

Insight Report

The Global Gender Gap Report 2011

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Saadia Zahidi, World Economic Forum



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The terms country and nation as used in this report do not in all cases refer to a territorial entity that is a state as understood by international law and practice. The term covers well-defined, geographically self-contained economic areas that may not be states but for which statistical data are maintained on a separate and independent basis.

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Preface

KLAUS SCHWAB, Founder and Executive Chairman, World Economic Forum

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Given the complexity of the world today and the economic, demographic, environmental and political transformations we face, we must commit to a new mindset, one that discards old prejudices and inertia and instead commits to new ideas and new solutions. Empowering and educating girls and women and leveraging their talent and leadership fully in the global economy, politics and society are fundamental elements of the new models required to succeed in today's challenging landscape.

The most important determinant of a country's competitiveness is its human talent—the skills, education and productivity of its workforce. Over time, a nation's competitiveness depends significantly on whether and how it utilizes its human resource pool. Furthermore, innovation requires unique ideas, and the best ideas thrive in a diverse environment. Countries and companies will thrive if women are educated and engaged as fundamental pillars of the economy, and diverse leadership is most likely to find innovative solutions to tackle the current economic challenges and to build equitable and sustainable growth. Governments play an important role in creating the right policy framework for improving women's education and economic participation. However, it is also the imperative of companies to create ecosystems where the best talent, both male and female, can flourish.

As the world population surpasses the seven billion mark, we are in the midst of history's most rapid demographic transformations. Countries are in various stages of demographic transition—while some are experiencing a youth bulge, others are rapidly shifting towards an ageing population. Women—in their multiple roles as workers, as caregivers, as mothers and as the majority of the world's older persons—are critical to making this transition a successful one. We must think with a new mindset about issues of family and fertility. We must also take into account the implications of a shrinking working-age population and consider how efficiently the female half of that population is being leveraged. Some of these issues touch upon the core of the social fabric. However, from both a rights perspective and an efficiency viewpoint, it is imperative that we address these topics.

Women have emerged as key civic leaders in the uprising that launched the Arab Spring. Their role must now be recognized by increasing gender equality in the political arena in that region and across the globe. In the world today, approximately 20 women serve as elected heads of state or government. At the ministerial and parliament levels, the global average is less than 20%. A system where women are not represented at the highest levels is both an

unequal and an inefficient system. We must design new measures to ensure that women are represented in political decision-making.

Through the *Global Gender Gap Report* series, the World Economic Forum has been quantifying the magnitude of gender-based disparities and tracking their progress over time. By providing a comprehensive framework for benchmarking global gender gaps, the *Report* reveals those countries that are role models in dividing their resources equitably between women and men, regardless of the overall level of those resources. The *Report* is used by numerous universities, schools, researchers, media entities, businesses, governments and individuals as a tool for their work. In 2008, we launched our Global Gender Parity Group and Regional Gender Parity Groups in Latin America, the Middle East, Africa and Asia. To date, these multi-stakeholder communities of highly influential leaders—50% women and 50% men—from business, politics, academia, media and civil society have jointly identified the biggest gaps in each region, and have collectively committed to strategies to improve and increase the use of female talent. In 2012, based on the work of this Group and to complement the gap analysis in the *Report*, we will release an online repository of information on practices that can help close economic participation gaps.

We would like to express our deep appreciation to Ricardo Hausmann, Director, Center for International Development, Harvard University and to Laura D. Tyson, Professor of Global Management, University of California, Berkeley, for their invaluable contributions to this *Report*. We would also like to thank Yasmina Bekhouche for her role in the 2011 Index development and Silvia Magnoni and Marc Cuénod for their support of this project at the World Economic Forum.

Our research, and the network of influential leaders who work with the World Economic Forum, aim to be at the forefront of driving change in mindset and policy. The Global Gender Gap Index was created with the specific intent of being comparable across time. The 2011 *Report* aggregates six years of data and provides a snapshot of the situation today as well as the changes over time, revealing a positive trend as the majority of countries continue to make progress on closing the gender gap. It also provides unique new information on the policy frameworks that support women's economic participation. It is our hope that this *Report* will serve as a call to action to transform the pace of change on an issue that is fundamental to the growth and sustainability of the global economy and society.

Part 1

Measuring the Global Gender Gap

The Global Gender Gap Index 2011

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The Global Gender Gap Index,¹ introduced by the World Economic Forum in 2006, is a framework for capturing the magnitude and scope of gender-based disparities and tracking their progress. The Index benchmarks national gender gaps on economic, political, education- and health-based criteria, and provides country rankings that allow for effective comparisons across regions and income groups, and over time. The rankings are designed to create greater awareness among a global audience of the challenges posed by gender gaps and the opportunities created by reducing them. The methodology and quantitative analysis behind the rankings are intended to serve as a basis for designing effective measures for reducing gender gaps.

The first part of this chapter reviews the underlying concepts employed in creating the Global Gender Gap Index and outlines the methods used to calculate the Index. The second part presents the 2011 rankings, global patterns and regional performance and calls attention to notable country cases. Next, we provide an overview of the links between gender gaps and the economic performance of countries. In the fourth part of this chapter, we include information on the trends revealed by the Index in the six years that we have been producing it.

The Country Profiles contained in Part 2 of this *Report* give a more detailed picture of the relative strengths and weaknesses of each country's performance compared with that of other nations. The first page of each profile contains detailed information on the country's performance in 2011. The second page of the profile shows the trends between 2006 and 2011 on the overall Index and four Subindexes as well as over 30 gender-related variables that reflect some of the legal and social factors that affect gender disparity in each country.

Measuring the Global Gender Gap

Three underlying concepts

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

Third, it ranks countries according to gender equality rather than women's empowerment. These three concepts are briefly outlined below. For a description of how these concepts are captured by the construction techniques used in the creation of the Index, please see the section below on the *Construction of the Index*.

Gaps vs. levels

The Index is designed to measure gender-based gaps in access to resources and opportunities in individual countries rather than the actual levels of the available resources and opportunities in those countries. We do this in order to make the Global Gender Gap Index independent from countries' levels of development. In other words, the Index is constructed to rank countries on their gender gaps not on their development level. For example, rich countries have more education and health opportunities for all members of society and measures of education levels thus mainly reflect this well-known fact, although it is quite independent of the gender-related issues faced by each country at its own level of income. The Global Gender Gap Index, however, rewards countries for smaller gaps in access to these resources, regardless of the overall level of resources. Thus the Index penalizes or rewards countries based on the size of the gap between male and female enrolment rates, but not for the overall levels of education in the country.

Outcomes vs. means

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

The Global Gender Gap Index, co-authored by Fiona Greig, Ricardo Hausmann, Laura D. Tyson and Saadia Zahidi, was first introduced in the World Economic Forum's *Global Gender Gap Report 2006*. The authors are deeply grateful to Silvia Magnoni and Marc Cuénod for their excellent support in the production of this year's chapter.

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

Gender equality vs. women's empowerment

The third distinguishing feature of the Global Gender Gap Index is that it ranks countries according to their proximity to gender equality rather than to women's empowerment. Our aim is to focus on whether the gap between women and men in the chosen variables has declined, rather than whether women are "winning" the "battle of the sexes". Hence, the Index rewards countries that reach the point where outcomes for women equal those for men, but it neither rewards nor penalizes cases in which women are outperforming men in particular variables.

The four pillars

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

Economic participation and opportunity

This area is captured through three concepts: the participation gap, the remuneration gap and the advancement gap. The participation gap is captured through the difference in labour force participation rates. The remuneration gap is captured through a hard data indicator (ratio of estimated female-to-male earned income) and a qualitative variable calculated through the World Economic Forum's Executive Opinion Survey (wage equality for similar work). Finally, the gap between the advancement of women and men is captured through two hard data statistics (the ratio of women to men among legislators, senior officials and managers, and the ratio of women to men among technical and professional workers).

Educational attainment

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

Health and survival

This category attempts to provide an overview of the differences between women's and men's health. To do this, we use two variables. The first variable included in this subindex is the sex ratio at birth. This variable aims specifically to capture the phenomenon of "missing women" prevalent in many countries with a strong son preference. Second, we use the gap between women's and men's

healthy life expectancy, calculated by the World Health Organization. This measure provides an estimate of the number of years that women and men can expect to live in good health by taking into account the years lost to violence, disease, malnutrition or other relevant factors.

Political empowerment

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

Construction of the Index

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

Convert to ratios

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

Truncate data at equality benchmark

As a second step, these ratios are truncated at the "equality benchmark". On all variables, except the two health variables, this equality benchmark is considered to be 1, meaning equal numbers of women and men. In the case of the sex ratio at birth, the equality benchmark is set to be 0.944,² and the healthy life expectancy benchmark is set to be 1.06.³ Truncating the data at the equality benchmarks for each variable translates to assigning the same score to a country that has reached parity between women and men and one where women have surpassed men.

