lowest female-to-male sex ratio at birth score in the world, placing below India, China and Vietnam. However, Armenia is the second best country overall on the Enrolment in primary education indicator. It is among the first five countries to have provided women with the right to vote, and did so in 1918. Turkey has experienced a steady improvement of its overall score since 2011. Compared to 2006, all of its subindex scores have improved. Yet Turkey is still the lowest performing country from the OECD on the overall Index; and it is the lowest performing country from the region on the Economic Participation and Opportunity subindex, ranking 132nd. The country ranks 128th overall on the Labour force participation indicator and is part of the twenty lowest-ranked countries on the Legislators, senior officials and managers indicator.

Latin America and the Caribbean

The Latin America and Caribbean region has closed 70% of its overall gender gap, with a steady improvement over the years. It places behind North America and Europe and Central Asia, which have closed 75% and 72% of their gender gap, respectively, but ahead of the other regions. The area for which the region has the narrowest gap is in the Health and Survival subindex (already 98% closed), followed closely by Europe and Central Asia. In terms of Educational Attainment, the region is almost on par with North America and Europe and Central Asia, having closed over 99% of the gap. On the Political Empowerment subindex, the region fares similar to last year, with around 20% of the gap closed. The region is also home to the most improved country on the overall index compared to last year: Guatemala. Compared to 2006, every country in the region has succeeded in narrowing their overall gender gap.

Nicaragua (6) is the best performer in the region and the only country from Latin America and the Caribbean to make it into the top 10, having achieved this for the third consecutive year. Since 2006, the country has recorded the highest improvement to date (20%) having now closed 79% of the gender gap. While Nicaragua still has a long way to go to close the economic participation gap, it has had one of the biggest improvements recorded since 2006 and the third-highest improvement in the region, after Guatemala and Ecuador, based on one of the largest improvements in labour force participation in the region since 2006. Its key strengths are on the Educational

Attainment subindex, where it has closed 99.96% of the gender gap, and Health and Survival, where it closed the gender gap fully. It has also closed 54% of the gender gap on Political Empowerment, which, given low global standards, places it in 4th position out of 142 countries this year, the best for the region, and supported by above regional average improvements since 2006 in getting more women in to parliamentary and ministerial positions.

Ecuador (21) is the second best performer of the region. Compared to 2006, it has considerably improved its position (affording it a place in the top five best absolute climbers from 2006–2014 for the overall index) This is mainly due to a 43% improvement relative to its own score on the Economic Participation and Opportunity subindex in the last 9 years (largest improvement in the region), boosted by more gender parity in terms of estimated earned income, as well as more female legislators, senior officials and managers and Professional and technical workers. In the region, it has also made the most progress on getting women into parliamentary roles (42% this year). Next comes **Cuba** (30), which has slipped from last year. Overall, it has closed 73% of the gender gap, and has almost closed the Educational Attainment and Health and Survival gender gaps. The country is below average on Economic Participation due to low labour force participation and persistent gaps in estimated earned income and professional and technical workers. Finally, Cuba ranks 18th on the Political Empowerment subindex.

Coming in 3rd in the region and in 31st position overall this year, **Argentina** has closed 73% of its gender gap, up from 72% last year. More female legislators, senior officials and managers have led to improved scores on Economic Participation and Opportunity. While the country has been fluctuating over the years, it still shows a 7% improvement since 2006. It also has the greatest improvement in the region since 2006 on the Years with female head of state indicator, as eight of the last 50 years have been led by a female head of state. **Barbados** (33) falls slightly compared to last year due mainly to a small decrease in Wage equality for similar work and Enrolment in primary education. At 35th place, **Bahamas** has closed 73% of its overall gender gap, around two percentage points more than last year, due to improvements on Women in ministerial positions.

Peru (45) has closed 72% of its overall gender gap, improving almost 9% from its score in 2006, with some fluctuation between 2009 and 2012. It also shows great improvement in the overall index since last year, with a 6% improvement in its overall score compared to 2013, owing mainly to a narrowing gap in Political Empowerment where it is among the top five climbers on absolute score difference (106% relative change since 2013), as there are now more than double the number of females in ministerial positions at 44%. This is second best improvement in the region since 2006 for this indicator after Nicaragua. Peru has also managed to slightly improve the gap in

literacy rate since last year. **Panama** (46), **Costa Rica** (48), **Trinidad and Tobago** (49), which clocks the best absolute improvement on the Health and Survival subindex since last year 2013, and **Jamaica** (52) come next in the region.

Colombia (53) has slightly decreased compared to last year and performs similar to 2006. It has closed 71% of its overall gender gap. **Bolivia** (58) also loses a few places in this year's ranking. This is due mainly to declining estimated earned income and a lower number of women in ministerial positions, from 45 to 33. However, it has still managed to improve by 11% overall in relative terms since 2006 and, on the Educational Attainment subindex, is the country with the greatest improvement in the region for enrolment in both secondary and tertiary education during the 2006-2014 period. **Guyana** follows in 64th place. **Chile** (66) has closed 70% of its overall gender gap, a slight improvement since last year. While much remains similar to last year, there are now twice the number of women in ministerial positions (from 18% to 39%). With Michelle Bachelet back in office, the country is likely to improve in terms of women's political empowerment over the coming year. Looking farther back to 2006, the country has now closed a further 8% of its gender gap in absolute terms. After Nicaragua, it has improved the most in terms of women's labour force participation but also worsened the most in the world in terms of the number of women in professional and technical positions.

By far the most populous country of Latin America and with the largest GDP, **Brazil** comes in at 71st, having closed just below 70% of its gender gap. A slight decline in the wage equality for similar work and estimated earned income is offset by an increase in the years with a female head of state since Dilma Rousseff is now in her fourth year of her presidency. Brazil is 6% closer to closure of the gender gap overall since 2006. In the 2006-2014 period, it recorded the greatest improvement in the region in terms of primary education enrolment. **Honduras**, at 73rd is in a better position since last year with better wage equality for similar work and more women in parliament. It also has the highest improvement since 2006 in the region on three indicators of the Economic Participation and Opportunity subindex, and largest improvement in the world on the wage Equality for similar work indicator. It is followed by the **Dominican Republic** at 78th whose overall score has improved since last year.

Mexico is at 80th place, with a slight decrease since last year. With Educational Attainment and Health and Survival remaining similar, the country has improved its Economic Participation Opportunity boosted by a reduced labour force participation gender gap, estimated earned income and the number of legislators, senior officials and managers. However, the overall decline comes from the number of women in ministerial positions, falling from 21% to 18%. Compared to 2006 its overall score has improved by 7%, with 69% of its overall gender gap closed today. In the region, it takes 3rd place after Ecuador and Nicaragua

in terms of closing the gap for women in parliaments since 2006. **Paraguay** (81) has gained a few points with a notable improvement in the number of female professional and technical workers and more equitable healthy life expectancy. Its neighbouring country, **Uruguay**, occupies the next position at 82nd, also performing slightly better than last year, followed by **El Salvador** (84) and **Venezuela** (86) which slips a few positions, mainly due to fewer women in ministerial positions (from 39% down to 16%).

Guatemala has risen to 89th place and is among the top five climbers in the overall index (compared to 2013), but also on the Economic Participation and Opportunity subindex since last year, ahead of all other countries in the region. Since 2006, it has also shown the most improvement in the region for economic participation of women (a 50% absolute increase compared to 2006). Finally, **Belize** (100) and **Suriname** (109) both improved by seven positions and one position, respectively.

North America

North America has closed almost 75% of its gender gap, a slight improvement from last year. The biggest change is observed in the Political Empowerment subindex, boosted mainly by a higher number of women in ministerial or equivalent positions in both countries. The region is the best performer in the overall index, as well as the Educational Attainment subindex (100% of the gender gap is closed) and Economic Participation and Opportunity subindex (82% closed), despite a slip this year in the latter. Regarding Political Empowerment, North America remains at the fifth position just ahead of Middle East and North Africa. However, it has now closed 19% of the gender gap, up from 16% last year and 10% back in 2006. Compared to 2006, the region experienced the second highest percentage change compared to its own score in 2006, just after Latin America and the Caribbean. On the Health and Survival subindex, the region shows the highest relative decrease.

Canada moves up one spot to 19th place, having closed 75% of its overall gender gap, up from 74% in 2013. The country performs similar to last year on other subindexes, with a slight decrease on the Economic Participation and Opportunity and Health and Survival subindexes and an improvement in Political Empowerment, led mainly by more women in ministerial positions (32%, up from 27%). Looking further back to 2006, Canada has closed 4% more of the gender gap than it had in 2006.

After a slip to 23rd position last year, the **United States** (20) makes it back into the top 20, having closed nearly 75% of its gender gap. On the Economic Participation and Opportunity subindex, the country ranks 4th out of 142 countries. This year, parity has been surpassed for professional and technical workers, where 55% are now women. The country is also among the twenty best countries on the Legislators, senior officials and managers indicator, although out of the 131 countries

which present data on the Ability of women to rise to positions of enterprise leadership, the United States ranks 50th. In addition, the country has closed 86% of its labour force participation gap. On the Educational Attainment subindex, the United States had closed its gender gap but ranks now at the 39th position due to a minor decrease in primary education. On the Health and Survival subindex, the country has slightly decreased compared to last year. The greatest change however comes from the Political Empowerment subindex, with an increase in women in ministerial level positions (32% compared to 27% last year). Over the 2006-2014 period, the country improved by almost 6% in the overall index.

The Middle East and North Africa

The Middle East and North Africa region closed 60% of its overall gender gap this year. Despite experiencing the biggest absolute improvement compared to 2013, the region remains in the sixth position. It continues to rank last on the Economic Participation and Opportunity subindex, with only 42% of the economic gender gap closed. On the Educational Attainment subindex, the region surpassed Asia and the Pacific, ranking in fourth place with 93% of the educational gender gap closed. The Middle East and North Africa region ranks fifth on the Health and Survival subindex, with 97% of the health gender gap being closed, slightly ahead of the Sub-Saharan Africa region. It ranked in the fourth position last year on that subindex. Finally, on the Political Empowerment subindex, the region continues to rank sixth, with only 8% of the political gender gap closed. Compared to 2006, the region saw the third-largest improvement on the overall Index score, just behind North America and Latin America and the Caribbean. The region has also shown the third largest relative change compared to its own 2006 overall Index score.

By 2014, no country from the region has closed its Educational Attainment gender gap or its Health and Survival gender gap. On the Economic Participation and Opportunity subindex, three countries from the region are above average: Israel, Qatar and Kuwait. On the Political Empowerment subindex, all countries' scores are below average. On that subindex, Israel and Algeria are the two best performing countries. Out of the 16 countries from the region, 13 are part of the twenty lowest performing countries on the Labour force participation and Legislators, senior officials and managers indicators. The highest-ranking economies of the region have made vast investments in increasing women's education levels in the last decade. In Qatar, Kuwait, Bahrain, Tunisia, Algeria, Oman, Israel, Jordan, Lebanon, Saudi Arabia, Syria and Iran, Islamic Rep. the tertiary enrolment rates for women are higher than those of men. However, most countries from the region have had varying degrees of success at integrating women into the economy and in decision-making in order to reap the benefits of this investment.

Israel (65) continues to hold the top spot in the Middle East and North Africa region, despite a decline in its overall score due to a decrease on the Economic Participation and Opportunity subindex score. Israel is the best-performing country from the region on the Labour force participation and Legislators, senior officials and managers indicators. It is also the second lowest performing country in the overall Index on the Wage equality for similar work indicator.

Kuwait (113) has become this year the top-performing country among the Arab countries due to an increase in the estimated earned income ratio. This increase, due to revised data on GDP per capita, is the highest increase overall on that indicator compared to 2006. Kuwait is among the three countries from the region that are above average on the Economic Participation and Opportunity subindex. It is, however, among the ten lowest performing countries on the Health and Survival and Political Empowerment subindexes. On the Educational Attainment subindex, Kuwait ranks 76th globally.

Kuwait is closely followed by the **United Arab Emirates** (115), which improved relative to its own past performance. The country is below average on the Economic Participation and Opportunity and Political Empowerment subindexes, but above average on the Educational Attainment and Health and Survival subindexes. The UAE ranks seventh on Wage equality for similar work and is the second best country from the region after Israel on the Estimated earned income indicator. It is also the best country from the region on the Literacy rate indicator. United Arab Emirates is the country with the highest percentage change relative to its own 2006 score on the Political Empowerment subindex. Overall, in the last 9 years, the country closed just over 5% of the gender gap.

Next are **Qatar** (116), **Tunisia** (123) and **Bahrain** (124). Qatar is among the three countries from the region that are above average on the Economic Participation and Opportunity subindex, but is also among the two countries from the region that are below average on the Health and Survival subindex. Qatar is also the third-lowest performing country overall on the Political Empowerment subindex with no Women in parliament. It is also the country with the highest score overall on the Enrolment in tertiary education indicator. Bahrain is followed by **Algeria** (126) and **Oman** (128). Algeria is the second-best country from the region on the Political Empowerment subindex due to its high score on the Women in parliament indicator (32% of parliamentarians are women). It is, however, part of the ten lowest-performing countries overall on the Economic Participation and Opportunity subindex, with low performances on the Labour force participation, the Estimated earned income and Legislators, senior officials and managers indicator.

Egypt holds the 129th position this year. The country's overall score improved steadily from 2006 to 2014 with

a slight decrease in 2013. This year, the country ranks at the 131st position on the Economic Participation and Opportunity subindex and performs above average on both the Educational Attainment and Health and Survival subindexes. It is, however, among the ten lowest performing countries overall on the Political Empowerment subindex. Egypt is among the five countries overall with a higher percentage of female students enrolled in STEM studies compared to men.

Egypt is followed by **Saudi Arabia** (130). Saudi Arabia continues to be the lowest-performing country among high-income countries, but is among the five countries with the highest percentage change relative to their own 2006 score. This important rise is due to improvements in performance on the Economic Participation and Opportunity subindex, and especially the Professional and technical workers indicator over the past nine years. The country loses three places compared to last year but its overall score improved. Saudi Arabia is among the ten lowest-performing countries on the Economic Participation and Opportunity subindex and among the four countries overall with no female ministers. Finally, it is the second-lowest performing country on the Ability of women to rise to positions of enterprise leadership indicator, just ahead of Angola.

Next are **Mauritania** (131), **Morocco** (133) and **Jordan** (134). Mauritania is the lowest-performing country from the region on the Enrolment in tertiary education indicator. Morocco is among five countries with the highest absolute and relative decrease on the Economic Participation and Opportunity subindex over the past nine years. This year, Morocco continues to be part of the twenty lowest performing countries on the Literacy rate indicator. Jordan is part of the five countries with the highest absolute decrease in its overall score. Jordan is followed by **Lebanon** (135). Lebanon is the second-lowest performing country of the upper-middle income group. It is among the ten lowest-performing countries on the Economic Participation and Opportunity subindex, but is also second to-last overall on the Political Empowerment subindex, with only 3% of female parliamentarians and no female minister.

Syria (139) and **Yemen** (142) occupy the last places in the regional ranking. Syria is the lowest-performing country overall on the Economic Participation and Opportunity subindex, with the lowest score overall on the Labour force participation indicator. While it is the top-performing country overall on the Healthy life expectancy indicator, this particular indicator reflects the situation in 2012. Yemen, while ranked low since the start of the Index, presents a steadily improving score as of 2011 and is among the five countries with the highest absolute improvement in Educational Attainment scores compared to 2006. This year, Yemen is the lowest performing country of the lower-middle income group and continues to occupy the last place in the region and overall despite the fact that it is

the ninth top climber of the 111 countries that have been included in the *Report* since 2006.

