

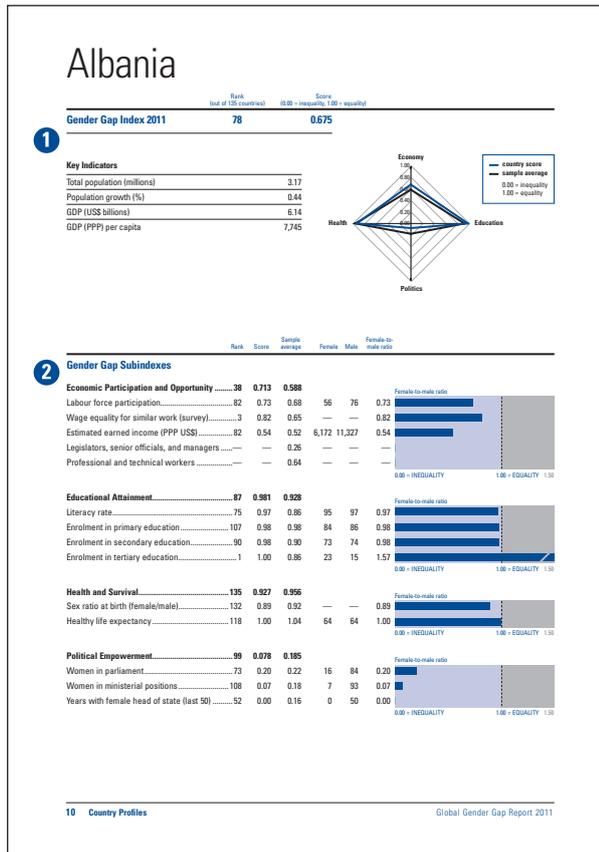
User's Guide: How Country Profiles Work

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Country Profiles: Page 1

The first page of the Country Profiles displays some key indicators for each country, followed by details of each of the 14 indicators that are used to build the Global Gender Gap Index.

1 Key Indicators

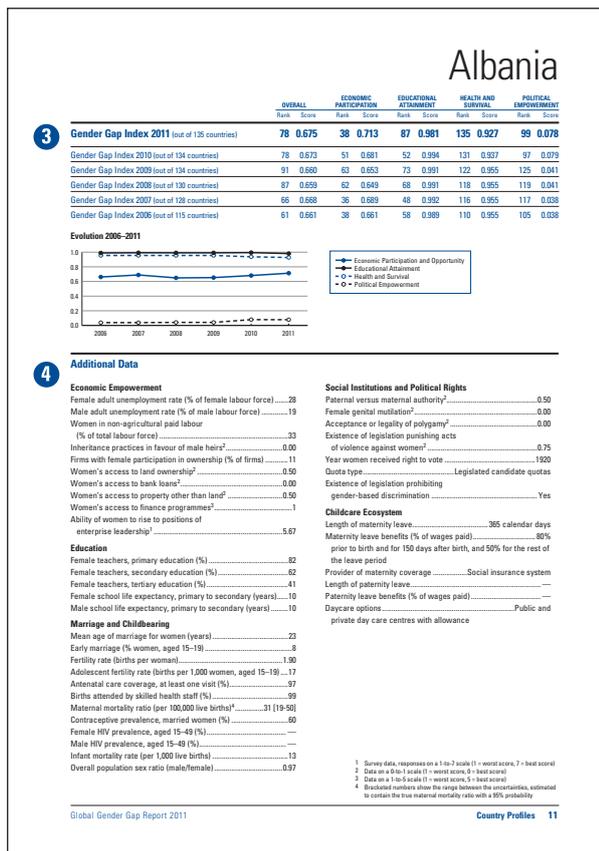
The first section presents the following indicators:

- The Global Gender Gap Index 2011 gives each country's overall performance in closing the gender gap on a 0-to-1 scale and its rank out of 135 reviewed countries.
- Total population (in millions of inhabitants): Source is the World Bank's *World Development Indicators & Global Development Finance* Online Database (accessed August 2011).
- Population Growth (annual percentage): Source is the World Bank's *World Development Indicators & Global Development Finance* Online Database (accessed August 2011).
- GDP (constant 2000 US\$, in billions of US dollars): Source is the World Bank's *World Development Indicators & Global Development Finance* Online Database (accessed August 2011).
- GDP per capita PPP (constant 2005 international dollars): Source is the World Bank's *World Development Indicators & Global Development Finance* Online Database (accessed August 2011).
- The spider chart in the upper right-hand side compares the country's score for each of the four subindexes of *The Global Gender Gap Report 2011* with the average score across all 135 countries. The centre of the chart corresponds to the lowest possible score (0), while the outermost corners of the chart correspond to the highest possible score (1), or equality. Please note that the equality benchmark is 1 for all variables, except sex ratio at birth (0.944) and healthy life expectancy (1.06). Therefore, the equality benchmark of 1 for the health and survival subindex is not strictly accurate.

2 Gender Gap Subindexes

This section gives an overview of each country's rankings and the scores on the four subindexes of *The Global Gender Gap Report 2011*.

- For each of the variables that enter into the Global Gender Gap Index 2011, column one in this section displays ranks, column two displays the country scores, column three displays the population-weighted sample average (135 countries), column four displays the female value, column five displays the male value and, finally, column six displays the female-to-male ratio. To calculate the Index, all ratios were truncated at the equality benchmark of 1 (for more details, please refer to chapter) and thus the highest score possible is 1—except for the sex ratio at birth (0.944) and the healthy life expectancy (1.06). In the case of countries where women surpass men on particular variables, the reader can refer to the exact female and male values as well as the female-to-male ratio to understand the magnitude of the female advantage.
- The bar charts visually display the female-to-male ratio for each of the 14 variables, allowing the reader to see clearly when the female-to-male ratio is above or below the equality benchmark. Values above 1 (the equality benchmark) favour women and values below 1 favour men. Please note that the equality benchmark is 1 for all variables except sex ratio at birth (0.944) and healthy life expectancy (1.06). Therefore, the equality benchmark of 1 in the bar charts for these two variables is not strictly accurate. Finally, in the few cases where ratio exceeds the scale of the bar chart (which ends at 1.5), the reader should refer to the number under the “female-to-male ratio” column for the actual value.
- The female and male values are displayed without decimals in order to facilitate reading. For example, the values for women in parliament or women in ministerial positions are on a scale of 0 to 100 and the value of the number of years with a female head of state is on a scale of 0 to 50. Due to rounding, data that represent less than six months are displayed as zero. The reader can refer to the female-over-male ratio in order to see the accurate picture.
- The labour force participation rate refers to the 15-to-64-year-old age bracket.
- The estimated earned income value has been calculated using the methodology of the United Nations Development Programme (UNDP)'s *Human Development Report 2007/2008* (displayed in technical note 1, addendum, p. 361). According to the UNDP, because of lack of gender-disaggregated income data, female and male earned income figures are crudely estimated on the basis of data on the ratio of the female non-agricultural wage to the male non-agricultural wage, the female and male percentage share of the economically active population, the total female and male population and the GDP per capita in purchase power parity (PPP) (current international \$). The wage ratios used in this calculation are based on data for the most recent year available. Please note that for the purpose of index calculations, the UNDP scales downward the female and male values to reflect the maximum values of adult literacy (99%), gross enrolment ratios (100%) and the estimated earned income (40,000) (PPP US\$).
- For the “legislators, senior officials and managers” and the “professional and technical workers” variables, we have previously reported Major Group 1 (Totally and Economically Active Population) and Major-Sub Group 1D (Economically Active Population, by occupation and status in employment) from the ILO's ISCO (88) – International Standard Classification of Occupations. We are now continuing to use Major Group Employment and Major Sub-Group 2C (Total Employment, by occupation) (thousands) in order to remain consistent with the data obtained from the UNDP.
- Estimates for countries that have implemented the International Standard Classification of Occupations (ISCO-88) are not strictly comparable with those for countries using the previous classification (ISCO-68).
- For estimation purposes, a value of 99% literacy rate is used for developed countries. This is because these countries no longer use the traditional measure of literacy, on which the UIS literacy data are used, which is based on the individual or household response to the question “Can you read and write” on a national census or household survey. Many countries are now undertaking “literacy assessments” in order to measure “functional levels of literacy”.
- Data updates are not made in all major international databases annually. The ministerial positions data from the IPU has not been updated this year. Labour force participation data and life expectancy data had also not been revised at the time of Index calculations in 2011.
- The abbreviation “female head of state” is used to describe an elected female head of state or head of government. Some overlap between ministers and head of states who hold a ministerial position might occur. Egypt and Tunisia's political empowerment data has been repeated from last year in order to view other changes without the added distortion of missing data or complete removal of a country from the Index.