The type of scale chosen determines whether the Index is rewarding women's empowerment or gender equality.⁴ To capture gender equality, two possible scales were considered. One was a *negative-positive scale* capturing the size and direction of the gender gap. This scale essentially penalizes either men's advantage over women or women's advantage over men, and gives the highest points to absolute equality. The second was a *one-sided scale* that measures how close women are to reaching parity with men but does not reward or penalize countries for having a gender gap in the other direction. Thus it does not reward countries for having exceeded the parity

Table 1: Structure of the Global Gender Gap Index

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

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

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

Calculate subindex scores

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

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

Table 2: Calculation of weights within each subindex

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

of standard deviations by dividing 0.01 by the standard deviation for each variable. These four values are then used as weights to calculate the weighted average of the four variables. This way of weighting variables essentially allows us to make sure that each variable has the same relative impact on the subindex. For example, a variable with a small variability or standard deviation, such as primary enrolment rate, gets a larger weight within the educational attainment subindex than a variable with a larger variability, such as tertiary enrolment rate. Therefore, a country with a large gender gap in primary education (a variable where most countries have achieved near-parity between women and men) will be more heavily penalized. Similarly, within the health and survival subindex, in the case of the sex ratio variable, where most countries have a very high sex ratio and the spread of the data is small, the larger weight will penalize more heavily those countries that deviate from this value. Table 2 displays the values of the weights used in the Global Gender Gap Index 2006.⁵

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

final value is bound between 1 (equality) and 0 (inequality), thus allowing for comparisons relative to ideal standards of equality in addition to relative country rankings.⁷ The equality and inequality benchmarks remain fixed across time, allowing the reader to track individual country progress in relation to an ideal standard of equality. Furthermore, we hope that the option of roughly interpreting the final Index scores as a percentage value that reveals how much of the gender gap a country has closed makes the Index more intuitively appealing to readers.⁸

The Global Gender Gap Index 2011 rankings

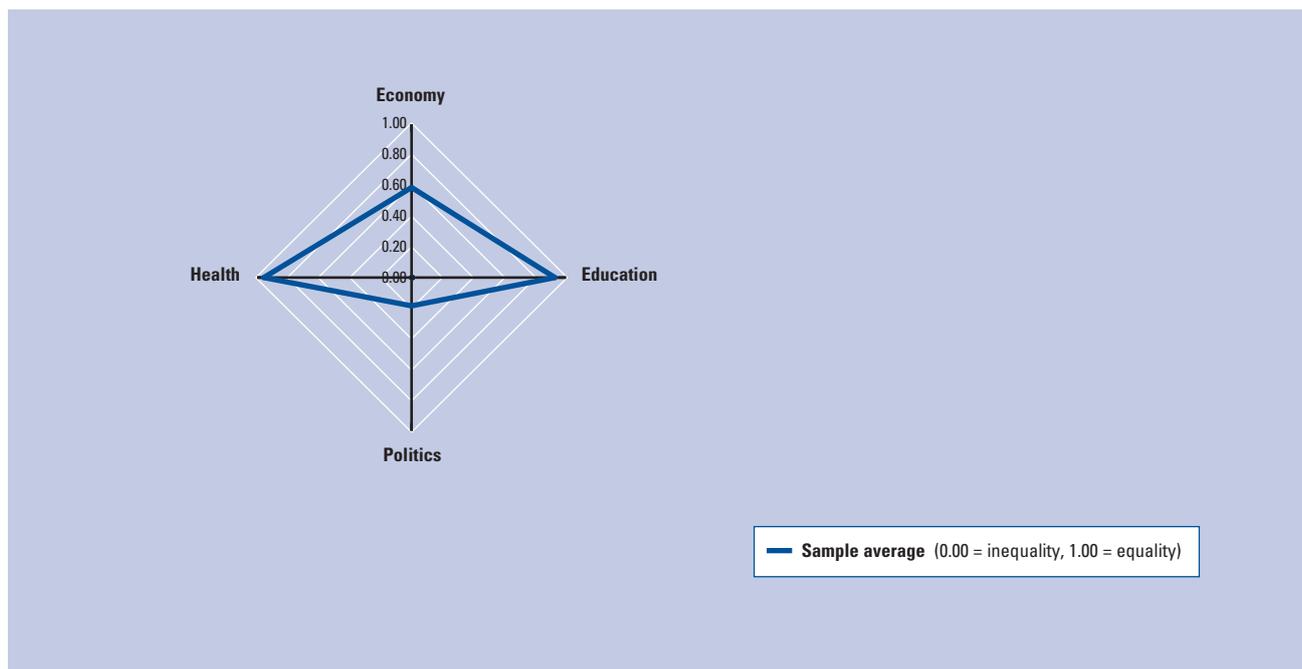
We aim to include a maximum number of countries in the *Report* every year, within the constraints posed by data availability. To be included in the *Report*, a country must have data available for a minimum of 12 indicators out of the 14 that enter the Index.

Country coverage 2011

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

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

Figure 1: Global patterns, 2011



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

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

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

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

Global patterns

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

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

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

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

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

(Cont'd.)

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

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

* New country 2011

Table 3b: Detailed rankings, 2011

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

(Cont'd.)

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

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

* New country 2011

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

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

(Cont'd.)

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

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

* New country 2011

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

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

Table 4: Rankings by income group, 2011

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

* New country 2011

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

Table 5: Rankings by subindex, 2011

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

* New country 2011

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

(Cont'd.)

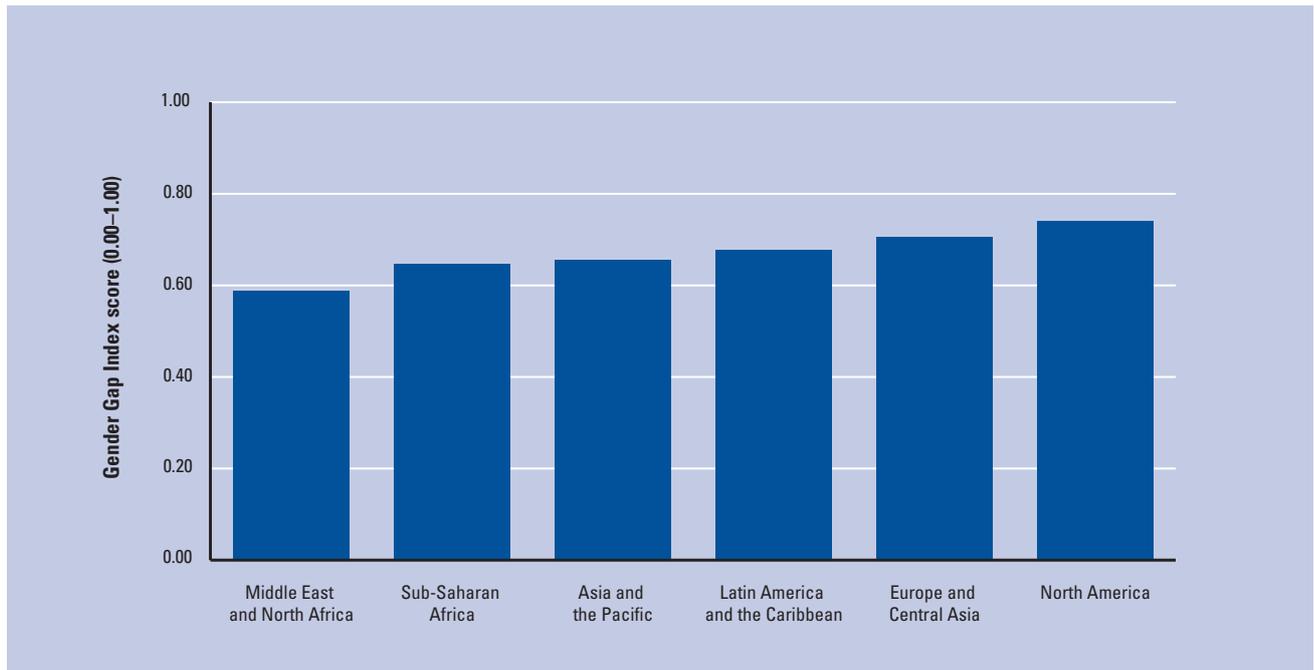
Table 5: Rankings by subindex, 2011 (cont'd.)

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

* New country 2011

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

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



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

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

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

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

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

Regional trends

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

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

Table 6: Rankings by region, 2011

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

(Cont'd.)