Asia and the Pacific

As of 2014, the Asia and the Pacific region has closed 66% of its overall gender gap, moving down from the third to the second lowest position compared to last year. Of the 18 countries in the region, 11 have improved their overall score, six have seen their overall score decrease and one has stayed the same compared to last year. The region continues to rank second from last on the Economic Participation and Opportunity subindex (with 55% of its gender gap closed), and its score on that subindex decreased compared to 2013. On the Educational Attainment (93% of gender gap closed) and Health and Survival (95% of gender gap closed) subindexes, the region improved slightly compared to last year. Conversely, on the Political Empowerment subindex, the gender gap increased slightly (from 24% gender gap closed to 23% gender gap closed).

Compared to 2006, the region has experienced an increase of 5.1% of its overall score. On the Economic Participation and Opportunity subindex, the Asia and the Pacific region has seen the smallest increase (4.4%) from 2006 compared to the other five regions. It improved 3.7% on the Educational Attainment subindex, went down by 0.5% on the Health and Survival subindex and improved by 49% on the Political Empowerment subindex relative to its starting point in 2006. This is the second-lowest improvement on that subindex compared to the other five regions.

In 2014, two countries from the region are among the top twenty best countries on the overall index: the Philippines and New Zealand. The Philippines is also the only country from the region that has closed both its Educational Attainment and Health and Survival gender gaps. On the Health and Survival subindex, out of the nine countries with scores below average, three are from this region. On both the Economic Participation and Opportunity and Political Empowerment subindexes, four countries of the top twenty are from the region. Six countries from the region rank in the top twenty countries on the Wage equality for similar work indicator. Yet five countries from the region are among the twenty countries that have performed the lowest on the Estimated earned income indicator. Seven countries from the region are among the twenty lowest-performing countries on the Professional and technical workers indicator. On both the Sex ratio at birth and Health life expectancy indicators, five countries from the region are among the twenty lowest-performing countries. Two countries from the region, Brunei Darussalam and Pakistan, have no female minister and no country from the region is part of the top twenty best-performing countries on that indicator. Five countries from the region are part of the top ten best-performing countries on the Head of state indicator, with India being

the country overall with the highest numbers of years with a female head of state (over the past 50 years).

Philippines (9) is for the first time the only country from the region that is in the top ten best performing countries on the overall Index. The country is also the second best performing country of the lower-middle income group. It ranks 24th on the Economic Participation and Opportunity subindex and 17th on the Political Empowerment subindex. It is the only country from the region that has closed both the Educational Attainment and Health and Survival gender gaps. The country is part of the top ten on the Wage equality for similar work and Legislators, senior officials and managers indicators. The country was led by a female head of state for 16 of the last 50 years. Since 2008, it has seen an improvement in its overall score—except in 2014, which was due to a decrease in the Health and Survival and Political Empowerment subindex scores). The Philippines has experienced a 4% change relative to its 2006 overall score. This is mainly due to improvements on the Economic Participation and Opportunity and Political Empowerment subindexes (the latter improved by 37% since 2006). The Philippines is the second best country (just after Norway) on the Ability of women to rise to positions of enterprise leadership indicator, and the country with the highest percentage of firms with female participation in ownership (69%).

2014 is the first time that **New Zealand** (13) is not part of the top ten best performing countries on the overall Index. The country has closed its Educational Attainment gender gap and is part of the top 15 best-performing countries on the Political Empowerment subindex. New Zealand is the first country where women received the right to vote, in 1893. **Australia** (24) has seen an improvement of its score compared to 2006. This is mainly due to improvements on the Economic Participation and Opportunity and Political Empowerment subindexes. These improvements were slightly offset by a decrease of the Health and Survival subindex. While its Educational Attainment gender gap has closed, the country ranks 14th on the Economic Participation and Opportunity subindex. Compared to last year, the Political Empowerment subindex has worsened, while its performance on the Health and Survival subindex remains the same. Australia is the second best country overall on the Estimated earned income indicator.

Next are **Mongolia** (42), **Singapore** (59), **Lao PDR** (60) and **Thailand** (61). Mongolia ranks 10th on the Economic Participation and Opportunity subindex and has closed its Health and Survival gender gap. Mongolia is the second-best country overall on the Wage equality for similar work indicator and is the best country from the region on the Professional and technical workers and Healthy life expectancy indicators. Singapore ranks 18th on the Economic Participation and Opportunity subindex. It is also the country with the lowest total fertility rate. Lao PDR

ranks 13th on the Economic Participation and Opportunity subindex and fifth on the Labour force participation indicator. Thailand has closed its Health and Survival gender gap and ranks fourth on the Wage equality for similar work indicator. It is also among the countries that have had the largest decrease of their score on the Political Empowerment subindexes compared to last year.

Bangladesh (68) follows next and has achieved its highest ever overall score. Compared to 2006, Bangladesh has experienced important improvements on the Economic Participation and Opportunity and the Educational Attainment and Health and Survival subindexes. Bangladesh ranks 127th on the Economic Participation and Opportunity subindex, with a score well below the subindex average. The country is among the ten lowest-performing countries on the Legislators, senior officials and manager and Professional and technical workers indicators. It ranks 111th on the Educational Attainment subindex and is the best performing country from the region on the Enrolment in primary education indicator and among the top 10 countries on the Enrolment in secondary education indicator. Bangladesh ranks 122nd on the Health and Survival subindex and is part of the twenty lowest-performing countries on the Healthy life expectancy indicator. Its strength lies in Political Empowerment, where the country ranks 10th, due to a very high score on the Years with female head of state indicator (it has had 21 years with a female head of state out of the past 50 years). After Mali, Bangladesh is the second-ranked country with the highest percentage of women (15-19 years old) in early marriage. The female singulate mean age at marriage is one of the lowest, at 18.6 years. Bangladesh is also one of the countries with the lowest percentage of firms with female top managers and with female participation in ownership.

Vietnam (76) and **Sri Lanka** (79) follow next. Vietnam is among the three countries from the region with below-average scores on the Health and Survival subindex. Vietnam is the second-lowest country overall on the Sex ratio at birth indicator. This score is partially offset by its high score on the Healthy life expectancy indicator. Sri Lanka's gender gap on Health and Survival remains closed. Its high performance on the Wage equality for similar work indicator is offset by a low score on the Estimated earned income indicator. The country ranks 13th on the Enrolment in tertiary education indicator. Very low scores on the Women in parliament and Women in ministerial positions indicators are offset by a high score on the Years with a female head of state indicator, with 21 years with a female head of state out of the last 50.

China (87) saw its overall score improve compared to 2006 due to advances on all four subindexes. Relative to 2013, China has however experienced a slight decrease of its score due to a drop in the scores of the Economic Participation and Opportunity, Educational Attainment and Political Empowerment subindexes. This year, China

ranks 76th on the Economic Participation and Opportunity subindex and 89th on the Educational Attainment subindex. China is among the nine countries that are below average on the Health and Survival subindex. China is also among the five lowest-performing countries on the Sex ratio at birth indicator. China ranks 72nd on the Political Empowerment subindex, 56th on the Labour force participation indicator, 48th on the Professional and technical workers indicator (with a higher percentage of women than men), but 101st on the Legislators, senior officials and managers indicator. On the other hand, China is the country with the second highest percentage of firms with female participation in ownership.

Indonesia (97) improved compared to 2006 due to improvements on all three of the four subindexes; there was a slight decrease on the Economic Participation and Opportunity subindex. Compared to 2013, the country experienced an improvement, mostly due to an important increase in the Educational Attainment subindex with one of the highest percentage changes relative to 2013 on that subindex. Indonesia ranks 108th on the Economic Participation and Opportunity subindex, 78th on the Educational Attainment subindex, 58th on the Health and Survival subindex and 86th on the Political Attainment subindex. After Norway and France, Indonesia has the third-highest percentage of women on boards of listed companies.

Brunei Darussalam (98) ranks 36th on the Economic Participation and Opportunity subindex and 88th on the Educational Attainment subindex. The country is among the top performing countries on the Enrolment in tertiary education indicator. In Brunei Darussalam, 51% of student enrolled in STEM studies are female and 49% are male. It also has one of the highest percentage of graduates in STEM studies well as PhD graduates compared to men. However, Brunei Darussalam ranks 126th on the Health and Survival subindex. This is mostly due to a very low score on the Healthy life expectancy indicator. Finally, Brunei Darussalam is the lowest-performing country overall on the Political Empowerment subindex. It has no women in the parliamentary equivalent and is among four countries with no female minister.

Japan (104) demonstrated an overall increase from 2006 to 2014 with two score decreases in 2011 and 2013. Japan experienced a 2% increase of its overall score relative to its 2006 score due to an improvement on the Economic Participation and Opportunity subindex. Japan's score also improved compared to last year due to improvements on all subindexes except Political Empowerment. This year, Japan ranks 102nd on the Economic Participation and Opportunity subindex, 93rd on the Educational Attainment subindex, 37th on the Health and Survival subindex and 129th on the Political Empowerment subindex. Japan has the lowest percentage of women on boards of listed companies and is among the countries with the highest difference between female

and male average minutes spent per day on unpaid work. Japan is among the countries with the biggest differences between the percentage of female and male students enrolled and graduating in STEM studies. There is a similar situation for the percentage of PhD graduates. Finally, the mean age of women at the birth of the first child is one of the highest, at 29 years old.

Next are **Maldives** (105), **Malaysia** (107) and **Cambodia** (108). Maldives has the lowest performance in the region on the Healthy life expectancy indicator and ranks 129th on the Women in parliament indicator. Compared to 2006, Malaysia is among the five countries with the highest negative percentage change on the Educational Attainment subindex. Yet the country is also one of the top five performing countries on the Wage equality for similar work indicator. Cambodia continues to maintain a closed Health and Survival gender gap, whereas its score on the Educational Attainment subindex is below average. Though it is among the top twenty best-performing countries on the Labour force participation indicator, it ranks 108th on the Professional and technical workers indicator. Cambodia has the region's highest difference between women and men in percentage of student enrolled and graduates in STEM studies.

Nepal (112) experienced the second highest percentage change (18%) relative to its score in 2006. This is due to important improvements in the Educational Attainment, Health and Survival and Political Empowerment subindexes. In 2014, Nepal ranks 122nd on the Economic Participation and Opportunity subindex and its score is below average on the Educational Attainment subindex. It ranks 88th on the Health and Survival subindex and 61st on the Political Empowerment subindex. Nepal ranks 16th on the Labour force participation indicator, but this high score is offset by a low score on the Legislators, senior officials and managers and Professional and technical workers indicators. The country is also among the lowest-performing countries on the Literacy rate and Enrolment in tertiary education indicators.

India (114) has experienced a steady improvement of its overall score since 2010, with a slight decrease in 2014 due to a drop in scores on the Economic Participation and Opportunity and Educational Attainment subindexes. Since 2006, India has experienced the largest decrease (in absolute and relative value) on its Health and Survival subindex score because of an important drop in its Sex ratio at birth score. In 2014, India is below average on three subindexes: Economic Participation and Opportunity, Educational Attainment and Health and Survival. In fact, it is the second-lowest performing country on Health and Survival, just ahead of Armenia. On the other hand, India is among the top twenty best-performing countries on the Political Empowerment subindex. India is part of the twenty worst-performing countries on the Labour force participation, Estimated earned income, Literacy rate and Sex ratio at birth indicators. India is the highest-ranked

country on the Years with female head of state (over the past 50 years) indicator. India has the highest difference between women and men on the average minutes spent per day on unpaid work—a difference of 300 minutes. It is also among the countries with the highest difference in the female and male percentage of total R&D personnel (FTE). India has one of the lowest percentages of firms with female participation in ownership.

Korea Rep. (117) improved over 2013. Its overall rank, however, has decreased due to the introduction of Liberia in the ranking and due to bigger improvements mostly from Nepal and Qatar. Korea Rep. ranks below average (124th) on the Economic Participation and Opportunity subindex and 103rd on the Educational Attainment subindex. On Health and Survival, Korea Rep. ranks 74th; on Political Empowerment, it ranks 93rd. Korea Rep. is one of the ten lowest-performing countries on the Wage equality for similar work indicator (which is a slight decrease compared to last year). This decrease is offset by improvements on the scores of the Estimated earned income and Legislators, senior officials and managers indicators. Korea Rep. is one of the countries with the biggest difference between female and male percentage of total R&D personnel. Finally, Korea Rep. is the country with the second-lowest total fertility rate per women (1.3), just ahead of Singapore.

Bhutan (120) ranks lower this year mainly due to a decrease on the Economic Participation and Opportunity and Health and Survival subindexes. Bhutan is one of the six countries in the region with scores below average on the Educational Attainment subindex. **Fiji** (122) has closed its Health and Survival gender gap, but is one of the ten lowest-performing countries on the Political Empowerment subindex.

Iran, Islamic Rep. (137) is the lowest-performing country in the upper-middle income group. Its score has improved slightly since 2006, but actually decreased compared to 2013. The country's scores are below average on the Economic Participation and Opportunity subindex (139th) and the Political Empowerment subindex (135th). Iran, Islamic Rep. is part of the five lowest performing countries on the Labour force participation indicator but it is also among the countries with a higher percentage of women in tertiary education compared to men. This highlights the vast investment in increasing women's education and that there is a real potential at integrating women into the economy in order to reap the benefits of this investment.

Pakistan (141) occupies the last place in the regional ranking. The country's score has fluctuated over the past nine years, ending with a slight improvement compared to 2006. On the Economic Participation and Opportunity subindex, Pakistan has experienced one of the highest negative percentage changes relative to its 2006 score. Yet it has achieved one of the highest percentage changes relative to its own 2006 score on the Educational Attainment subindex—even the score still falls below the

2014 world average on that subindex. Pakistan ranks 141st on the Economic Participation and Opportunity subindex this year. It is one of the ten lowest-performing countries on all indicators of this subindex with the exception of Wage equality for similar work. Pakistan is one of the three countries with the lowest percentage of firms with female participation in ownership. Finally, the country ranks 119th on the Health and Survival subindex and 85th on the Political Empowerment subindex.

Sub-Saharan Africa

As of 2014, the Sub-Saharan Africa region has closed 67% of its overall gender gap, showing a slight increase compared to 2013. The region has closed 69% of its Economic Participation and Opportunity gender gap and 20% on the Political Empowerment gap. Sub-Saharan Africa closed 82% of its Educational Attainment gender gap and 97% of its Health and Survival gap. Since 2006, the region (19 countries were included from 2006 to 2014) has experienced an increase of its overall score of 4.8%, moving from 0.64 to 0.67. This is the third-smallest increase compared to other regions. Only Europe and Central Asia has seen a lower increase.

Regional performance improved by 8.8% on the Economic Participation and Opportunity subindex compared to 2006, and over the same period the region significantly improved its Political Empowerment by 71%. It is the only region with a decrease on the Educational Attainment subindex, and it experienced the fourth-smallest decrease in its Health and Survival subindex.

In 2014, regarding the overall Index, Rwanda, Burundi and South Africa rank among the top 20 countries, with Rwanda included in the rankings for the first time. Among the top 20 performing countries on the Economic Participation and Opportunity subindex are Malawi, Botswana, Kenya, Mozambique and Burundi. Botswana, Lesotho and Namibia are among the 25 countries that have fully closed their Educational Attainment gender gaps. On the Health and Survival subindex, Namibia, South Africa and Zimbabwe are among the 35 countries that have closed their gender gap. Mali ranks among the 10 lowest-performing countries on that subindex. On the Political Empowerment subindex, Rwanda, South Africa and Mozambique are three of the top 20 performing countries from the region.