3 Evolution 2006–2011

The first section of the second page of the Country Profiles presents the evolution of the overall performance of countries in the Global Gender Gap Index from 2006 to 2011 (or a shorter period if a country was included after 2006) and in the four subindexes (economic participation and opportunity, educational attainment, health and survival and political empowerment), measured by changes in rank and score (on a 0-to-1 scale).

Evolution of Scores 2006–2011

The second section of this page provides a graph depicting the evolution of countries' performance across the overall Gender Gap Index and the four subindexes (on a 0-to-1 scale).

4 Additional Data

The last section compiles a selection of internationally available data that provide a more comprehensive overview of a country's gender gap, and includes social and policy indicators. These data were not used to calculate the Global Gender Gap Index 2011. The indicators in this section are displayed in five broad categories: Economic Empowerment, Education, Marriage and Childbearing, Social Institutions and Political Rights and Childcare Ecosystem.

Economic Empowerment

- Female and male adult unemployment rates (% of female labour force and male labour force, respectively): Source is the World Bank's *World dataBank*, *World Development Indicators*, online database, 2009 or latest available data (accessed May 2011).
- Women in non-agricultural paid labour (% of total labour force): Source is the United Nations, Department of Economic and Social Affairs, UN Statistics division, *Millennium Development Goals Indicators*, 2008 or latest available data and the World Bank's *World databank*, *World Development Indicators*, online database, 2009 or latest available data (accessed May 2011).
- Inheritance practices in favour of male heirs: Source is the OECD's *Gender, Institutions and Development Database 2009* (GID-DB) (accessed May 2011). The numbers are on a 0-to-1 scale, where 1 is the worst possible score and 0 the best possible score.
- Firms with female participation in ownership (% of firms): Source is the World Bank's *World dataBank*, *World Development Indicators*, online database, 2010 or latest available data (accessed May 2011).

- Women's access to land ownership, Women's access to bank loan, Women's access to property other than land: Source of all these variables is the OECD's *Gender, Institutions and Development Database 2009* (GID-DB) (accessed May 2011). The numbers are on a 0-to-1 scale, where 1 is the worst possible score and 0 the best possible score.
- Women's access to finance programmes: Source is the Economist Intelligence Unit, the *Women's Economic Opportunity Index* (accessed July 2011). It assesses three types of programmes: (1) initiatives to provide financial accounts to women (for example, current accounts, savings accounts and deposit accounts); (2) outreach efforts aimed at improving women entrepreneurs' access to credit/loans/lines of credit, etc.; and (3) provision of financial literacy and/or risk-management programmes to women. The scoring for this indicator is as follows: 1 = None of the three programmes are available; 2 = Only one of the three programmes is available, but it is limited in scope (less than 20% of women in the formal sector have access); 3 = Two of the three programmes are available, but they are modest in scope (about 50% of women in the formal sector have access)/or only one of the three programmes is available, but it is reasonably broad in scope (about 70% of women in the formal sector have access); 4 = Two of the three programmes are available, and they are reasonably broad in scope (about 70% of women in the formal sector have access)/or women's access to financial services is already very broad, so these programmes are largely unnecessary; 5 = All three programmes are available, they are comprehensive in scope/ or women's access to financial services is already widespread, so these programmes are unnecessary. The numbers are on a 1-to-5 scale, where 1 is the worst possible score and 5 the best possible score.
- Ability of women to rise to enterprise leadership: Source is the World Economic Forum's Executive Opinion Survey 2011. Survey question is as follows: "In your country, do businesses provide women the same opportunities as men to rise to positions of leadership? (1 = no, women are unable to rise to positions of leadership; 7 = yes, women are often in management positions)".