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

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

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

Top 10

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

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

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

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

* New country 2011

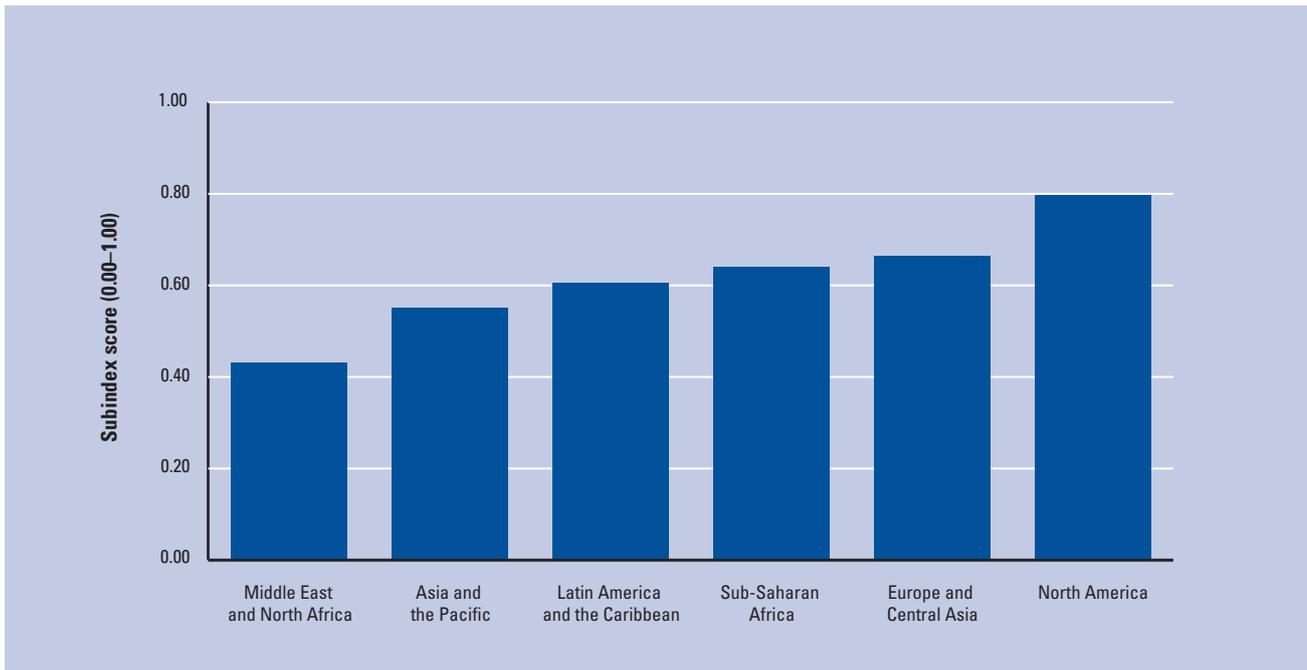
thus serve as models and useful benchmarks for international comparisons. While many global indexes tend to be tied to income levels, thus providing an advantage to the high-income Nordic economies, the Global Gender Gap Index is disassociated from the income and resource level of an economy and instead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

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

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

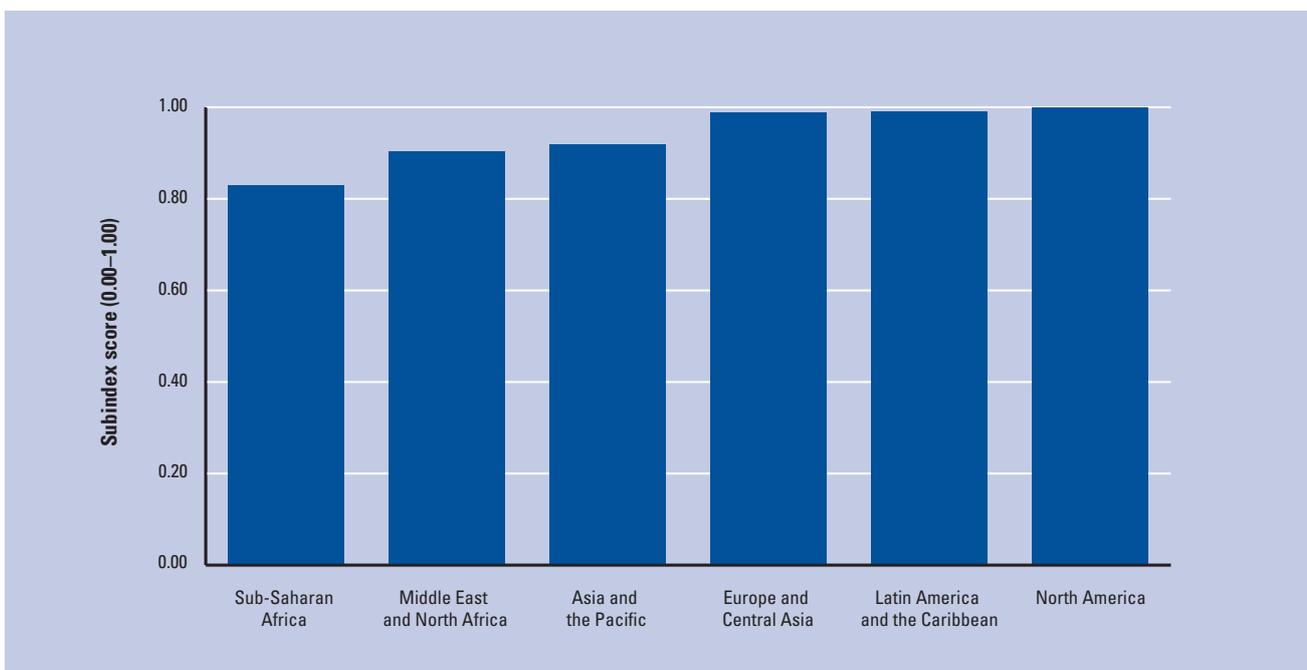
While many developed economies have succeeded in closing the gender gap in education, few have succeeded in maximizing the returns from this investment. The Nordic countries are leaders in this area—all five countries feature in the top 30 of the economic participation

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



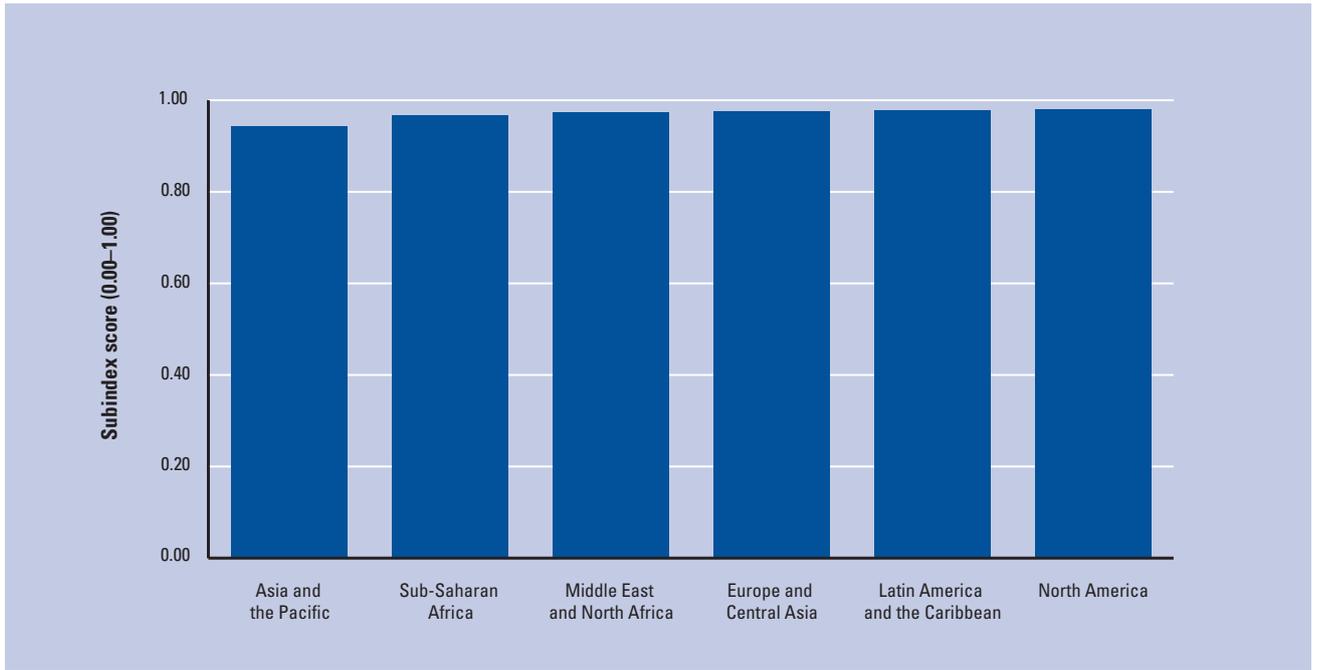
Source: Global Gender Gap Index 2011; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators & Global Development Finance, Online Database 2010*, accessed July 2011.