Nine countries from Sub-Saharan Africa are in the top 20 on the Labour force participation indicator, with Malawi topping the ranking. Malawi, Mozambique, Rwanda and Burundi all have a higher representation of women in the labour force than men. Burundi tops the ranking of the equality survey indicator and is, along with Zambia, the two countries from the region in the top 10. Lesotho tops the Literacy rate ranking and, together with Namibia and Botswana, has a higher literacy rate among females than males. Eight of the ten lowest-ranked countries on this indicator are from the region. Mali is one of the 10

lowest-ranked countries on the Healthy life expectancy indicator. Rwanda, South Africa and Senegal are among the top 10 ranking countries on the Women in parliament indicator, with Rwanda ranking first and the only country that has more women in parliament than men.

Compared to 2006, Angola and Zimbabwe are among the five best climbers on the Health and Survival subindex from 2006, while Ethiopia, Nigeria and Angola are among the five countries that have experienced the lowest increase since 2006 score on Educational Attainment. Mali is among the countries with the lowest increase relative to 2006 scores on the Economic Participation and Opportunity and Health and Survival subindexes.

Rwanda (7) is the strongest performer from the region, ranking among the top 10 countries in the overall ranking. The overall high ranking can be explained by Rwanda's strong performance on the Political Empowerment subindex and good performance on Economic Participation and Opportunity subindex. However, this performance is slightly offset by lower scores and wider gender gaps in Health and Survival and Education. Rwanda closed its gender gap on Labour force participation, Enrolment in primary education, Sex ratio at birth and Women in parliament.

Burundi (17) is among the top five performing countries from the region and top 20 overall. Burundi performs highest on the Economic Participation subindex and has closed its Health and Survival gender gap. It improved on its overall 2013 score of 0.740 to 0.757 in 2014. **South Africa** (18) has been among the top 20 performing countries in the overall Index since 2006. This year, it ranks in the top three countries from the region. The country ranks 83th on the Economic Participation and Opportunity subindex, having increased its score from 0.556 to 0.647 since 2006. South Africa slightly decreased its performance on Educational Attainment, moving from a score of 0.993 in 2006 to a score of 0.987 in 2014. On the Health and Survival subindex, the country ranks first, having closed 98% of its gender gap. On the Political Empowerment subindex, South Africa has consistently improved its performance, with a 2014 score of 0.397 compared to a score of 0.326 in 2006, and is performing relatively well as compared to other countries, ranking 12th on the subindex in 2014.

Mozambique (27) improved its overall score from 0.735 in 2013 to 0.737 in 2014. The country ranks in the top 20 on the Economic Participation and Opportunity and Political Empowerment subindexes, but performs below average overall on Educational Attainment and low in Health and Survival. Mozambique ranks among the top five countries on the Labour force participation indicator. The country is among the lowest-performing countries globally on Literacy rate, Enrolment in primary and Enrolment in secondary education. However, Mozambique is among the highest-performing countries in the region on Estimated

earned income, Women in parliament and Years with female head of state.

Since 2006, **Malawi** (34) has increased its performance on the overall Index, and between 2013 and 2014 it increased its score from 0.714 to 0.728. The country ranks in the top five on the Economic Participation and Opportunity subindex, tops the ranking on Labour force participation and is a top regional performer on Enrolment in primary education and Sex ratio at birth. Malawi remains low on the Literacy rate indicator. The country is among the best climbers compared to 2006 on the overall index. **Kenya** (37) is among the best climbers on the overall Index compared to 2013, with a percentage change of 7% relative to its 2013 score. The country is ranked among the top 10 countries on the Economic Participation and Opportunity subindex. It has achieved a lower score on Educational Attainment (below overall average) mainly due to its low performance on the Enrolment in tertiary education indicator. Kenya is one of the highest-performing countries in the region on the Estimated earned income indicator. **Lesotho** (38) has seen a significant drop in overall score and ranking compared to 2013. Though the country has closed its Educational Attainment gap, it has reduced scores on the three other subindexes.

Namibia (40) is one of the countries from the region that has managed to close its Educational Attainment gap. For the first time it has also closed the gap on Health and Survival, due to significant improvements in the Healthy life expectancy. The country is the second-highest ranked country from the region on Legislators, senior officials and managers and one of the best performing countries on Literacy rate. **Madagascar** (41) has consistently improved its overall score and ranking since 2006 with two slight decreases in 2009 and 2010. The country is among the top 10 on Labour force participation and closed its gender gap on Enrolment in primary education and secondary education; yet it ranks low on Literacy rate and Enrolment in tertiary education. **Tanzania** (47) improved its overall score since 2013. The drivers for this trend are improvements on the Economic Participation, Health and Survival and Political Empowerment subindexes. The country ranks among the region's highest-performing countries on Labour force participation and Estimated earned income. The country has seen low performance on Educational Attainment since 2006 and decreased in performance on this indicator in 2014. **Cape Verde** (50) is one of the countries that has closed its gender gap on the Health and Survival subindex. It has the highest number of Women in ministerial positions in the region, placing among the top five countries globally.

Botswana (51) has increased its 2013 score of 0.675 to 0.713 this year. The country closed its Educational Attainment gap and jumped forty positions on the Economic Participation subindex. The country increased its score on the Estimated earned income and Legislators, senior officials and managers indicators. In fact, it is one of

the region's top performers on Estimated earned income, and has also closed the gender gap on Professional and technical workers. Botswana is among the best climbers Health and Survival subindex compared to 2013. **Zimbabwe** (63) is one of the three countries from the region that has closed its gender gap on Health and Survival. However, it ranks low on Educational Attainment due to its literacy rate, enrolment in secondary education and enrolment in tertiary education. Zimbabwe has closed its gender gap in enrolment in primary education.

Senegal (77) has declined in score on all subindexes except Economic Participation. Similar to Zimbabwe, it ranks low on Literacy rate, Enrolment in secondary education and Enrolment in tertiary education and has closed its gender gap in Enrolment in primary education. **Uganda** (88) significantly dropped in rank and score due to a steep decline on Economic Participation and Health and Survival indicators. Among Economic Participation indicators, it ranks particularly low on Estimated earned income. On the Health and Survival indicators it ranks low on Healthy life expectancy. Uganda is among the top 10 performers on the Labour force participation indicator. **Swaziland** (92) is included for the first time in this year's *Global Gender Gap Report*. The country has closed its gender gap on the Health and Survival subindex as well as on the Enrolment in primary, secondary and tertiary education indicators; but it still has a low performance on Literacy rate. **Ghana** (101) has dropped its overall score, due to a steep decline on Economic Participation and Opportunity indicators; in particular, the Professional and technical workers. However, it is among the top 10 countries on the Labour force participation indicator.

Mauritius (106) saw its score decrease over 2013, but since 2006 it has improved its overall ranking. Mauritius is one of the countries from the region that has closed its Health and Survival gender gap and the gap in Enrolment in secondary and tertiary education. **Burkina Faso** (110) slightly decreased its overall score, performing above average on Economic Participation and Opportunity and Health and Survival scores and below average on both Political Empowerment and Educational Attainment. **Liberia** (111) entered the rankings for the first time this year. It ranks above average on the Economic Participation and Opportunity and Health and Survival subindexes and below average on Educational Attainment and Political Empowerment. Liberia is the second-lowest ranked country with regard to literacy. It also ranks near the bottom of the low-income bracket, just ahead of Nepal, Ethiopia, Guinea, Mali and Chad.

Nigeria (118) has decreased in overall ranking from 2013 to 2014. Though Nigeria performs above average on Economic Participation and Opportunity and Health and Survival indicators, it remains below average on Educational Attainment and Political Empowerment scores. Nigeria is one of the ten lowest-ranked countries in terms of primary and secondary education. **Zambia** (119) ranks

among the top 10 countries on the equality survey and 10 lowest performing countries regarding professionals and technical workers. **Angola** (121) saw its overall score fall since 2013, but improve since 2006. Angola worsened in terms of Healthy life expectancy compared to last year, where the gender gap had been closed. Angola is also the lowest-ranked country on Wage equality for similar work and Ability of women to rise to positions of enterprise leadership. The five lowest-ranked countries from the region are Ethiopia, Guinea, Côte d'Ivoire, Mali and Chad. All five countries are also among the lowest-ranked countries on Literacy rate and Enrolment in primary, secondary and tertiary education (with the exception of Côte d'Ivoire for tertiary education).

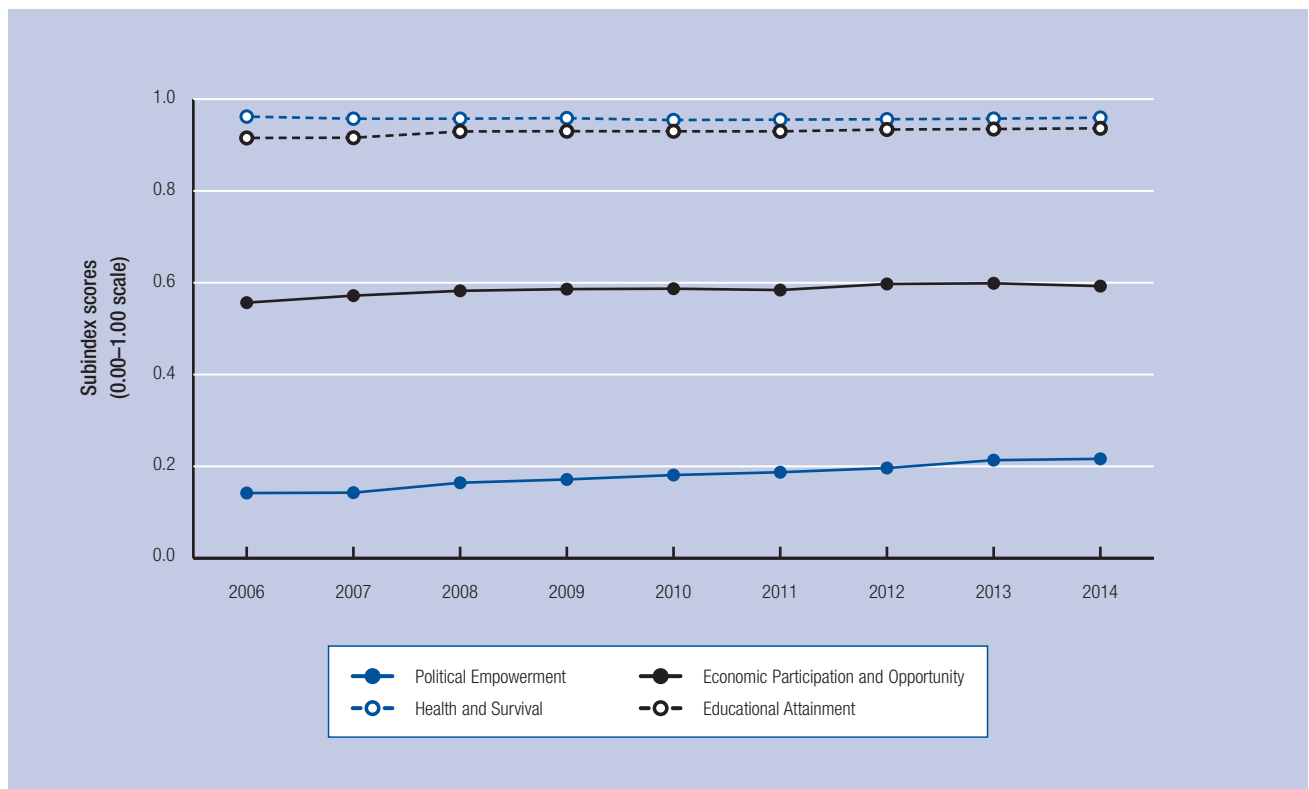
Ethiopia (127) saw its overall score fall, with specific decreases on the Educational Attainment and Health and Survival subindexes. Ethiopia is one of the lowest performing countries from the region when it comes to professional and technical workers. It is also the country with the lowest result on Antenatal care coverage, at least one visit (%) and Births attended by skilled health personnel (%). This year, **Guinea** (132) entered the rankings for the first time. The country is the second-lowest ranked country on Educational Attainment. **Côte d'Ivoire** (136) improved its overall score slightly, while the country observed a significantly decreased performance on the Health and Survival subindex compared to last year.

Mali (138) decreased on all subindexes, in particular on the Health and Survival Index, where it ranks second lowest on the Healthy life expectancy indicator. Mali is also the country with the highest total fertility rate—at 6.9 children per women—as well as the highest adolescent fertility rate (defined as births per 1,000 girls aged 15-19). **Chad** (140) is the lowest-performing country in the region. This is attributed mainly to the country's performance on the Educational Attainment subindex, where it ranks last. Chad is one of the ten lowest-ranked countries on Literacy rate and Enrolment in primary education, and the lowest-ranked country on Enrolment in secondary and Enrolment in tertiary education. Finally, Chad is the country with the lowest percentage of contraceptive prevalence, married women or in-union (% any method). Nevertheless, Chad improved its overall score relative to 2013 and 2006.

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. One hundred eleven countries have been included during that time. This year's *Report* seeks to provide this information by country in the country analysis section above, particularly in the case of countries with notable progress or decline. Additionally, nearly a decade of data allows us to extract aggregate information about

Figure 12: Global Index Evolution 2006-2014, by subindex



Source: Global Gender Gap Index 2014.

global progress. The main findings of this analysis are presented in this section.

Subindex evolution 2006-2014

In 2006, 14% of the global Political Empowerment gap had been closed; in 2014, 21% of this gap has been closed. In 2006, 56% of the Economic Participation and Opportunity gap had been closed; in 2014, 60% of this gap has been closed. In 2006, almost 92% of the Educational Attainment gap had been closed; in 2014, 94% of this gap has been closed. On Health and Survival, however, there has been a small deterioration since 2006, from 97% to 96%. Figure 12 displays change by subindex between 2006 and 2014.

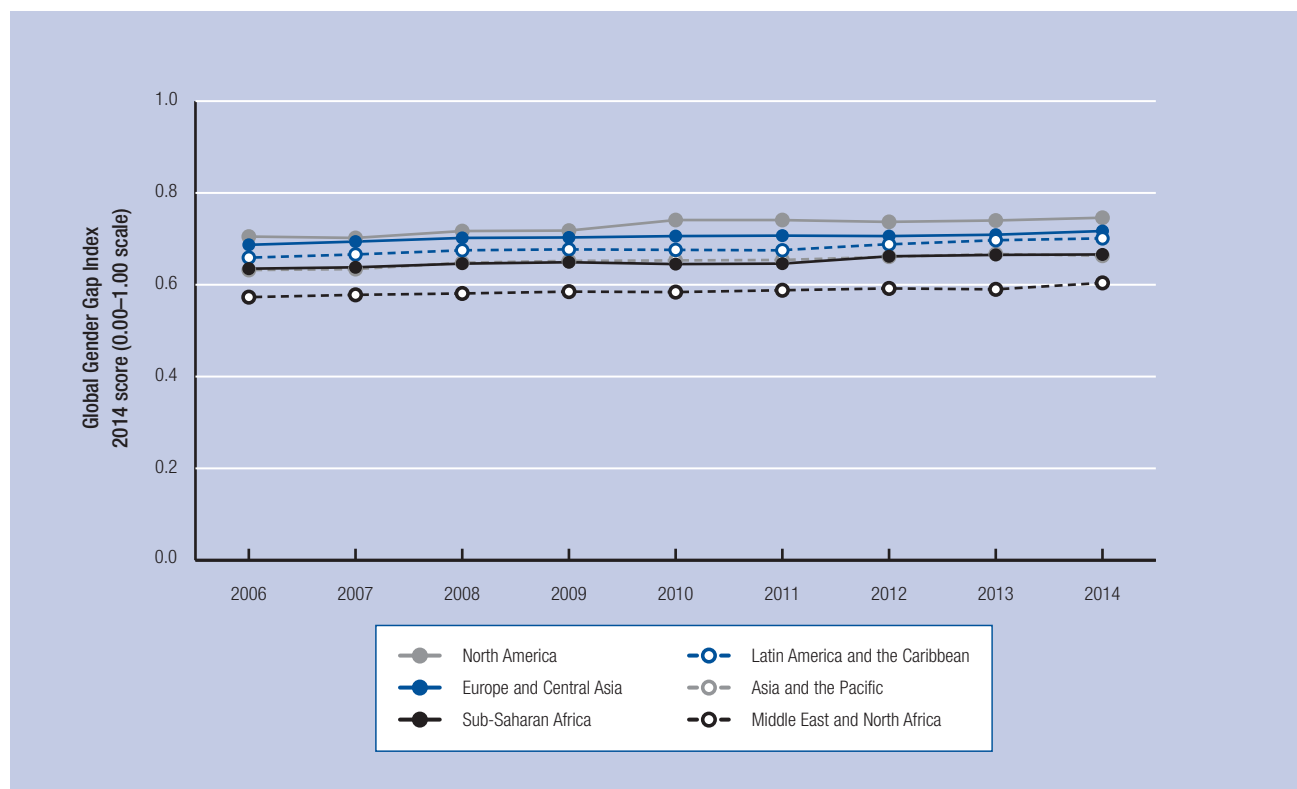
Regional evolution 2006-2014

On the Global Gender Gap Index, the region with the largest absolute change is Latin America (with 4.18% of the gender gap closed), followed by North America (with 4.06% of the gender gap closed), Middle East and North Africa (with 3.08% of the gender gap closed), Sub-Saharan Africa (with 3.06% of the gender gap closed) and Europe and Central Asia (with 3.06% of the gender gap closed). Asia and the Pacific is the only region that shows a negative absolute change (with 3.15% of the gender gap widened). When compared to their own starting points nearly a decade ago, the order of relative change is exactly the same. Figure 13 displays change by region between 2006 and 2014.