Education

- Female teachers in primary education (percentage), female teachers in secondary education (percentage) and female teachers in tertiary education (percentage): Source of all these variables is the UNESCO Institute for Statistics *Education Statistics* online database, 2010 or latest available data (accessed May 2011).
- Female school life expectancy, primary to secondary (years) and male school life expectancy, primary to secondary (years): Source of these two variables is the UNESCO Institute of Statistics's *Education Statistics* online database, 2010 or latest available data (accessed August 2011).

Marriage and Childbearing

- Mean age of marriage for women (years): Source is the United Nations, Department of Economic and Social Affairs, UN Statistics Division, *Statistics and Indicators on Women and Men 2010* (accessed May 2011).
- Early marriage (% women aged 15–19): Source is the OECD's *Gender, Institutions and Development Database 2009* (GID-DB) (accessed May 2011). Share of girls between 15 and 19 years of age who are currently married, divorced or widowed (accessed May 2011).
- Fertility rate (births per woman): Source is the World Health Organization's *Global Health Observatory, World Health Statistics, Demographic and Socioeconomic Statistics, 2009* (accessed May 2011).
- Adolescent fertility rate (births per 1,000 women aged 15–19): Source is the World Health Organization, *Global Health Observatory, Health-related Millennium Development Goals, Maternal health, 2008* or latest available data (accessed May 2011).
- Antenatal care coverage – at least one visit (%): Source is the World Health Organization, *Global Health Observatory, Health-related Millennium Development Goals, Maternal health, 2010* or latest available data (accessed May 2011).
- Births attended by skilled health staff (percentage): Source is the World Health Organization, *Global Health Observatory, Health-related Millennium Development Goals, Maternal health, 2010* or latest available data (accessed May 2011).
- Maternal mortality ratio (per 100,000 live births): Source is the World Health Organization, *Global Health Observatory, Health-related Millennium Development Goals, MDG 5: Maternal health* (accessed May 2011).
- Contraceptive prevalence of married women (percentage, any method): Source is the United Nations, Department of Economic and Social Affairs, Statistics Division, *Statistics and Indicators on Women and Men, 2008* or latest available data (accessed May 2011).
- Female HIV prevalence, aged 15–49 (%) and male HIV prevalence, aged 15–49 (%): Source is UNAIDS, Unpublished table based on *2010 UNAIDS Report on the Global AIDS Epidemic* (provided by the UNAIDS in September 2011).
- Infant mortality rate (per 1,000 live births): Source is the World Health Organization, *Global Health*

Observatory, Health-related Millennium Development Goals, Child mortality, 2009 (accessed May 2011).

- Overall population sex ratio (male/female): Source is the United Nations, Department of Economic and Social Affairs, UN Statistics Division, *Statistics and Indicators on Women and Men 2010* or latest available data (accessed May 2011).

Social Institutions and Political Rights

- Paternal versus maternal authority, Female genital mutilation, Acceptance or legality of polygamy and Existence of legislation punishing acts of violence against women: Source of all these variables is the OECD's *Gender, Institutions and Development Database 2009* (GID-DB) (accessed May 2011). The numbers are on a 0-to-1 scale, where 1 is the worst possible score and 0 the best possible score.
- Year women received the right to vote: Source is the UNDP's *Human Development Report 2009* (accessed May 2011). Data refer to the year in which the right to vote or stand for election on a universal and equal basis was recognized. Where two years are shown, the first refers to the first partial recognition of the right to vote or stand for election.
- Quota type: Source is The International Institute for Democracy and Electoral Assistance, The Stockholm University and The Inter-Parliamentarian Union, QuotaProject, Global Database of Quotas for women (accessed in September 2011) (www.quotaproject.org).
- Existence of legislation prohibiting gender-based discrimination: Source is a special survey by the World Economic Forum. Refer to Appendix E for more details.

Childcare Ecosystem

- Length of paid maternity leave, Maternity leave benefits (% of wages paid in covered period) and Provider of maternity coverage: Source is the United Nations, Department of Economic and Social Affairs, Statistics Division, *Statistics and Indicators on Women and Men* (accessed May 2011). The data presented refer to laws and regulations in force at the time of the compilation of the information (between 2004 and 2009). Last updated in December 2010.
- Length of paternity leave, Paternity leave benefits: Source is a special survey by the World Economic Forum. Refer to Appendix E for more details.
- Daycare options: Source is a special survey by the World Economic Forum. Refer to Appendix E for more details.