Figure 4: Regional performance on the educational attainment subindex



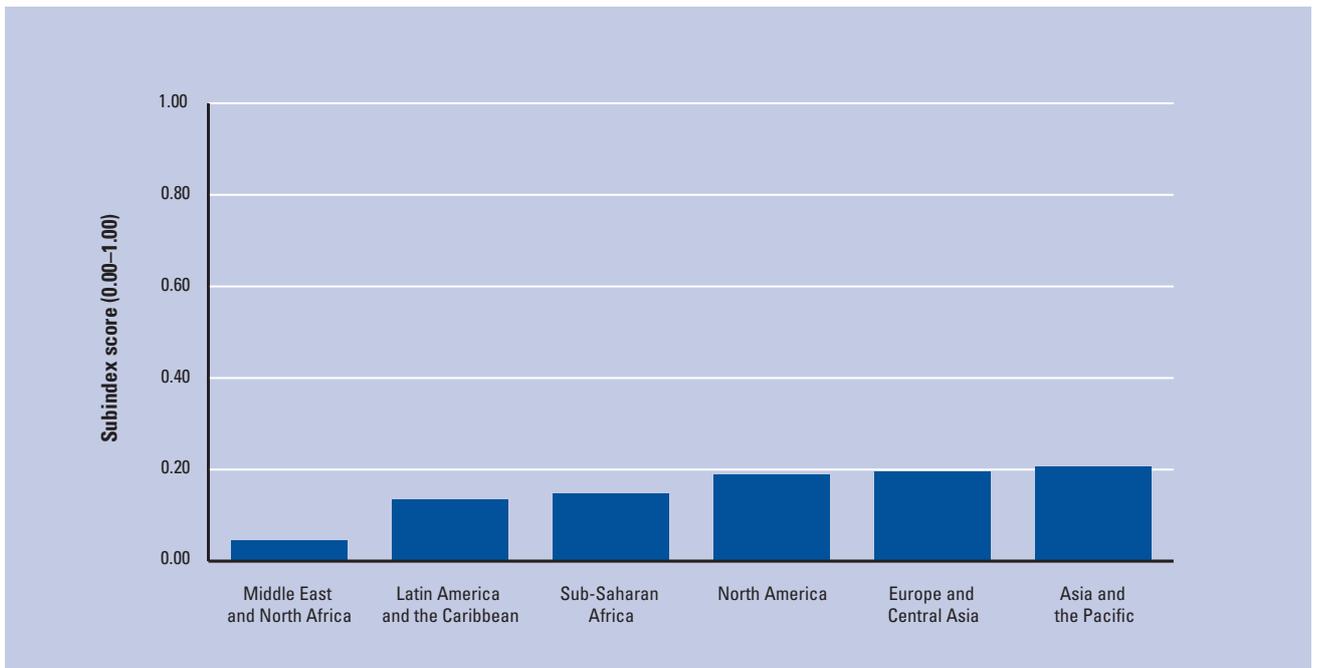
Source: Global Gender Gap Index 2011; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators & Global Development Finance, Online Database 2010*, accessed July 2011.

Figure 5: Regional performance on the health and survival subindex



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

Figure 6: Regional performance on the political empowerment subindex



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

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

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

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

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

Europe and Central Asia

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

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

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

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

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

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

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

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

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

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

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

countries worldwide in terms of political empowerment performance.

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

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

North America

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

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

Latin America and the Caribbean

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

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

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

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

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

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

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

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

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

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

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

The Middle East and North Africa

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

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

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

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

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

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

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

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

Asia and the Pacific

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

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

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

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

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

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

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

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

Sub-Saharan Africa

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

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

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

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

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

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

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

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

Gender gaps, economic performance and policy implications

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

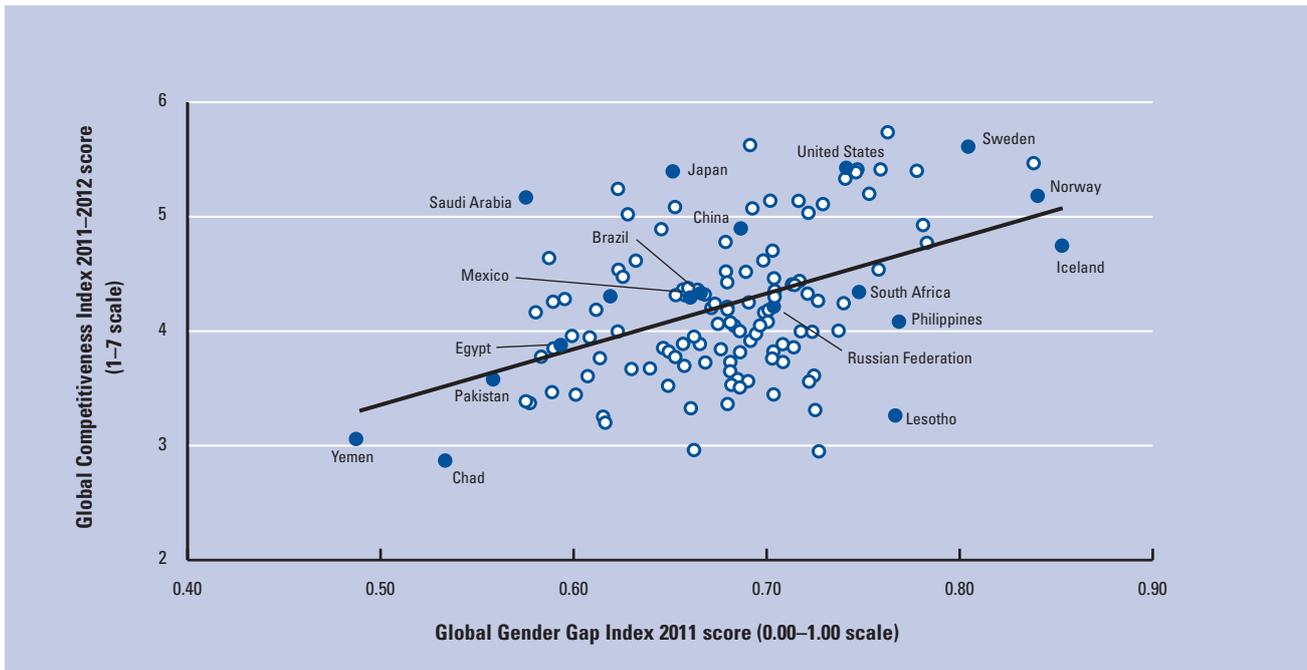
The correlation among competitiveness, income and development and gender gaps is evident despite the fact that the Global Gender Gap Index (unlike other gender indexes) explicitly eliminates any direct impact of the absolute levels of any of the variables (e.g., life expectancy, educational attainment, labour force participation) used in the Index. While correlation does not prove causality, it is consistent with the theory and mounting evidence that empowering women means a more efficient use of a nation's human talent endowment and that reducing gender inequality enhances productivity and economic growth.

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

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

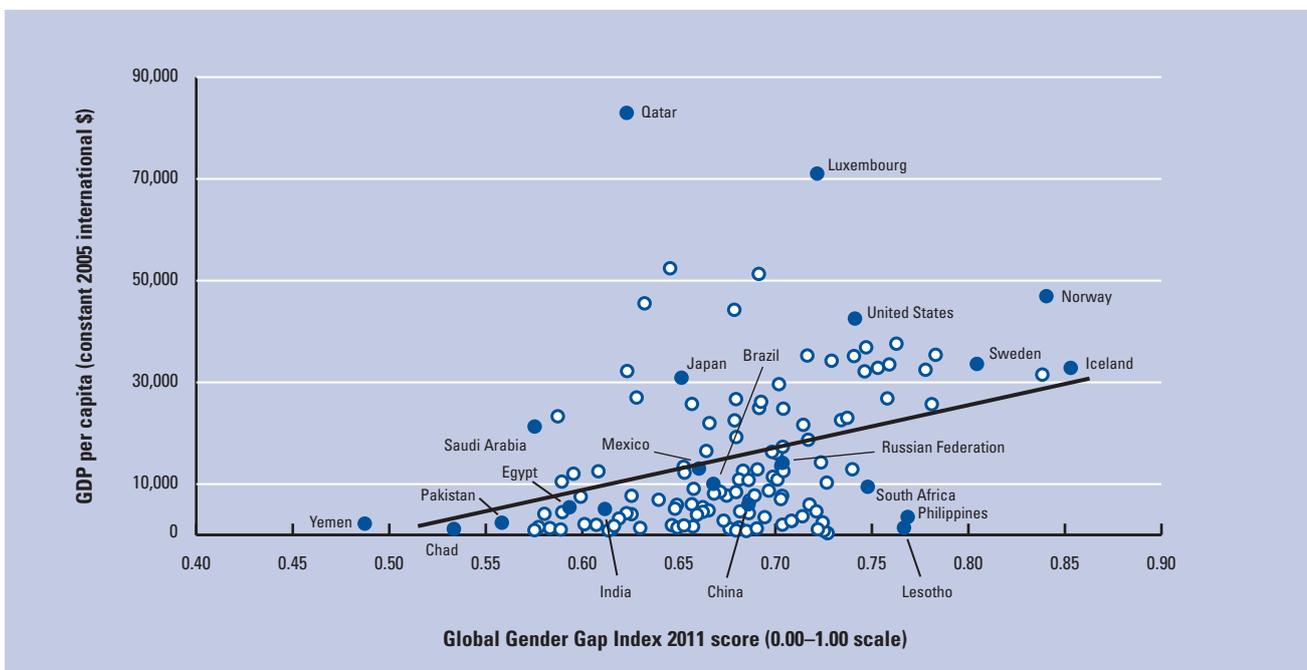
In the second broad group are countries that have made the key investments in women's education and health but have generally not removed barriers to women's participation in the workforce and in decision-making, and are thus not seeing returns on their investments in the development of one half of their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