On the Economic Participation and Opportunity subindex, the largest absolute increase has come from Latin America and the Caribbean (with 7.2% of the gender gap closed), followed by North America (with 6.9% of the gender gap closed), Europe and Central Asia (with 5.9% of the gender gap closed), Sub-Saharan Africa (with 5.6% of the gender gap closed), Middle East and North Africa (with 2.8% of the gender gap closed) and Asia and the Pacific (with 2.0% of the gender gap closed). Relative to the starting point in 2006, the order by magnitude of relative change is slightly different, with Europe surpassing North America. Figure 14 displays change on Economic Participation and Opportunity by region between 2006 and 2014.

On Educational Attainment, the largest positive absolute change has come from the Middle East and North Africa, with 4.6% of its education gender gap being closed in the last decade. Next is Asia and the Pacific (with 3.1% of the gender gap closed), North America (with 1.5% of the gender gap closed), Latin America and the Caribbean (with 1.3% of the gender gap closed), and Europe and Central Asia (with 0.8% of the gender gap closed). In Sub-Saharan Africa, there has been an overall decline, by 2.8%, of gender gap closed. The order in terms of relative change is the same as the order in terms of absolute change. Figure 15 displays change on Educational Attainment by region between 2006 and 2014.

Figure 13: Global Index Evolution 2006-2014, by region



Source: Global Gender Gap Index 2014; details of regional classification are in Appendix A.

On Health and Survival, all regions experienced an absolute and relative decrease compared to their starting point in 2006. It is the only subindex that is worsening for all regions compared to a decade ago. The smallest absolute decrease came from Latin America (with 0.01% of gender gap widened), followed by Europe and Central Asia (with 0.04% of gender gap widened). Middle East is next (with 0.40% of gender gap widened), followed by Asia and the Pacific (with 0.45% of gender gap widened) and North America (0.53% of gender gap widened). Sub-Saharan Africa (with 2.05% of gender gap widened) is the region with the largest widening of its gender gap. When compared to their own starting points in 2006, the order of relative change is different with Europe and Central Asia with the smallest decrease, followed by Latin America, Middle East, Sub-Saharan Africa, Asia and North America.

On the Political Empowerment subindex, the largest absolute increase has come from North America (with 8.6% of gender gap closed), followed by Latin America (with 8.3% of gender gap closed), Asia and the Pacific (with 7.9% of gender gap closed), Sub-Saharan Africa (with 7.3% of gender gap closed) and Europe and Central Asia (with 5.6% of gender gap closed). The Middle East region, while lowest by absolute change (5.6% of gender gap closed), is highest in terms of relative change, given the very low starting point nine years ago. In 2006 only 3.6% of the region's political gender gap had been closed; today 8.8% of this gap has been closed. In relative terms,

North America comes next, then Latin America, Africa, Asia and Europe. Figure 17 displays change on political empowerment by region between 2006 and 2014.

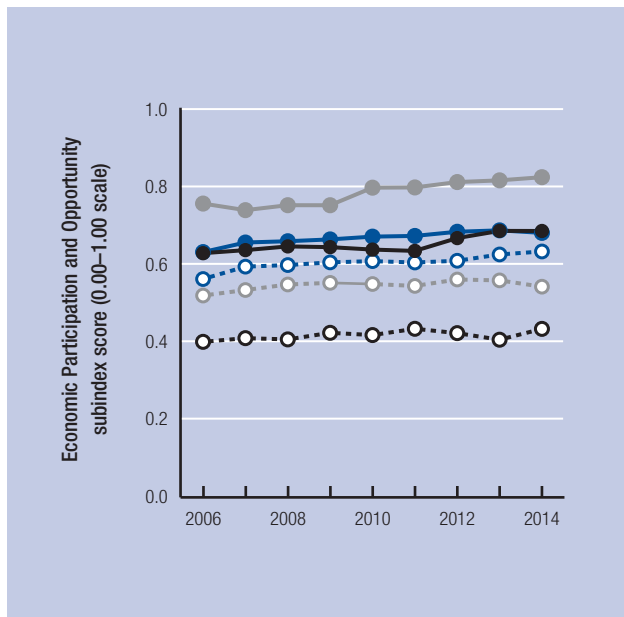
Income group evolution 2006-2014

On the Global Gender Gap Index, while low-income countries start out at having closed only 62.61% of the overall gap, they make gains of nearly 5%. Lower-middle income countries, while starting out lowest, make the second largest gains (3.4%). Next are high-income countries at 3.3% and, finally, upper-middle income countries at 2.2%. Figure 18 displays change on the overall index by income group between 2006 and 2014.

On the Economic Participation and Opportunity subindex, high-income countries, already in the lead, also show the largest absolute gains (almost 7%). They are followed by low-income countries (5.1%), upper-middle income countries (3.3%) and lower-middle income countries (1.8%). Figure 19 displays change on this subindex by income group between 2006 and 2014.

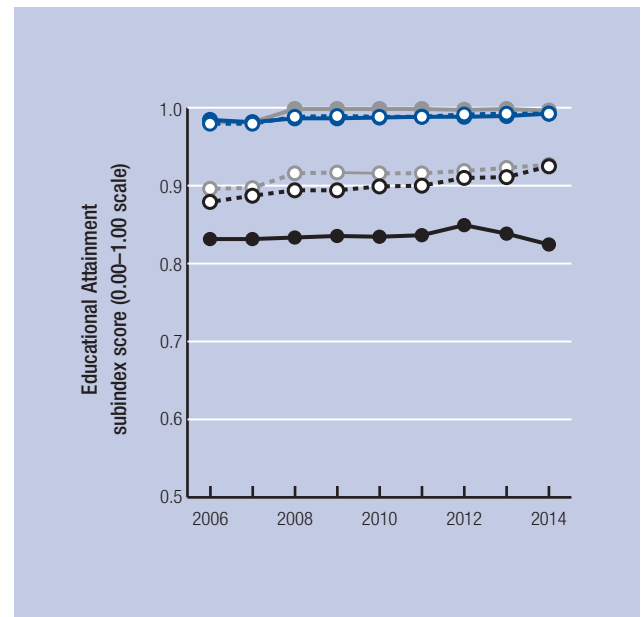
On Educational Attainment, the largest change comes from the lowest ranked region, as low-income countries improved by nearly 4%. Next are lower middle-income countries, upper-middle income countries and high-income countries, which are near parity already. Figure 20 displays changes on Educational Attainment by income group between 2006 and 2014.

Figure 14: Economic Participation and Opportunity subindex evolution 2006-2014, by region



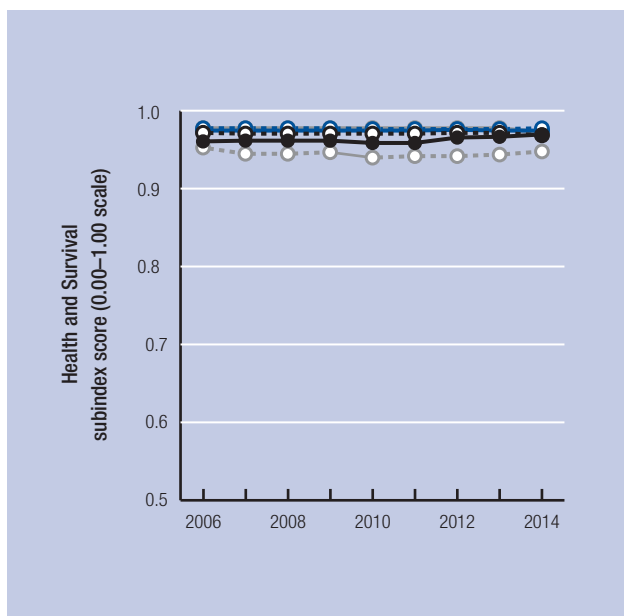
Source: Global Gender Gap Index 2014; details of regional classification are in Appendix A.
Note: See Figure 13 for key.

Figure 15: Educational Attainment subindex evolution 2006-2014, by region



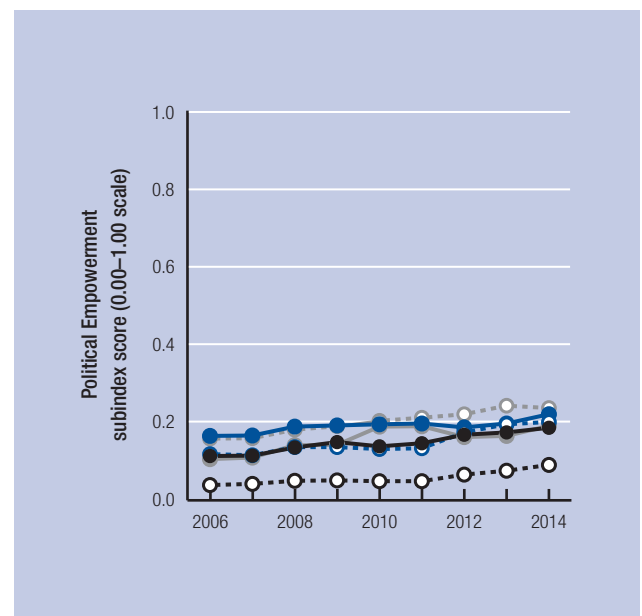
Source: Global Gender Gap Index 2014; details of regional classification are in Appendix A.
Note: The Educational Attainment subindex axis has been truncated to enhance readability. See Figure 13 for key.

Figure 16: Health and Survival subindex evolution 2006-2014, by region



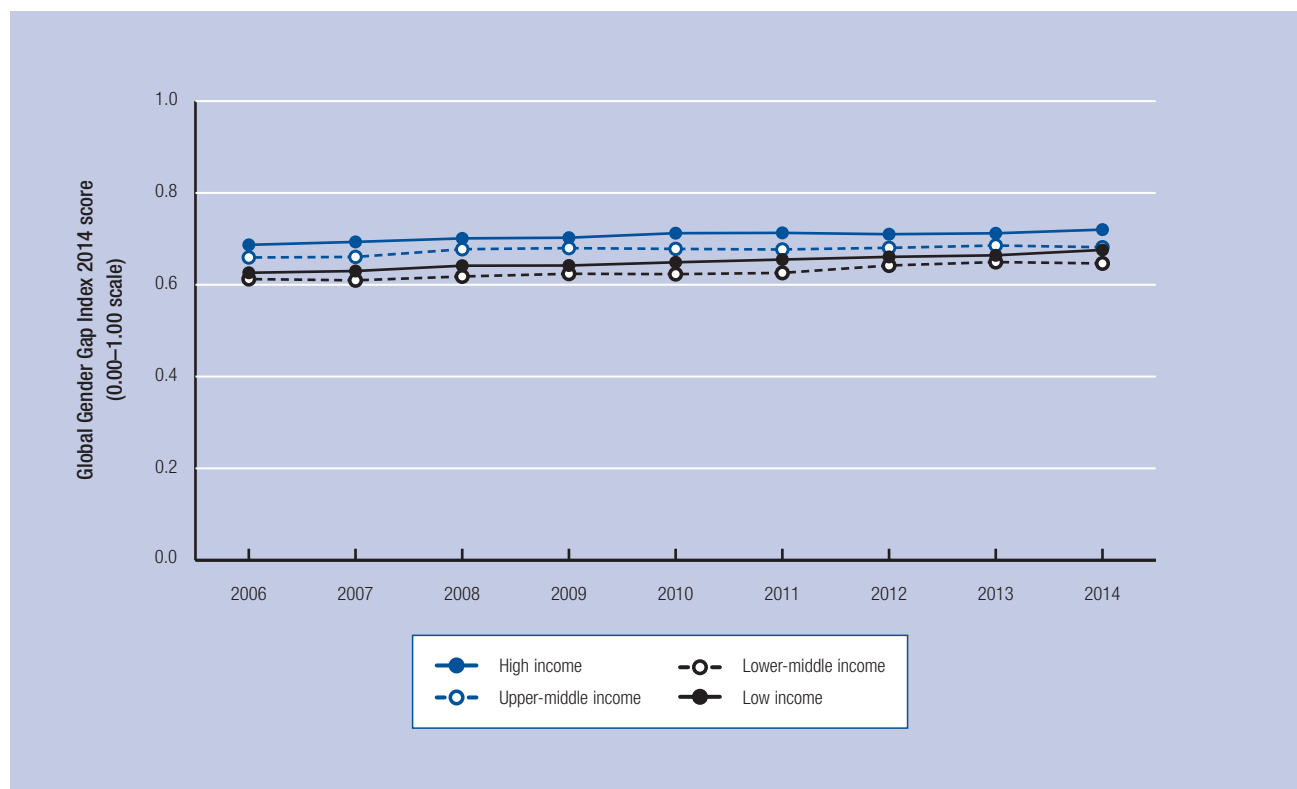
Source: Global Gender Gap Index 2014; details of regional classification are in Appendix A.
Note: The Health and Survival subindex axis has been truncated to enhance readability. See Figure 13 for key.

Figure 17: Political Empowerment subindex evolution 2006-2014, by region



Source: Global Gender Gap Index 2014; details of regional classification are in Appendix A.
Note: See Figure 13 for key.

Figure 18: Global Index Evolution 2006-2014, by income group



Source: Global Gender Gap Index 2014; details of income classification are in Appendix A.

On the Health and Survival subindex, the low-income countries that started out having closed 96.2% of the gender gap have now closed 96.9% of the gap. Each of the other three income groups displays widening gender gaps. Figure 21 displays change on Health and Survival by income group between 2006 and 2014.

On Political Empowerment, low-income countries demonstrate the largest absolute increase (10%). Next, lower-middle income countries closed the gap from 17.5% in 2006 to 27.5%—an absolute improvement of almost 10%. High-income and upper-middle income countries have also improved, but by a lower margin. Figure 22 displays change on the Political Empowerment subindex by income group between 2006 and 2014.