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



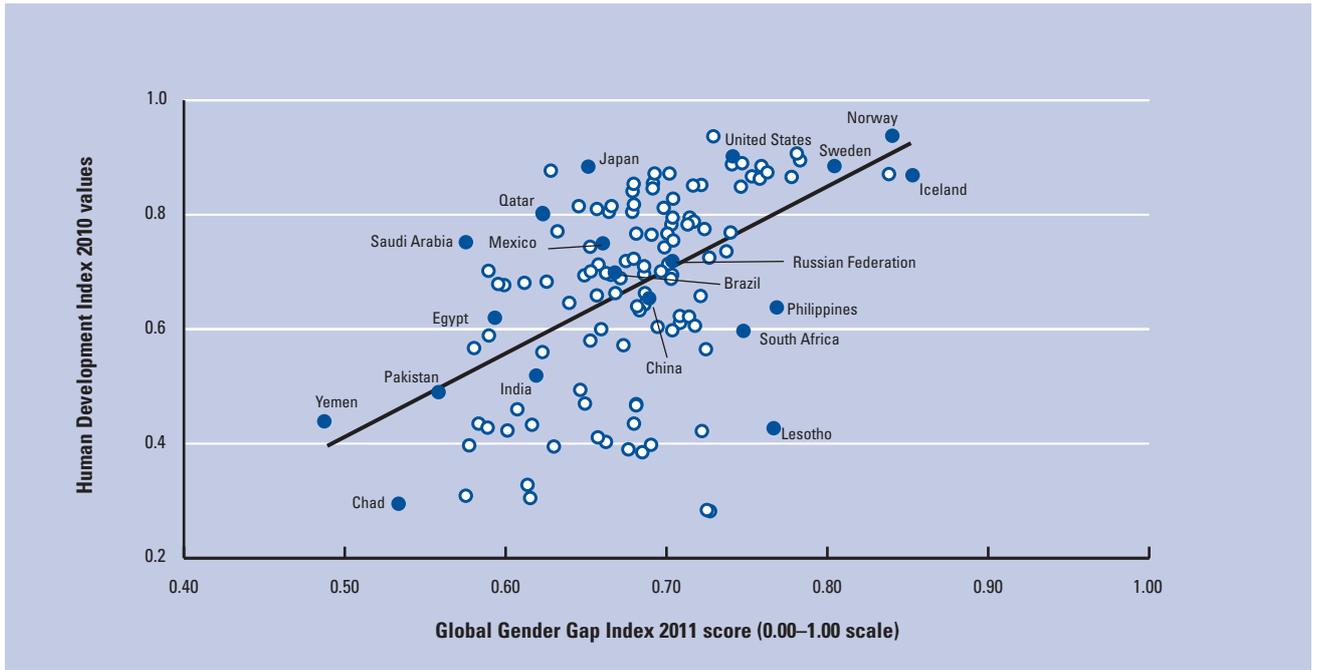
Source: Global Gender Gap Index 2011 and Global Competitiveness Index 2011–2012.
 Note: The Global Gender Gap Index and Global Competitiveness Index scales have been truncated to enhance readability.

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



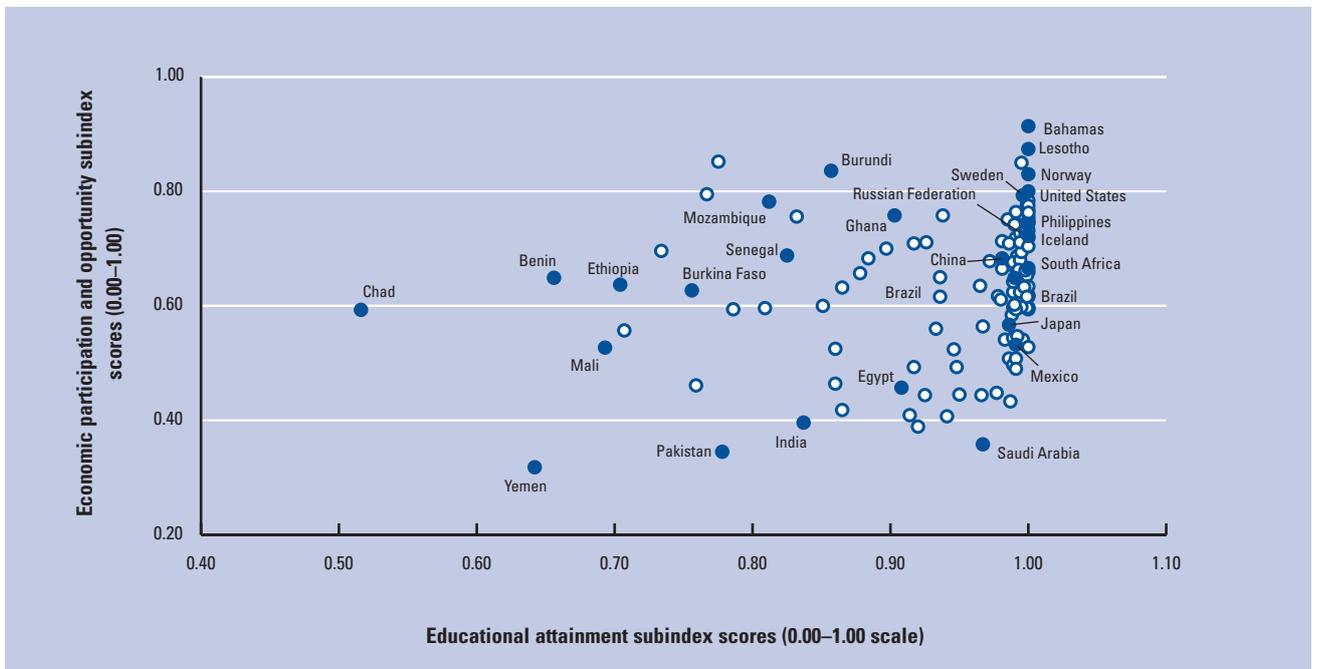
Source: Global Gender Gap Index 2011 and the World Bank's *World dataBank: World Development Indicators & Global Development Finance*, Online Database 2010, accessed June 2011.
 Note: The Global Gender Gap Index has been truncated to enhance readability.

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



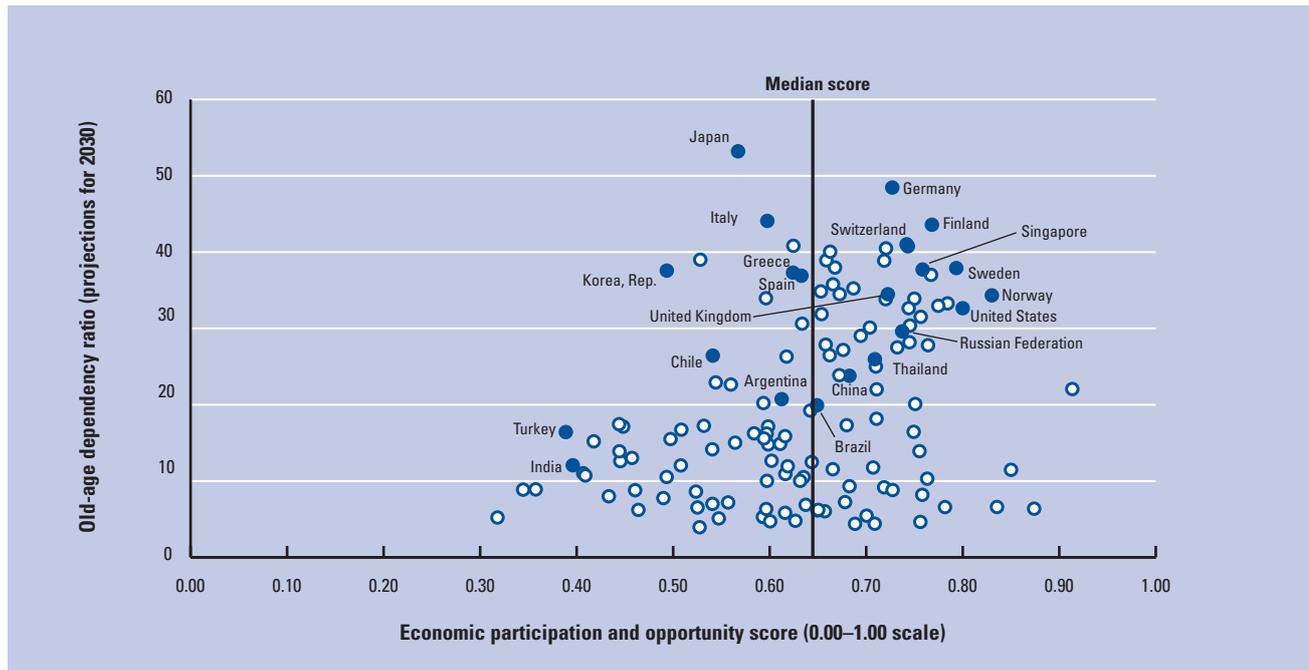
Source: Global Gender Gap Index 2011 and UNDP, *International Human Development Indicators*, Online Database 2010 (accessed October 2011).
 Note: Global Gender Gap Index and Human Development Index scales have been truncated to enhance readability.

Figure 10: Relationship between education and economic subindex scores



Source: Global Gender Gap Index 2011.

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



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

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

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

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

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

Many of the 135 economies covered by the Index are faced with rapidly ageing populations. In countries where it is relatively easy for women to combine work with having children, female employment and female fertility both tend to be higher. An emphasis on policies that allow women to combine work and family may thus play

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

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

Tracking the gender gap over time

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

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

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

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

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

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

Conclusion

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

The Global Gender Gap Index was developed in 2006 partially to address the need for a consistent and comprehensive measure for gender equality that can track a country's progress over time. This edition of *The Global Gender Gap Report* reveals the trends observed in the data over the past six years and seeks to call attention to the need for more rapid progress in closing gender gaps. Out of the 114 countries covered in 2006–2011, 85% have improved their performance, while 15% have widening gaps. In some countries, progress is occurring in a relatively short time, regardless of whether they are starting out near the top or the bottom of the rankings and independent of their income. Countries such as Iceland, Switzerland, Lesotho, Saudi Arabia, Lesotho, United Arab Emirates and others have made much progress relative to their own situation in 2006. The same is true of those countries

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

The Index points to potential role models by revealing those countries that—within their region or their income group—are leaders in having divided resources more equitably between women and men than other countries have, regardless of the overall level of resources available. In Europe, the Nordic countries are the best performers; in North America, the United States is now the leader. Cuba, Trinidad and Tobago, the Bahamas and Costa Rica are the top-ranking countries in Latin America and the Caribbean; Israel ranks the highest in the Middle East and North Africa; and in the Arab World, the United Arab Emirates is followed by Kuwait, Tunisia and Bahrain. In Asia and the Pacific, New Zealand, the Philippines, Australia and Sri Lanka are ranked highest. Lesotho, South Africa and Burundi are the leaders in sub-Saharan Africa. Among income groups, the Nordic countries lead the way in the high-income group. In the upper-middle-income group, the leaders are South Africa and Latvia. The Philippines and Lesotho are the highest-ranking countries of the lower-middle-income group. Burundi and Mozambique are the strongest performers in the lower-income group. The detailed Country Profiles allow users to understand not only how close each country lies relative to the equality benchmark in each of the four critical areas, but also provides a snapshot of the legal and social framework within which these outcomes are produced.

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

This *Report* highlights the message to policy-makers that, in order to maximize competitiveness and development potential, each country should strive for gender equality—that is, should give women the same rights, responsibilities and opportunities as men. The Index does

not seek to set priorities for countries but rather to provide a comprehensive set of data and a clear method for tracking gaps on critical indicators so that countries may set priorities within their own economic, political and cultural contexts. We are hopeful that the information contained in the *Global Gender Gap Report* series will also serve as a basis for further research that will facilitate a clearer understanding of the policies that are successful and those that are not, particularly as increasing numbers of policy-makers, employers and civil society seek out best practices and role models to incorporate gender equality into their practices and policies.

Notes

- 1 See Greig et al. "The Gender Gap Index 2006".
- 2 This ratio is based on what is considered to be a "normal" sex ratio at birth: 1.06 males for every female born. See Klasen and Wink, "Missing Women: Revisiting the Debate".
- 3 This ratio is based on the standards used in the UN's Gender-Related Development Index, which uses 87.5 years as the maximum age for women and 82.5 years as the maximum age for men.
- 4 A first attempt to calculate the gender gap was made by the World Economic Forum in 2005; see Lopez-Claros and Zahidi, *Women's Empowerment: Measuring the Global Gender Gap. The 2005 Index*, which was attempting to capture women's empowerment, used a "feminist" scale that rewarded women's supremacy over men (highest score is assigned to the country with the biggest gap in favour of women).
- 5 The weights derived for the 2006 Index were used again this year and will be used in future years to allow for comparisons over time.
- 6 This is not strictly accurate in the case of the health variable, where the highest possible value a country can achieve is 0.9796. However, for purposes of simplicity we will refer to this value as 1 throughout the chapter and in all tables, figures and Country Profiles.
- 7 Because of the special equality benchmark value of 0.9796 for the health and survival subindex, it is not strictly accurate that the equality benchmark for the overall index score is 1. This value is in fact $(1 + 1 + 1 + 0.9796) / 4 = 0.9949$. However, for purposes of simplicity, we will refer to the overall equality benchmark as 1 throughout this chapter.
- 8 Since the variables in the subindexes are weighted by the standard deviations, the final scores for the subindexes and the overall Index are not a pure measure of the gap vis-à-vis the equality benchmark and therefore cannot be strictly interpreted as percentage values measuring the closure of the gender gap. However, for ease of interpretation and intuitive appeal, we will be using the percentage concept as a rough interpretation of the final scores.
- 9 A population-weighted average of all scores within each region was taken to produce these charts.
- 10 Please note that we have modified our regional classifications from those used in previous editions of the Report.
- 11 Please note that these data do not take into account the recent election of Australia's first female prime minister.
- 12 Sen, "Missing Women", *British Medical Journal* and Klasen and Wink, "Missing Women: Revisiting the Debate".
- 13 The BRIC countries are Brazil, the Russian Federation, India and China.
- 14 See Daly, "Gender Inequality, Growth and Global Ageing".
- 15 Catalyst, "The Bottom Line".
- 16 See Ibarra and Zahidi, *The Corporate Gender Gap Report 2010*.
- 17 ESCAP, *Economic and Social Survey of Asia and the Pacific*.

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

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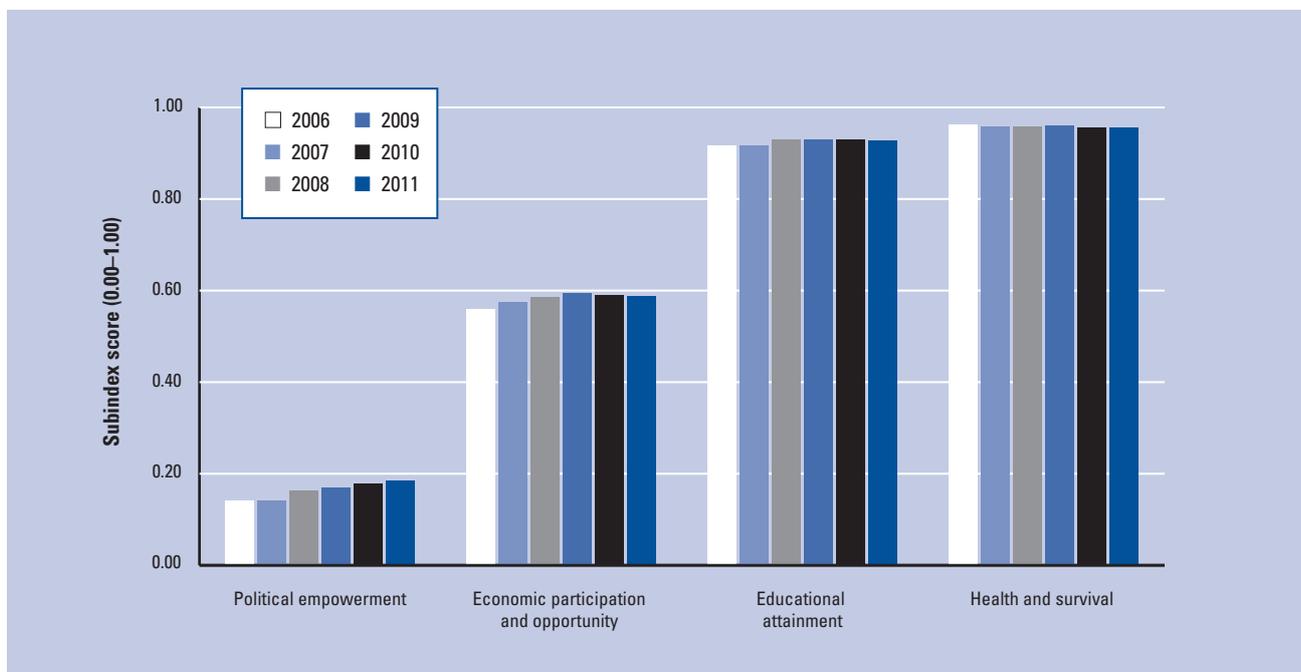
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Appendix A: Tracking the Gender Gap over Time