Figure 23 summarizes the spread of Global Gender Gap Index results within income groups in 2006 and 2014. For low-, lower-middle and high-income countries, the spread narrowed, whereas for upper-middle income countries it widened. The average income group score increased for all four regions. Figure B2 in Appendix B visualizes the country score change on the x-axis and income levels (GDP per capita) on the y-axis and highlights selected countries—both low-income countries that have made little progress or significant progress, as well as high-income countries that have made little progress or significant progress.

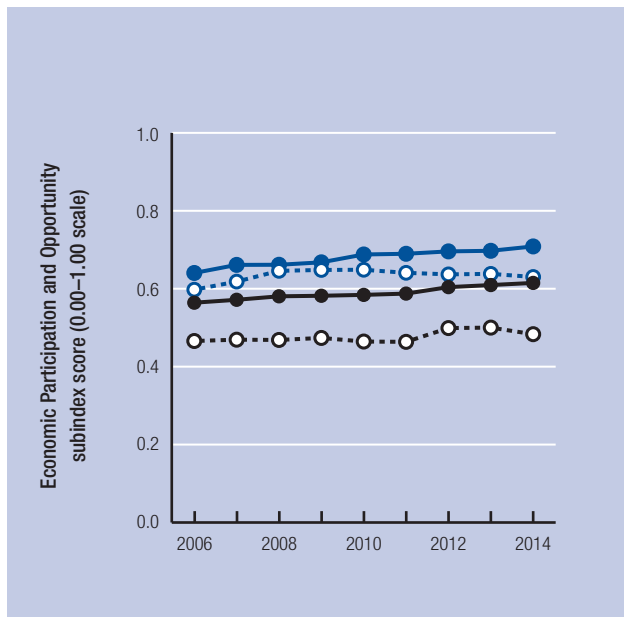
Country evolution 2006-2014

In all, 111 countries have been part of the *Report* since its inception, of which one (Tunisia) dropped out of the Index for one year before re-entering. The direction of change within countries has been largely positive, but not universally so. Between 2006 and 2014, 105 countries (95%) have made progress overall, while six countries (5%) have regressed relative to their starting point. These six countries are spread across regions: in Asia, it is Sri Lanka; in Africa, Mali; in Europe, Croatia and Macedonia; and in the Middle East, Jordan and Tunisia. In the Americas, no country has widening gender gaps. Table 7 summarizes gains and losses over the last nine years.

Among those that have improved, the pace of change is varied across countries. Only three countries have improved by 10% or more: Ecuador, France and Nicaragua, all three primarily driven by changes on political indicators. Twenty-five countries have improved between 5 and 10%. Sixty-two countries have improved between 1 and 5% and 15 between 0 and 1%. Table 8 provides further details of the 2006 score, 2014 score and the absolute and relative changes in each country.

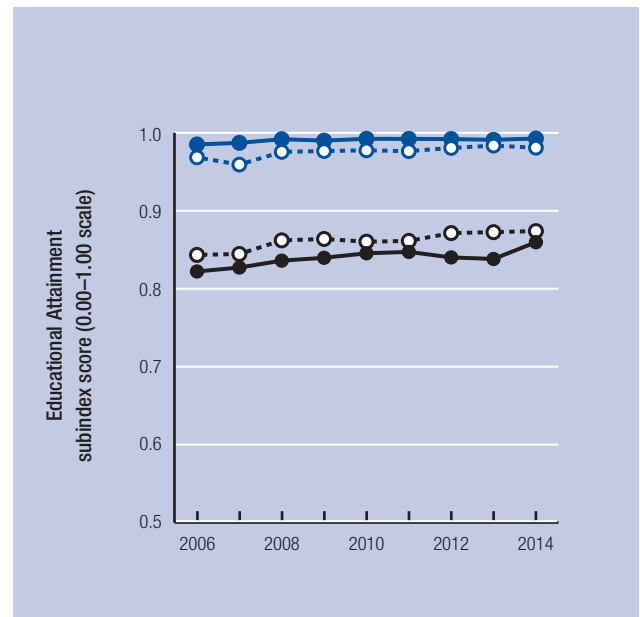
Figure 24 visualizes change over the last nine years in a scatter plot. Countries in the top right quadrant are those that were performing above the median score in 2006 and have shown relative progress between 2006 and 2014. Countries like Switzerland, Iceland and Denmark fall within this category. Countries in the bottom right quadrant

Figure 19: Economic Participation and Opportunity subindex evolution 2006-2014, by income group



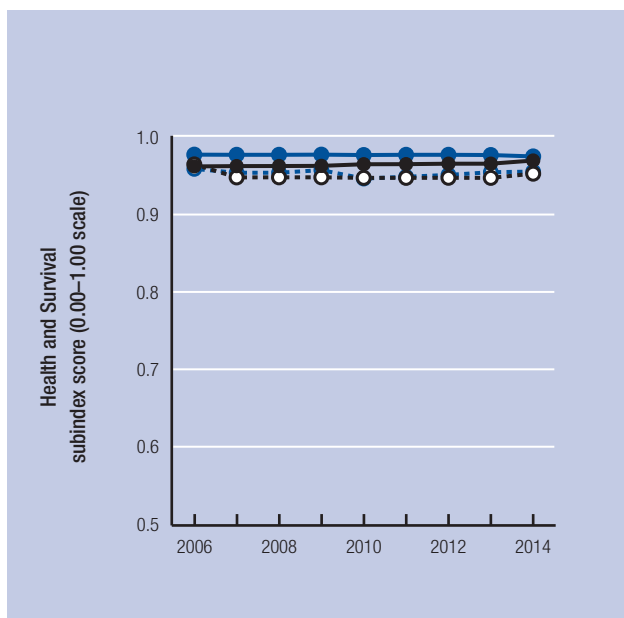
Source: Global Gender Gap Index 2014; details of income classification are in Appendix A.
Note: See Figure 18 for key.

Figure 20: Educational Attainment subindex evolution 2006-2014, by income group



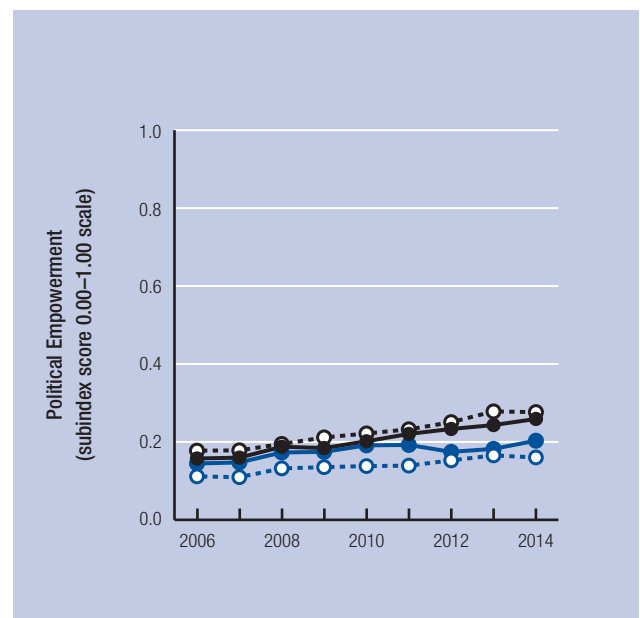
Source: Global Gender Gap Index 2014; details of income classification are in Appendix A.
Note: Educational Attainment subindex axis has been truncated to enhance readability. See Figure 18 for key.

Figure 21: Health and Survival subindex evolution 2006-2014, by income group



Source: Global Gender Gap Index 2014; details of income classification are in Appendix A.
Note: Health and Survival subindex axis has been truncated to enhance readability. See Figure 18 for key.

Figure 22: Political Empowerment subindex evolution 2006-2014, by income group



Source: Global Gender Gap Index 2014; details of income classification are in Appendix A.
Note: See Figure 18 for key.

Figure 23: Spread of Global Index scores 2006, 2014, by income group

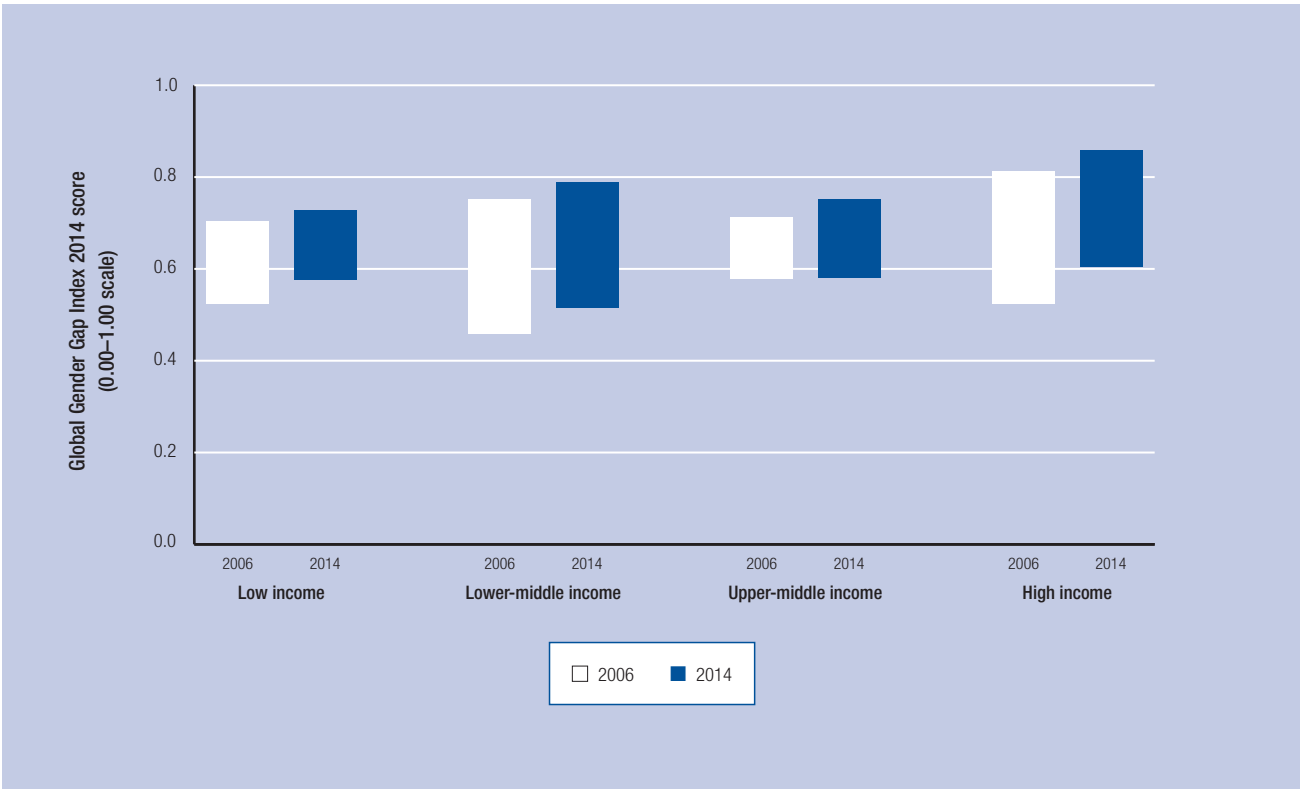
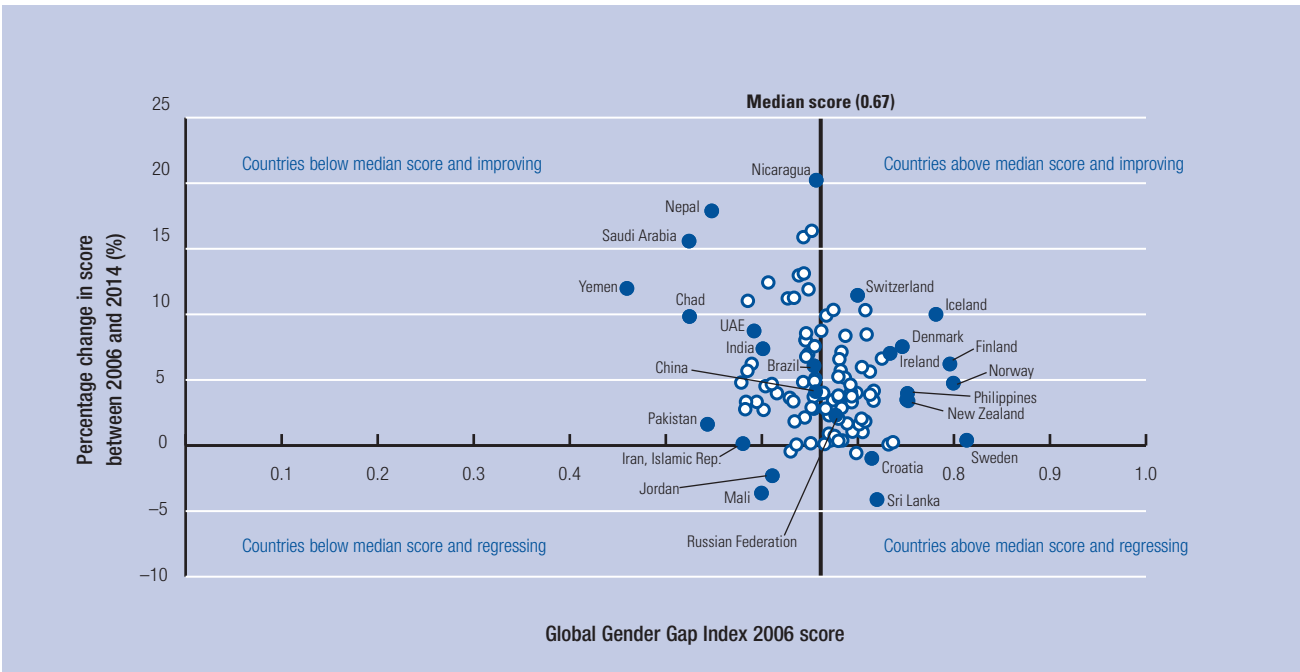


Figure 24: Country performance relative to starting point



Source: Global Gender Gap Indexes 2006 and 2014.

Table 7: Global Index Evolution 2006-2014, summary

Number of countries	2006–2007	2007–2008	2008–2009	2009–2010	2010–2011	2011–2012	2012–2013	2013–2014	2006–2014
Widening gaps	22	39	43	54	58	50	46	49	6
Narrowing gaps	89	85	83	74	73	79	85	85	105
Improving (%)	80	69	66	58	56	61	65	63	95
Deteriorating (%)	20	31	34	42	44	39	35	37	5
TOTAL*	111	124	126	128	131	129	131	134	111

* Total represents the sum of countries with widening gaps and narrowing gaps.

are those that were performing above the median score in 2006 but have regressed between 2006 and 2014. Countries like Croatia and Sri Lanka fall into this category. In the top left quadrant are those that were performing below the median score in 2006 but have shown relative progress between 2006 and 2014. Countries like Nepal, Saudi Arabia and Yemen fall within this category. In the bottom left are those that were performing below the median score in 2006 and have regressed between 2006 and 2014. Countries like Iran, Mali and Jordan fall within this category.

Table B1 in Appendix B provides detailed information on ranks and scores for the previous nine years for each of the 111 countries covered. In the Country Profiles section, readers can explore trends over the last nine years on the overall Index scores and ranks, as well as on 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 eight years, nor are all data updated on an annual basis for each country by the international organizations that serve as our primary sources of data.

Progress has not been even across the four subindexes of economy, politics, health and education within countries. On Economic Participation and Opportunity, eighteen countries have regressed over the last 9 years, while 93 countries have improved. In Ecuador and Guatemala these gains are larger than 20%, while in another 25 countries these gains are between 10% and 20%.

On both the Educational Attainment and Health and Survival subindexes, although many countries have already reached parity, the gains made have reversed in some parts of the world. In fact, nearly 30 countries covered have wider education gaps than they did nine years ago, while 75 have shown gains. Of those that improved, five had gains of more than 10%, having started out with a low base: Nepal, Burkina Faso, Yemen, Saudi Arabia and Chad. Six countries have stayed the same but these had already closed their gender gaps on education.