The six-year dataset for the Global Gender Gap Index indicates progress across all subindexes (Figure A1) except Health and Survival and across regions (Figure A2)

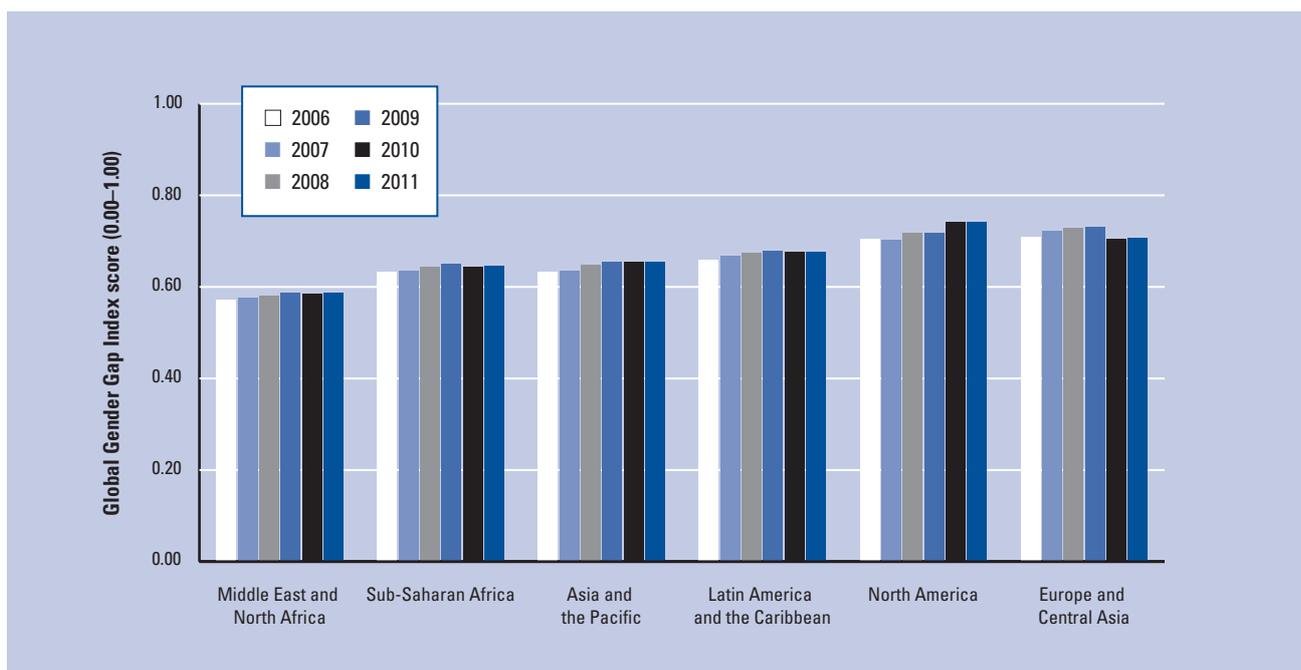
except Europe and Central Asia. Table A1 shows the biggest gainers and losers out of the 114 countries covered in the *Report* between 2006 and 2011.

Figure A1: Global Gender Gap Index by subindex, 2006–2011



Source: Global Gender Gap Indexes, 2006–2011; scores are weighted by population. Population data are from the World Bank's *World Development Indicators & Global Development Finance*, Online Database 2010, accessed July 2011.

Figure A2: Global Gender Gap Index by region, 2006–2011



Source: Global Gender Gap Indexes, 2006–2011; scores are weighted by population; Population data are from the World Bank's *World Development Indicators & Global Development Finance*, Online Database 2010, accessed July 2011. Details of regional classifications in Appendix B.