On Health and Survival gaps, 51 countries are worse off than they were nine years ago and 27 have stayed the same, while 33 have had gains. Of those that stayed the same, most have already closed the gender gap on health.

On Political Empowerment, 17 countries are worse off than nine years ago but 94 are performing better than before. In the case of 28 countries the gains are larger than 10%, of which five countries—Nicaragua, France, Switzerland, Iceland and Ecuador—have had gains of 20% or larger.

While the Nordic nations continue to act as role models in terms of their ability to achieve gender parity, some of the biggest absolute and relative improvements of the past nine years have come from countries that are low in the rankings. For example, the most improved country relative to its starting point nine years ago for Economic Participation and Opportunity is Saudi Arabia; Burkina Faso for Educational Attainment; Angola for Health and Survival; and the United Arab Emirates for Political Empowerment. In absolute terms, the most improved countries include Guatemala for Economic Participation and Opportunity; Nepal for Educational Attainment; Angola for Health and Survival; and Nicaragua for Political Empowerment.

The countries with the most losses relative to past performance are: Jordan on Economic Participation; Angola on Educational Attainment; India on Health and Survival; and Botswana on Political Empowerment. The least-improved countries in absolute terms are: Mali for Economic Participation; Angola for Educational Attainment; India for Health and Survival; and Sri Lanka for Political Empowerment.

Changes within subindexes are also varied. For example, within economic participation, Nepal, Botswana and Nigeria have had the most absolute gain in terms of increased rates of female labour force participation. Kuwait, Luxembourg and Singapore have seen the largest absolute gains on women's income. The largest gains on women in senior roles—legislator, senior official and manager positions—have come from France, Madagascar and Honduras, while on high-skilled roles in general—professional and technical workers—Bulgaria, Honduras and Ecuador have the lead.

Finally, 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 B2 in Appendix B displays the Global Gender Gap Index 2000–2013 for 39 countries where the relevant data were available. In all countries there was a net improvement in scores across the 14 years, with the exception of the

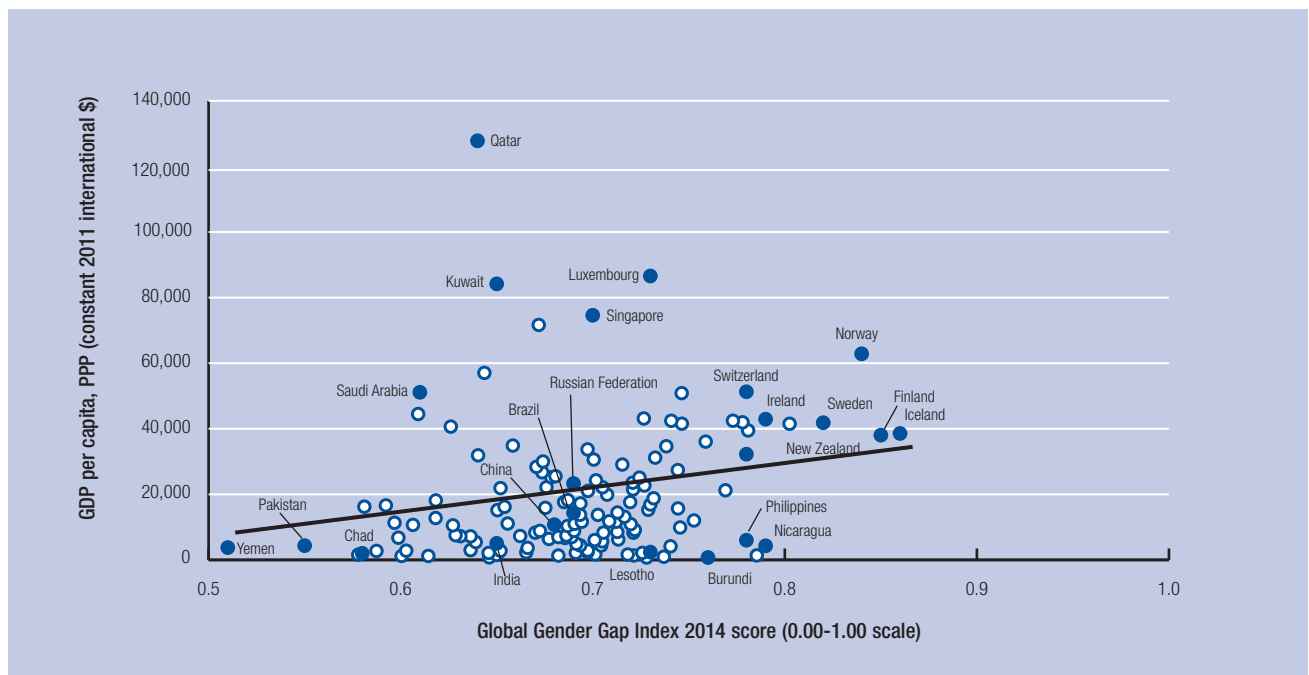
Table 8: Change in score, 2006-2014

Country	2006 score	2014 score	Absolute change in score (2006–2014)	Percentage change relative to 2006 score
Albania	0.6607	0.6869	0.0262	4.0
Algeria	0.6018	0.6182	0.0164	2.7
Angola	0.6039	0.6311	0.0272	4.5
Argentina	0.6829	0.7317	0.0487	7.1
Australia	0.7163	0.7409	0.0245	3.4
Austria	0.6986	0.7266	0.0280	4.0
Bahrain	0.5894	0.6261	0.0367	6.2
Bangladesh	0.6270	0.6973	0.0703	11.2
Belgium	0.7078	0.7809	0.0731	10.3
Bolivia	0.6335	0.7049	0.0714	11.3
Botswana	0.6897	0.7129	0.0232	3.4
Brazil	0.6543	0.6941	0.0398	6.1
Bulgaria	0.6870	0.7444	0.0575	8.4
Burkina Faso	0.5854	0.6500	0.0646	11.0
Cambodia	0.6291	0.6520	0.0229	3.6
Canada	0.7165	0.7464	0.0299	4.2
Chad	0.5247	0.5764	0.0516	9.8
Chile	0.6455	0.6975	0.0521	8.1
China	0.6561	0.6830	0.0270	4.1
Colombia	0.7049	0.7122	0.0073	1.0
Costa Rica	0.6936	0.7165	0.0229	3.3
Croatia	0.7145	0.7075	–0.0070	–1.0
Cyprus	0.6430	0.6741	0.0311	4.8
Czech Republic	0.6712	0.6737	0.0025	0.4
Denmark	0.7462	0.8025	0.0563	7.5
Dominican Republic	0.6639	0.6906	0.0267	4.0
Ecuador	0.6433	0.7455	0.1022	15.9
Egypt	0.5786	0.6064	0.0278	4.8
El Salvador	0.6837	0.6863	0.0027	0.4
Estonia	0.6944	0.7017	0.0073	1.1
Ethiopia	0.5946	0.6144	0.0198	3.3
Finland	0.7958	0.8453	0.0495	6.2
France	0.6520	0.7588	0.1067	16.4
Georgia	0.6700	0.6855	0.0155	2.3
Germany	0.7524	0.7780	0.0256	3.4
Ghana	0.6653	0.6661	0.0008	0.1
Greece	0.6540	0.6784	0.0243	3.7
Guatemala	0.6067	0.6821	0.0754	12.4
Honduras	0.6483	0.6935	0.0452	7.0
Hungary	0.6698	0.6759	0.0061	0.9
Iceland	0.7813	0.8594	0.0782	10.0
India	0.6011	0.6455	0.0444	7.4
Indonesia	0.6541	0.6725	0.0184	2.8
Iran, Islamic Rep.	0.5803	0.5811	0.0008	0.1
Ireland	0.7335	0.7850	0.0515	7.0
Israel	0.6889	0.7005	0.0116	1.7
Italy	0.6456	0.6973	0.0518	8.0
Jamaica	0.7014	0.7128	0.0114	1.6
Japan	0.6447	0.6584	0.0138	2.1
Jordan	0.6109	0.5968	–0.0141	–2.3
Kazakhstan	0.6928	0.7210	0.0281	4.1
Kenya	0.6486	0.7258	0.0772	11.9
Korea, Rep.	0.6157	0.6403	0.0246	4.0
Kuwait	0.6341	0.6457	0.0117	1.8
Kyrgyz Republic	0.6742	0.6974	0.0233	3.5
Latvia	0.7091	0.7691	0.0600	8.5

Country	2006 score	2014 score	Absolute change in score (2006–2014)	Percentage change relative to 2006 score
Lesotho	0.6807	0.7255	0.0448	6.6
Lithuania	0.7077	0.7208	0.0131	1.8
Luxembourg	0.6671	0.7333	0.0661	9.9
Macedonia, FYR	0.6983	0.6943	–0.0040	–0.6
Madagascar	0.6385	0.7214	0.0828	13.0
Malawi	0.6437	0.7281	0.0845	13.1
Malaysia	0.6509	0.6520	0.0011	0.2
Mali	0.5996	0.5779	–0.0217	–3.6
Malta	0.6518	0.6707	0.0189	2.9
Mauritania	0.5835	0.6029	0.0194	3.3
Mauritius	0.6328	0.6541	0.0213	3.4
Mexico	0.6462	0.6900	0.0438	6.8
Moldova	0.7128	0.7405	0.0276	3.9
Mongolia	0.6821	0.7212	0.0390	5.7
Morocco	0.5827	0.5988	0.0161	2.8
Namibia	0.6864	0.7219	0.0355	5.2
Nepal	0.5478	0.6458	0.0980	17.9
Netherlands	0.7250	0.7730	0.0481	6.6
New Zealand	0.7509	0.7772	0.0263	3.5
Nicaragua	0.6566	0.7894	0.1328	20.2
Nigeria	0.6104	0.6391	0.0286	4.7
Norway	0.7994	0.8374	0.0380	4.8
Pakistan	0.5434	0.5522	0.0088	1.6
Panama	0.6935	0.7195	0.0260	3.8
Paraguay	0.6556	0.6890	0.0334	5.1
Peru	0.6619	0.7198	0.0579	8.7
Philippines	0.7516	0.7814	0.0299	4.0
Poland	0.6802	0.7051	0.0249	3.7
Portugal	0.6922	0.7243	0.0321	4.6
Romania	0.6797	0.6936	0.0139	2.0
Russian Federation	0.6770	0.6927	0.0157	2.3
Saudi Arabia	0.5242	0.6059	0.0817	15.6
Singapore	0.6550	0.7046	0.0496	7.6
Slovak Republic	0.6757	0.6806	0.0049	0.7
Slovenia	0.6745	0.7443	0.0697	10.3
South Africa	0.7125	0.7527	0.0402	5.6
Spain	0.7319	0.7325	0.0006	0.1
Sri Lanka	0.7199	0.6903	–0.0297	–4.1
Sweden	0.8133	0.8165	0.0033	0.4
Switzerland	0.6997	0.7798	0.0801	11.5
Tanzania	0.7038	0.7182	0.0144	2.0
Thailand	0.6831	0.7027	0.0196	2.9
Trinidad and Tobago	0.6797	0.7154	0.0357	5.2
Tunisia	0.6288	0.6272	–0.0016	–0.3
Turkey	0.5850	0.6183	0.0333	5.7
Uganda	0.6797	0.6821	0.0024	0.4
Ukraine	0.6797	0.7056	0.0259	3.8
United Arab Emirates	0.5919	0.6436	0.0517	8.7
United Kingdom	0.7365	0.7383	0.0018	0.3
United States	0.7042	0.7463	0.0421	6.0
Uruguay	0.6549	0.6871	0.0322	4.9
Venezuela	0.6664	0.6851	0.0187	2.8
Yemen	0.4595	0.5145	0.0551	12.0
Zambia	0.6360	0.6364	0.0005	0.1
Zimbabwe	0.6461	0.7013	0.0553	8.6

Note: This table contains only those 111 countries that were covered consistently between 2006 and 2014.

Figure 25: GDP per capita vs Goba Gender Gap Index 2014



Source: Global Gender Gap Index 2014 and the World Bank's *World Development Indicators (WDI)* online database, accessed July 2014.
 Note: The Global Gender Gap Index axis has been truncated to enhance readability.

Slovak Republic. In six countries there were gains of more than 10%: Bangladesh, Belgium, Denmark, Finland, Ireland and Switzerland. Figure B1 displays these changes visually for seven selected economies: Switzerland, Ireland, Mexico, Korea, Rep., United Kingdom, Japan and Slovak Republic.

THE CASE FOR GENDER EQUALITY

The most important determinant of a country's competitiveness is its human talent—the skills and productivity of its workforce. Similarly, an organization's performance is determined by the human capital that it possesses and its ability to use this resource efficiently. Ensuring the healthy development and appropriate use of half of the world's available talent pool thus has a vast bearing on how competitive a country may become or how efficient a company may be. There is clearly also a values-based case for gender equality: women are one half of the world's population and deserve equal access to health, education, economic participation and earning potential and political decision-making power. Ultimately, gender equality is fundamental to whether and how societies thrive.

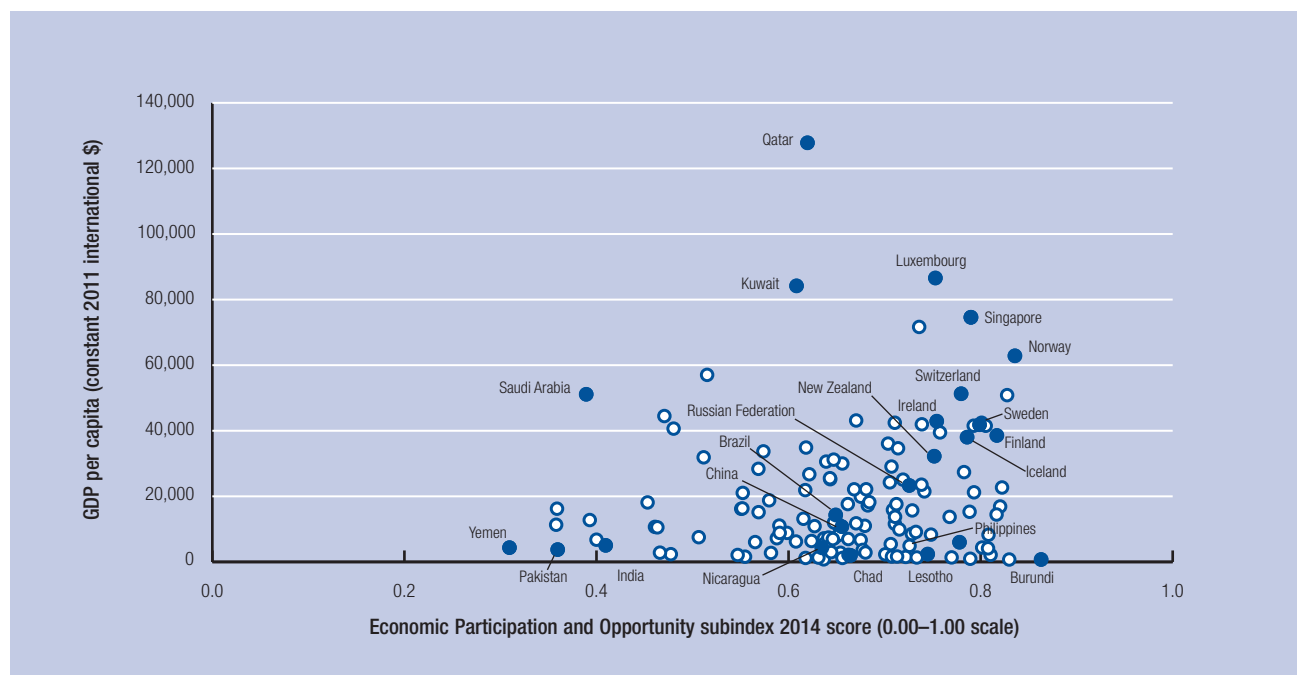
Figure 25 demonstrates the relationship between GDP per capita and the Global Gender Gap Index 2014. Figure C3 in Appendix C shows the links between the Human Development Index 2013 and Global Gender Gap Index 2014 and Figure C4 shows the links between

the Global Competitiveness Index 2014-2015 and Global Gender Gap Index 2014. The graphs confirm a correlation between gender equality and GDP per capita, the level of competitiveness and human development. The correlation is evident despite the fact that the Global Gender Gap Index (unlike other gender indexes) explicitly eliminates any direct impact of the absolute levels of any of the variables used in the Index (e.g. life expectancy, Educational Attainment, labour force participation), as these may be impacted by the relative wealth of a country. While correlation does not prove causality, it is consistent with the theory and mounting evidence that empowering women means a more efficient use of a nation's human capital endowment and that reducing gender inequality enhances productivity and economic growth.

The Global Gender Gap Index takes into account four critical areas when measuring the gaps between women and men's access to resources and opportunities. For each of these areas, there are economic or societal gains from increased gender parity. This section summarizes some of the key research findings on the broader economic and societal case for gender equality. Figures 26 through 29 display the relationship between GDP per capita and the four subindexes.

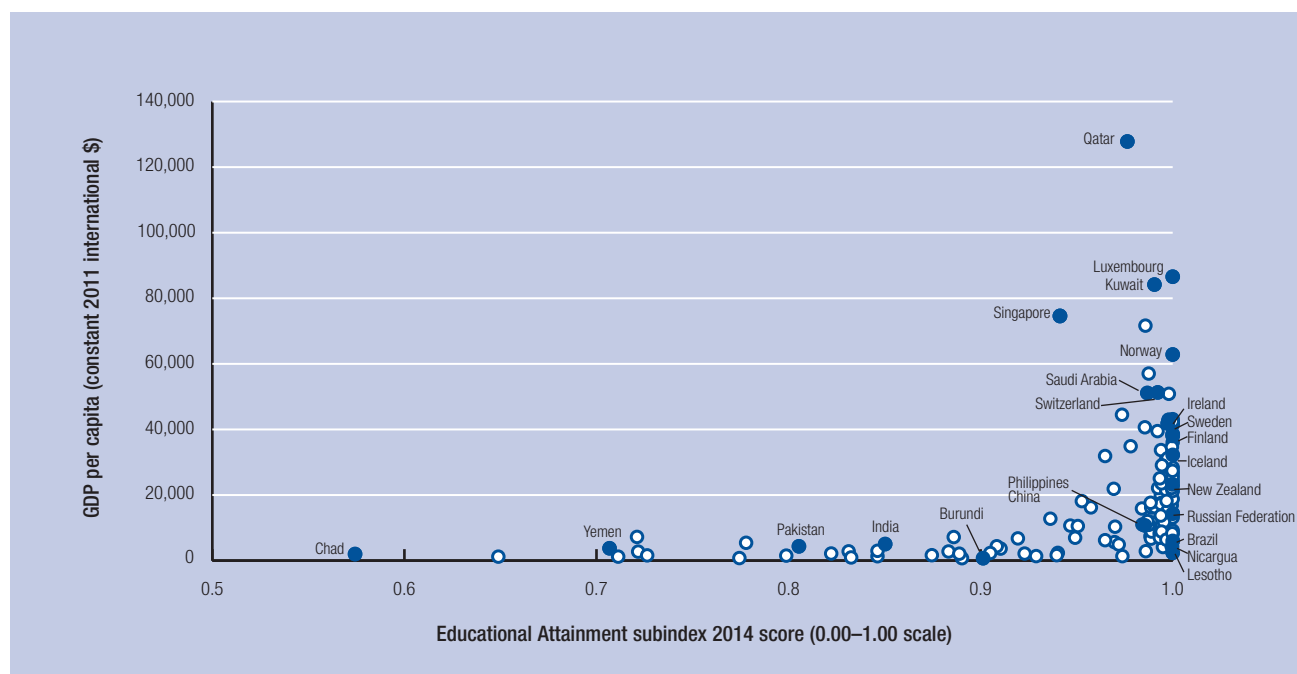
The multiplier effect of education on several aspects of development as well as its impact on economic growth is now commonly accepted: education reduces high fertility rates, lowers infant and child mortality rates,

Figure 26: GDP per capita vs Economic Participation and Opportunity subindex 2014



Source: Global Gender Gap Index 2014 and the World Bank's *World Development Indicators (WDI)* online database, accessed July 2014.

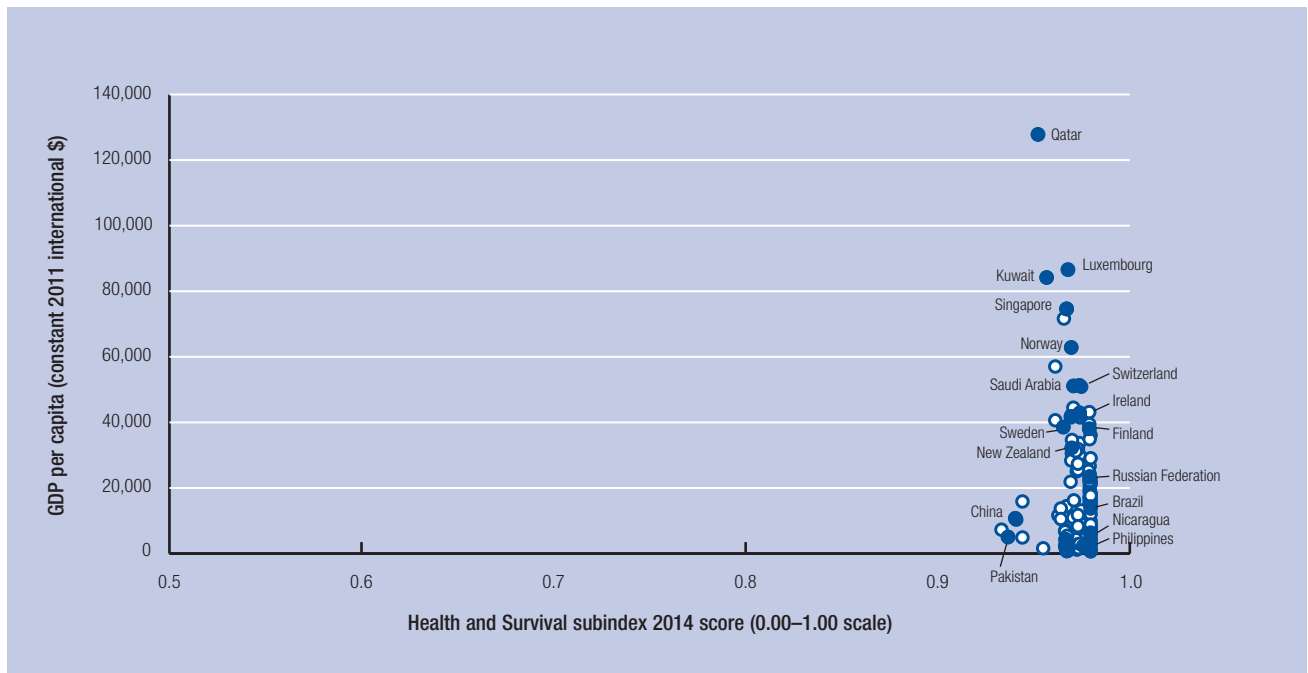
Figure 27: GDP per capita vs Educational Attainment subindex 2014



Source: Global Gender Gap Index 2014 and the World Bank's *World Development Indicators (WDI)* online database, accessed July 2014.

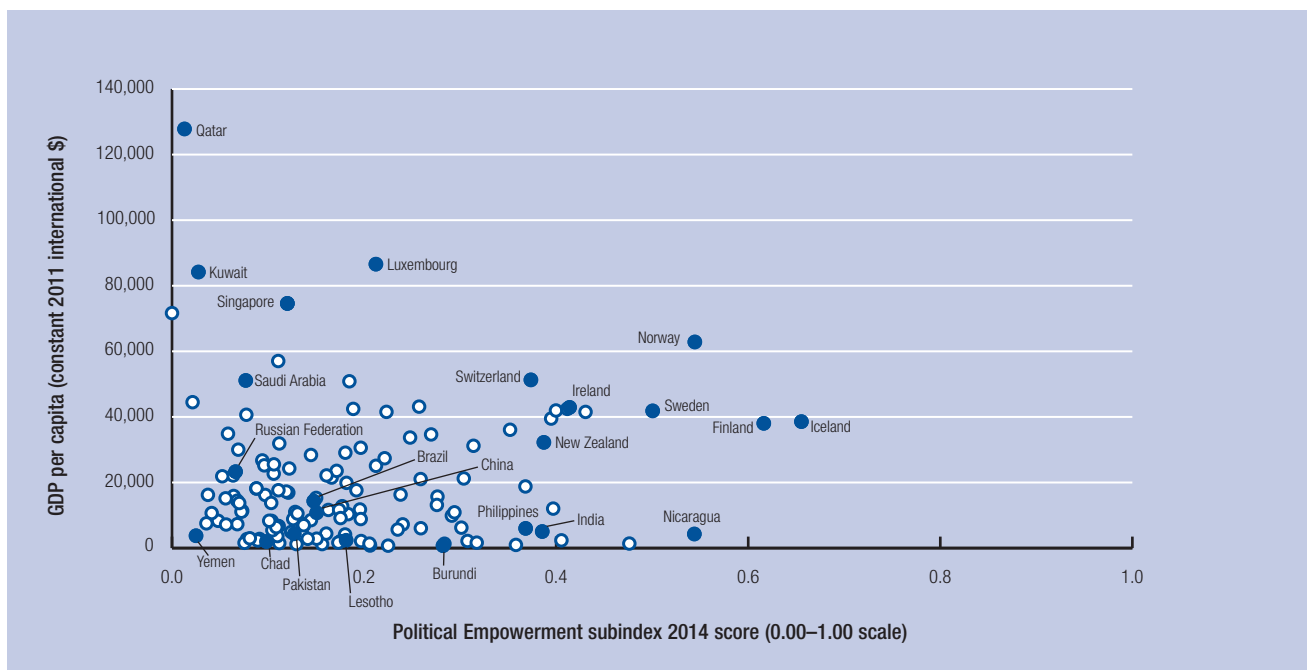
Note: The Global Gender Gap Index axis has been truncated to enhance readability.

Figure 28: GDP per capita vs Health and Survival subindex 2014



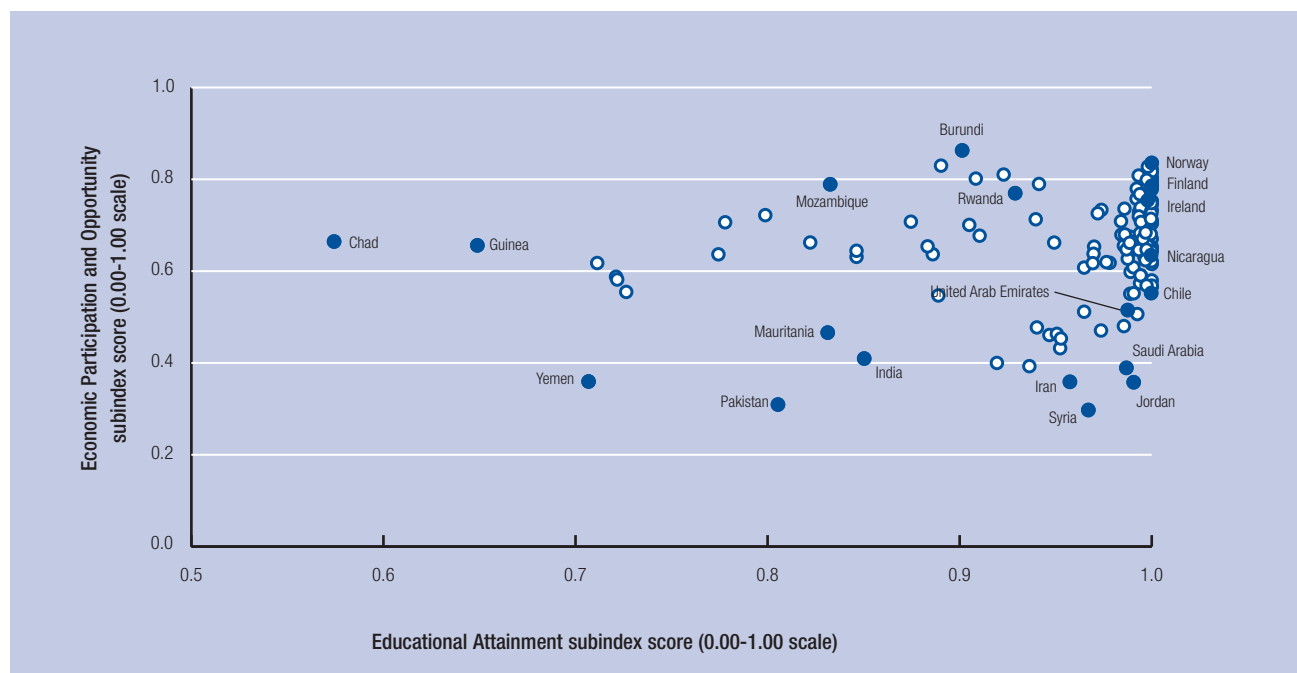
Source: Global Gender Gap Index 2014 and the World Bank's *World Development Indicators (WDI)* online database, accessed July 2014.

Figure 29: GDP per capita vs Political Empowerment subindex 2014



Source: Global Gender Gap Index 2014 and the World Bank's *World Development Indicators (WDI)* online database, accessed July 2014.

Figure 30: Economic Participation and Opportunity subindex vs Educational Attainment subindex



Source: Global Gender Gap Index 2014.

Note: Economic Participation and Opportunity and Educational Attainment subindex scores have been truncated to enhance readability.

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

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

Having more women in the workforce contributes to economic performance through several pathways. According to one study, greater female participation in the U.S. workforce since 1970 accounts for a quarter of current GDP.¹³ Another study indicates that the reduction in the male-female employment gap has been an important driver of European economic growth in the last decade. Closing

this gap would have massive economic implications for developed economies, boosting US GDP by as much as 9% and euro zone GDP by as much as 13%.¹⁴ Conversely, limiting women's access to labour markets is costly. For example, Asia and the Pacific reportedly loses US\$42 billion to US\$47 billion annually as a region because of women's limited access to employment opportunities.¹⁵ Research by the World Bank demonstrates that similar restrictions have also imposed massive costs throughout the Middle East, where decades of substantial investment have dramatically reduced the gender gap in education but where the gender gap in economic opportunity remains the widest in the world.¹⁶

Demographic changes are added drivers for women's economic participation. For example, in ageing economies, as labour forces shrink and talent shortages emerge, women's integration into the economy is key to promoting dynamism. In countries where it is relatively easy for women to combine work with having children, female employment and female fertility both tend to be higher. Policies that allow women to combine work and family may thus play a role in addressing the future problems posed by ageing populations.¹⁷ A study has shown that closing the gap between male and female employment would boost Japanese GDP by as much as 16%. Figure C1 in Appendix C shows the old-age dependency ratio (as a percentage of the working age population) plotted against the economic gender gap.

The “consumer case”, “talent case” and the “diversity case” are all reflected in the findings around a growing business case for gender diversity. As women become more economically independent, they also become more significant consumers of goods and services, including for the majority of purchasing decisions of the household. Research has also shown that women are more likely than men to invest a larger proportion of their household income to the education and health of their children. The combined impact of growing gender equality, the emerging middle class and women’s spending priorities is expected to lead to rising household savings rates and shifting spending patterns, affecting sectors such as food, healthcare, education, childcare, apparel, consumer durables and financial services.¹⁸ 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, for example in 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.¹⁹ Additionally, in a highly interconnected and rapidly changing world, organizations and countries must adapt strategies and innovate in order to remain relevant and competitive, augmenting the need for the creativity fostered by diversity.²⁰ Diversity is also critical to informed decision-making.

When it comes to the value of women in leadership positions, companies with top quartile representation of women in executive committees in general perform better than companies with no women at the top, by some estimates with a 47% average return on equity.²¹ Links exist between having more women directors and corporate sustainability, as well as with economic growth. More diverse leadership teams can cater to a broader array of stakeholder needs and concerns.²² They are enriched by diverse leadership skills and capacities, are better positioned to reflect the consumer and are more risk averse.²³

Finally, there is a strong case for broadening women’s representation in politics. Research has found that inequality is lower in countries where more women have been engaged in public life. The breadth of issues women tend to advocate and prioritize investments on, have broader societal implications relating to family life, health and education, thereby fostering greater credibility in institutions and producing more democratic outcomes.²⁴ There is also some evidence from India to suggest that women in local government roles make decisions with better outcomes for communities than men do when charged with budget decisions.²⁵ 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.²⁶ More equal female representation in political bodies also affects the participation of women in the workforce, suggesting that greater participation of women

in politics could serve as a policy tool to positively impact labour force participation by increasing supply and demand of employment opportunities for women.²⁷

BUSINESS AND POLICY IMPLICATIONS

As detailed in the last section, a nation’s competitiveness depends, among other things, on whether and how it educates and utilizes its female talent. As this awareness grows, coupled with better measurement, there is a growing demand from the public and private sectors for learning from existing practices to facilitate women’s integration into the workforce. Given the widespread benefits of increased gender parity, the short term costs and trade-offs associated with such practices may be viewed instead as a long-term investment.

The Global Gender Gap Index indicates that, among the 142 countries covered, almost 93% of the gap in Educational Attainment has been closed. This means that countries are ideally poised to maximize opportunities for women’s participation in the labour market but many have failed to reap the returns from this investment. In Figure 30, we plot the Educational Attainment subindex against the Economic Participation and Opportunity subindex. The data reveals four broad groups of countries: (1) countries that are generally closing education gaps and show high levels of women’s economic participation, (2) countries that are generally closing education gaps but show low levels of women’s economic participation, (3) countries that have large education gaps as well as large gaps in women’s economic participation and (4) countries that have large education gaps but display small gaps in women’s economic participation.

In the first broad group are countries that have made investments in women’s health and education and generally see the returns on this investment in terms of women’s economic and political participation. These countries include the Nordic countries, the United States, the Philippines, Canada, New Zealand and Australia. These countries have not, however, fully closed economic and participation gaps—in particular, the gaps in senior positions, wages and leadership levels still persist.

In the second broad group are countries that have made the key investments in women’s education but have generally not removed barriers to women’s participation in the workforce and are thus not seeing returns on their investments in the development of one half of their human capital. This group includes Japan, United Arab Emirates, Chile and Brazil. These countries have an untapped but educated talent pool and would have much to gain through women’s greater participation in the workforce.

In the third and fourth groups, the most basic investments in girls’ and women’s education still need to be made, and fundamental rights—including legal frameworks around inheritance, reproductive rights and violence—are often inadequate. The third group contains countries such

as Yemen, Pakistan, India, and Mauritania that have large education as well as economic gender gaps.

The fourth group contains countries such as Guinea, Chad, Mozambique and Burundi, which have large education gender gaps but small economic ones primarily due to high levels of participation by women in low-skilled work. Compared with the third group, women in these countries have greater access to income and decision-making. However, a substantial body of literature has shown that investing in girls' education is one of the highest-return investments a developing economy can make and, for these countries, closing education gaps will remain an important factor over time.

Policy levers

Government policy is critical for shaping the type of ecosystem that facilitates women's economic participation, and many governments now institute policies that encourage women to work and make it easier for them to do so. Such policies can range from non-discrimination in hiring to maternity and paternity leave regimes to quotas encouraging women's participation in economic life. For example personal income tax liability can affect workers' decisions about how much or whether to work. Women, particularly those who are married, are more negatively affected by income tax rules. In contrast, childcare subsidies such as tax credits increase women's participation in the labour force.²⁸ As policy outcomes are better investigated, governments have a growing portfolio of tools available to address gender equality in the labour force.

From 2011–2013, the World Economic forum conducted a survey of national policy frameworks relating to parental leave, childcare assistance, type of taxation and workplace equality.²⁹ While these measures relate directly to promoting women's employment, they are not exhaustive. In this section, we summarize some of the main findings of the survey on the levers currently used by governments around the world to integrate more women into the workforce. In addition, the Country Profiles contain detailed supplementary information on policy and legal frameworks.

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

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

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

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

Taxation systems. Tax legislation may contain potentially discriminatory provisions that treat men and women differently. For example, some forms of taxation might alter the disposable income available to men and women in a family and may thus have implications for the economic and social decision-making at the household level. The different forms of taxation on which questions were asked include individual taxation, income splitting³³ and joint filing. Across regions, individual taxation tends to be most favourable for women; joint taxation tends to be least favourable. For further details about taxation system by region and income group, please refer to the Appendix F.

Equality at work and quotas. Legislative structures may help prevent gender-biased discrimination in society and create an ecosystem of support for women through, among other policies, obligatory and voluntary quotas in public and private entities, targeted subsidies to female businesses and supervisory bodies monitoring the implementation of national policies. Out of the responding countries, 92% have legislation in place prohibiting

gender-based discriminations, 88% have legislation imposing gender-neutral practices in the workplace, 12% have legislation for mandatory percentage of both genders on corporate boards³⁴ and 35% have legislation for mandatory percentage of both genders in political assemblies. Seventy-six percent of countries report having a monitoring authority in place, 38% have gender equal labels and 36% have allowances/subventions to female entrepreneurs.

Business Best Practices

For companies to put in place and leverage the benefits of gender diversity, their leaders need to take a holistic approach that often leads to fundamental reforms on how to recruit and retain employees; how to mentor and sponsor high-potential women; how to sensitize managers to different leadership styles; how to manage work-life balance policies so that they don't disadvantage women; how to empower women across supply chains; and how to manage efficient corporate responsibility initiatives so that they support women and girls. The World Economic Forum's Repository of Successful Practices for Gender Parity³⁵ pools information on the practices that have been successfully used in leading companies worldwide to close gender gaps at the corporate level, as well as along the companies' supply chain and in the communities where companies are embedded. The repository suggests six dimensions around which to focus an organization's gender parity efforts:

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

Measurement and target setting. Achievable, relevant recruitment and retention targets at all levels, with an embedded accountability mechanism, are critical. Developing a disaggregated database can help to evaluate the causes of gender imbalances and track progress. Transparent salary bands to track and address male and female salary gaps are additional useful tools to understand the status quo in organizations.

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

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

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

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

It is important to emphasize that these interventions do not work as a checklist of actions that will each independently produce results.³⁷ The right leadership context is critical, and it must be accompanied by a holistic set of priorities, long-term commitment and with a deep understanding of the corporate, industry, and cultural context, organizational culture and the local policy environment.

While some of the transformations in corporate practices and public policies will entail adaptation in the short term by families, companies and the public sector, in the long term, the subsequent expanding opportunities for women have the potential to transform the economies, society and demography of countries.³⁸

CONCLUSION

The Global Gender Gap Report 2014 provides a comprehensive overview of current performance and

progress over the last nine years. On average, in 2014, over 96% of the gap in health outcomes, 94% of the gap in Educational Attainment, 60% of the gap in economic participation and 21% of the gap in political empowerment has been closed. No country in the world has achieved gender equality. The highest ranked countries—Iceland, Finland, Norway, Sweden and Denmark—have closed over 80% of their gender gaps, while the lowest ranked country—Yemen—has closed a little over half of its gender gap.

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

The Global Gender Gap Index was developed in 2006 partially to address the need for a consistent and comprehensive measure for gender equality that can track a country's progress over time. This edition of the *Global Gender Gap Report* reveals the trends observed in the data over the past nine years and seeks to call attention to the need for more rapid progress in closing gender gaps. Out of the 111 countries covered in the past near-decade, 105 have improved their performance, while 6 have widening gaps. In some countries, progress is occurring in a relatively short time, regardless of whether they are starting out near the top or the bottom of the rankings, and independent of their income. Yet in other countries, change is much slower or negligible. The Index points to potential learnings from those that have been able to close gender gaps at faster rates.

The *Report* continues to highlight the strong correlation between a country's gender gap and its economic performance and also summarizes some of the latest research on the economic and societal case for gender equality. Because women account for one-half of a country's potential talent base, a nation's competitiveness in the long term depends significantly on whether and how it educates and utilizes its women. The *Report* highlights the message to policy-makers that, in order to maximize competitiveness and development potential, each country should strive for gender equality—that is, should give women the same rights, responsibilities and opportunities as men. Four broad groups of countries are evident in the Index: (1) countries that are generally closing education gaps and show high levels of women's economic participation, (2) countries that are generally closing education gaps but show low levels of women's economic participation, (3) countries that have large education gaps as well as large gaps in women's economic participation

and (4) countries that have large education gaps but display small gaps in women's economic participation.

The magnitude and particulars of gender gaps in countries around the world are the combined result of various socioeconomic and cultural variables. The closure or continuation of these gaps is intrinsically connected to the framework of national policies in place. 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 provide information in the *Report* on the policy levers and business practices currently in use around the world to address the economic gender gap.

New research is required to understand which policies are most effective in closing gender gaps and whether these are transferrable to other replicable and scalable. We hope that the information contained in the *Global Gender Gap Report* series will serve as a basis for further research on measuring gender gaps and policies that are successful and those that are not.

NOTES

- 1 This ratio is based on what is considered to be a "normal" sex ratio at birth: 1.06 males for every female born. See Klasen and Wink, "Missing Women: Revisiting the Debate".
- 2 This ratio is based on the standards used in the UN's Gender-Related Development Index, which uses 87.5 years as the maximum age for women and 82.5 years as the maximum age for men.
- 3 A first attempt to calculate the gender gap was made by the World Economic Forum in 2005; see Lopez-Claros and Zahidi, *Women's Empowerment: Measuring the Global Gender Gap*. The 2005 Index, which was attempting to capture women's empowerment, used a "feminist" scale that rewarded women's supremacy over men (highest score is assigned to the country with the biggest gap in favour of women).
- 4 The weights derived for the 2006 Index were used again this year and will be used in future years to allow for comparisons over time.
- 5 This is not strictly accurate in the case of the Health and Survival subindex, where the highest possible value a country can achieve is 0.9796. However, for purposes of simplicity we will refer to this value as 1 throughout the chapter and in all tables, figures and Country Profiles.
- 6 Because of the special equality benchmark value of 0.9796 for the Health and Survival subindex, it is not strictly accurate that the equality benchmark for the overall index score is 1. This value is in fact $(1 + 1 + 1 + 0.9796) / 4 = 0.9949$. However, for purposes of simplicity, we will refer to the overall equality benchmark as 1 throughout this chapter.
- 7 Since the 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.
- 8 See the *Global Gender Gap Report 2013*.
- 9 ILO and ADV. "Women and labour markets in Asia – Rebalancing for Gender Equality", 2011.
- 10 Jad Chaaban and Wendy Cunningham, "Measuring the Economic Gain of Investing in Girls: The Girl Effect Dividend", World Bank Policy Research Working Paper, World Bank, August 2011. <http://elibrary.worldbank.org/doi/book/10.1596/1813-9450-5753>.

- 11 David E Bloom, David Canning and Jaypee Sevilla, "The Effect of Health on Economic Growth: A Production Function Approach", *World Development*, Vol. 32, No. 1, pp. 1–13, 2004. (<http://www.ppge.ufrgs.br/giacomo/arquivos/eco02072/bloom-canning-sevilla-2004.pdf>).
- 12 Karl Wilhelmson and Ulf-G Gerdtham, "Impact on Economic Growth of investing in maternal and newborn health", World Health Organization, 2006.
- 13 McKinsey, "Unlocking the full potential of women in the U.S. economy 2011".
- 14 See Daly, "Gender Inequality, Growth and Global Ageing".
- 15 ILO and ADV. "Women and labour markets in Asia – Rebalancing for Gender Equality", 2011.
- 16 See World Bank, "Gender and Development in the Middle East and North Africa".
- 17 Daly, "Gender Inequality, Growth and Global Ageing".
- 18 Goldman Sachs Global Markets Institute. "The Power of the Purse".
- 19 See Ibarra and Zahidi, *The Corporate Gender Gap Report 2010*.
- 20 Lauren Leader-Chivee, "New Study: Diversity Drives Serial Innovation", October 2013 and Deloitte, "Waiter, is that inclusion in my soup? A new recipe to improve business performance", 2012 (http://www.deloitte.com/assets/Dcom-Australia/Local%20Assets/Documents/Services/Consulting/Deloitte_Diversity_Inclusion_Report_V4_Nov_2012.pdf).
- 21 McKinsey & Company. "Women Matter 2013".
- 22 Jeremy Galbreath, Are there Gender-Related Influences on Corporate Sustainability? A study of women on Boards, *Journal of Management & Organization*, Vol 17, No 1 (2011). (http://espace.library.curtin.edu.au/R/?func=dbin-jump-full&object_id=158930&local_base=GEN01-ERA02).
- 23 Credit Suisse Research Institute. "Gender diversity and corporate performance", 2012.
- 24 OECD. "Women, Government and Policy Making in OECD Countries - Fostering Diversity for Inclusive Growth", 2014.
- 25 See Beaman et al., "Powerful Women".
- 26 Munshi and Rosensweig, "The Efficacy of Parochial Politics".
- 27 Ejaz Ghani, Anandi Mani and Stephen D. O'Connell, "Can Political Empowerment Help Economic Empowerment? Women Leaders and Female Labor Force Participation in India", *World Bank, Policy Research Working Paper* 6675, Oct 2013.
- 28 *Women, Business and the Law 2014*.
- 29 World Economic Forum. *Global Gender Gap Report*, Appendix E, 2006–2013.
- 30 *Women, Business and the Law 2014*.
- 31 *Women, Business and the Law 2014*.
- 32 Homecare assistance is when one parent stays home and the other goes to work.
- 33 A form of family taxation where income can be transferred to family members with more favourable tax brackets (with limits defined by attribution rules).
- 34 "Six economies have established quotas for women on boards of publicly listed companies. These quotas vary. Rwanda's constitution sets a minimum of 30% for women and men on boards of publicly listed companies. In 2010 Iceland set a 40% quota for women's representation on corporate boards, and in 2011 Belgium and Italy established 33% quotas. France's law 2011-103, enacted in January 2011, established a 20% quota, to be progressively raised to 40%. Norway, which led the way on this issue in 2002, introduced voluntary quotas in 2005 with the goal of reaching 40%. In 2005, the average had only increased to 25%, so parliament amended the Public Companies Act—making quotas mandatory with a new deadline of 2008. The quotas were to be enforced by fines, then deregistration from the Oslo Stock Exchange and, finally dissolution. By 2008 more than 80% of listed firms had complied." *Women, Business and the Law 2014*..
- 35 The complete "Repository of Successful Practices for Gender Parity" is available at: <http://www.weforum.org/gender-parity/closing-gender-gap>.
- 36 World Economic Forum. "Toolkit for Corporate Practices for closing gender gaps", 2013.
- 37 World Economic Forum. "Closing the Gender Gap in Japan", 2014.
- 38 World Economic Forum. "Closing the Gender Gap in Japan", 2014.

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