Table A1: Change in score (2006–2011) as a percentage of 2006

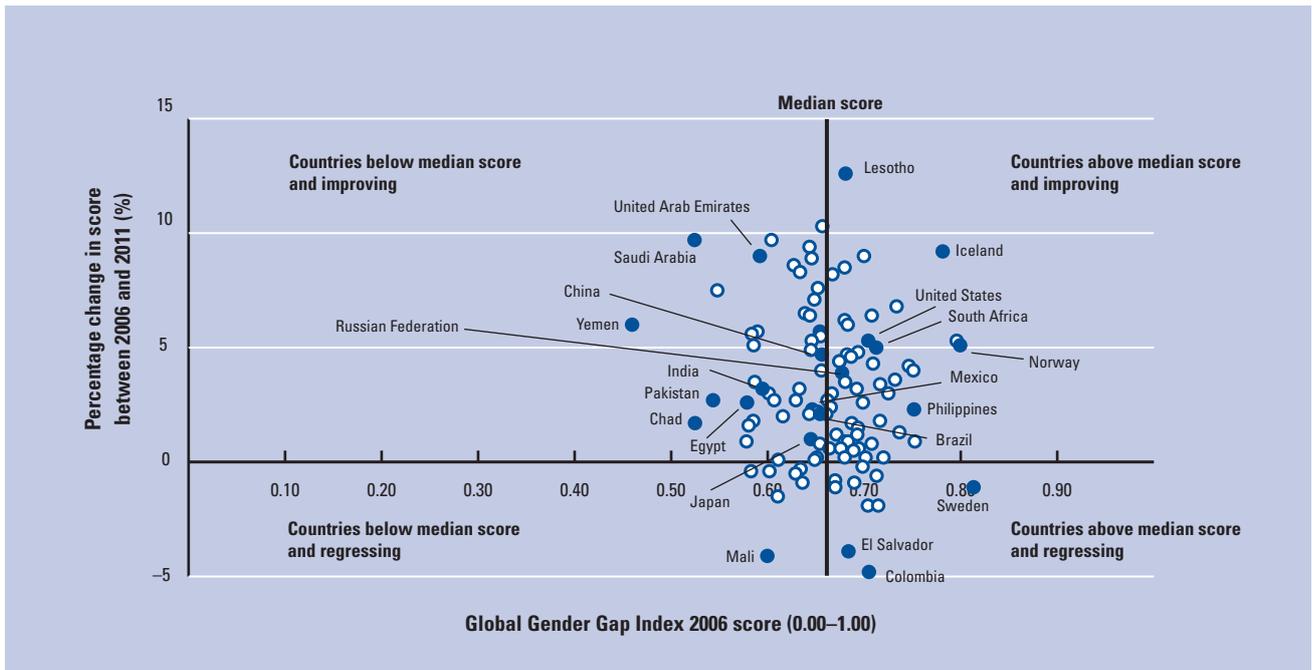
Country	2006 score	2011 score	Change in score (2006–2011)	Percent change relative to 2006 score	Country	2006 score	2011 score	Change in score (2006–2011)	Percent change relative to 2006 score
Lesotho	0.6807	0.7666	0.0859	12.6	Cambodia	0.6291	0.6464	0.0173	2.7
Nicaragua	0.6566	0.7245	0.0679	10.3	Peru	0.6619	0.6796	0.0177	2.7
Saudi Arabia	0.5242	0.5753	0.0511	9.7	Guatemala	0.6067	0.6229	0.0162	2.7
Angola	0.6039	0.6624	0.0585	9.7	Austria	0.6986	0.7165	0.0179	2.6
Ecuador	0.6433	0.7035	0.0602	9.4	Egypt	0.5786	0.5933	0.0148	2.6
Iceland	0.7813	0.8530	0.0717	9.2	Ghana	0.6653	0.6811	0.0158	2.4
United Arab Emirates	0.5919	0.6454	0.0535	9.0	Zimbabwe	0.6461	0.6607	0.0147	2.3
Switzerland	0.6997	0.7627	0.0630	9.0	Philippines	0.7516	0.7685	0.0170	2.3
Chile	0.6455	0.7030	0.0576	8.9	Mexico	0.6462	0.6604	0.0142	2.2
Bangladesh	0.6270	0.6812	0.0542	8.6	Malta	0.6518	0.6658	0.0140	2.2
Trinidad and Tobago	0.6797	0.7372	0.0575	8.5	Cyprus	0.6430	0.6567	0.0137	2.1
Bolivia	0.6335	0.6862	0.0527	8.3	Albania	0.6607	0.6748	0.0140	2.1
Luxembourg	0.6671	0.7216	0.0545	8.2	Brazil	0.6543	0.6679	0.0136	2.1
France	0.6520	0.7018	0.0498	7.6	Korea, Rep.	0.6157	0.6281	0.0124	2.0
Nepal	0.5478	0.5888	0.0410	7.5	Australia	0.7163	0.7291	0.0128	1.8
Honduras	0.6483	0.6945	0.0462	7.1	Turkey	0.5850	0.5954	0.0104	1.8
Ireland	0.7335	0.7830	0.0495	6.8	Bulgaria	0.6870	0.6987	0.0118	1.7
Madagascar	0.6385	0.6797	0.0412	6.5	Chad	0.5247	0.5334	0.0087	1.7
Malawi	0.6437	0.6850	0.0413	6.4	Iran, Islamic Rep.	0.5803	0.5894	0.0091	1.6
Belgium	0.7078	0.7531	0.0453	6.4	Panama	0.6935	0.7042	0.0107	1.5
Uganda	0.6797	0.7220	0.0423	6.2	United Kingdom	0.7365	0.7462	0.0098	1.3
Yemen	0.4595	0.4873	0.0278	6.0	Kazakhstan	0.6928	0.7010	0.0082	1.2
Argentina	0.6829	0.7236	0.0407	6.0	Czech Republic	0.6712	0.6789	0.0078	1.2
Greece	0.6540	0.6916	0.0376	5.7	Japan	0.6447	0.6514	0.0067	1.0
Bahrain	0.5894	0.6232	0.0338	5.7	Ukraine	0.6797	0.6861	0.0064	0.9
Mauritania	0.5835	0.6164	0.0329	5.6	Benin	0.5780	0.5832	0.0052	0.9
Singapore	0.6550	0.6914	0.0365	5.6	Thailand	0.6831	0.6892	0.0061	0.9
Uruguay	0.6549	0.6907	0.0358	5.5	Germany	0.7524	0.7590	0.0066	0.9
Finland	0.7958	0.8383	0.0425	5.3	Indonesia	0.6541	0.6594	0.0053	0.8
Italy	0.6456	0.6796	0.0340	5.3	Lithuania	0.7077	0.7131	0.0054	0.8
United States	0.7042	0.7412	0.0371	5.3	Dominican Republic	0.6639	0.6682	0.0043	0.6
Norway	0.7994	0.8404	0.0410	5.1	Slovak Republic	0.6757	0.6797	0.0041	0.6
Burkina Faso	0.5854	0.6153	0.0299	5.1	Estonia	0.6944	0.6983	0.0039	0.6
South Africa	0.7125	0.7478	0.0353	5.0	Israel	0.6889	0.6926	0.0037	0.5
Gambia, The	0.6448	0.6763	0.0315	4.9	Malaysia	0.6509	0.6525	0.0016	0.2
Costa Rica	0.6936	0.7266	0.0330	4.8	Romania	0.6797	0.6812	0.0015	0.2
Mongolia	0.6821	0.7140	0.0319	4.7	Jamaica	0.7014	0.7028	0.0014	0.2
China	0.6561	0.6866	0.0305	4.7	Sri Lanka	0.7199	0.7212	0.0013	0.2
Namibia	0.6864	0.7177	0.0312	4.6	Jordan	0.6109	0.6117	0.0008	0.1
Slovenia	0.6745	0.7041	0.0296	4.4	Kenya	0.6486	0.6493	0.0007	0.1
Kyrgyz Republic	0.6742	0.7036	0.0295	4.4	Macedonia, FYR	0.6983	0.6966	-0.0016	-0.2
Latvia	0.7091	0.7399	0.0308	4.3	Kuwait	0.6341	0.6322	-0.0019	-0.3
Denmark	0.7462	0.7778	0.0315	4.2	Morocco	0.5827	0.5804	-0.0023	-0.4
New Zealand	0.7509	0.7810	0.0301	4.0	Algeria	0.6018	0.5991	-0.0027	-0.4
Paraguay	0.6556	0.6818	0.0262	4.0	Tunisia	0.6288	0.6255	-0.0033	-0.5
Russian Federation	0.6770	0.7037	0.0266	3.9	Moldova	0.7128	0.7083	-0.0045	-0.6
Spain	0.7319	0.7580	0.0261	3.6	Hungary	0.6698	0.6642	-0.0056	-0.8
Cameroon	0.5865	0.6073	0.0207	3.5	Botswana	0.6897	0.6832	-0.0065	-0.9
Poland	0.6802	0.7038	0.0236	3.5	Zambia	0.6360	0.6300	-0.0060	-0.9
Canada	0.7165	0.7407	0.0242	3.4	Sweden	0.8133	0.8044	-0.0089	-1.1
Portugal	0.6922	0.7144	0.0223	3.2	Georgia	0.6700	0.6624	-0.0076	-1.1
Mauritius	0.6328	0.6529	0.0202	3.2	Nigeria	0.6104	0.6011	-0.0093	-1.5
Ethiopia	0.5946	0.6136	0.0189	3.2	Tanzania	0.7038	0.6904	-0.0134	-1.9
Netherlands	0.7250	0.7470	0.0220	3.0	Croatia	0.7145	0.7006	-0.0139	-1.9
India	0.6011	0.6190	0.0179	3.0	El Salvador	0.6837	0.6567	-0.0270	-3.9
Venezuela	0.6664	0.6861	0.0197	3.0	Mali	0.5996	0.5752	-0.0244	-4.1
Pakistan	0.5434	0.5583	0.0149	2.7	Colombia	0.7049	0.6714	-0.0335	-4.8

Note: This table contains only those 114 countries that were covered consistently between 2006 and 2011.

Figure A3 plots the percentage change in score, relative to the actual score in 2006 for the same set of countries. The median score is 0.665. Finally, Table A2 presents the historical calculation made for the Index between 2000 and 2005, along with calculations from the published

Index in recent years, for 39 countries for which we were able to find complete data as far back as the year 2000. For a more detailed analysis by subindex and the calculation method, please refer to the Global Gender Gap Index 2007.

Figure A3: Percentage change relative to the Global Gender Gap Index 2006 score



Source: Global Gender Gap Indexes 2006 and 2011.

Table A2: Overview of historical data scores, 2000–2011 (selected countries)

Country	GGG Index 2000	GGG Index 2001	GGG Index 2002	GGG Index 2003	GGG Index 2004	GGG Index 2005	GGG Index 2006	GGG Index 2007	GGG Index 2008	GGG Index 2009	GGG Index 2010	GGG Index 2011	Difference (2011 score–2000 score)
Switzerland	0.6356	0.6398	0.6647	0.6717	0.6785	0.7016	0.6997	0.6924	0.7360	0.7426	0.7562	0.7627	0.1271
Finland	0.7240	0.7246	0.7672	0.7699	0.7731	0.7754	0.7958	0.8044	0.8195	0.8252	0.8260	0.8383	0.1143
Belgium	0.6414	0.6432	0.6646	0.6719	0.6838	0.6862	0.7078	0.7198	0.7163	0.7165	0.7509	0.7531	0.1117
Spain	0.6518	0.6544	0.6575	0.6672	0.6734	0.6727	0.7319	0.7444	0.7281	0.7345	0.7554	0.7580	0.1062
Ireland	0.6798	0.6850	0.6918	0.6888	0.7031	0.7105	0.7335	0.7457	0.7518	0.7597	0.7773	0.7830	0.1032
Costa Rica	0.6246	0.6282	0.6589	0.6497	0.6705	0.6868	0.6936	0.7014	0.7111	0.7180	0.7194	0.7266	0.1020
Iceland	0.7632	0.7633	0.7871	0.7890	0.7870	0.7903	0.7813	0.7836	0.7999	0.8276	0.8496	0.8530	0.0898
Chile	0.6180	0.6233	0.6451	0.6443	0.6452	0.6448	0.6455	0.6482	0.6818	0.6884	0.7013	0.7030	0.0850
Bangladesh	0.5963	0.6082	0.6133	0.6096	0.6203	0.6183	0.6270	0.6314	0.6531	0.6526	0.6702	0.6812	0.0849
Norway	0.7581	0.7596	0.7728	0.7763	0.7859	0.7842	0.7994	0.8059	0.8239	0.8227	0.8404	0.8404	0.0823
Trinidad and Tobago	0.6600	0.6598	0.6644	0.6633	0.6726	0.6740	0.6797	0.6859	0.7245	0.7298	0.7353	0.7372	0.0772
Denmark	0.7007	0.7114	0.7609	0.7616	0.7666	0.7709	0.7462	0.7519	0.7538	0.7628	0.7719	0.7778	0.0771
Netherlands	0.6737	0.6862	0.7045	0.7074	0.7093	0.7167	0.7250	0.7383	0.7399	0.7490	0.7444	0.7470	0.0733
Greece	0.6212	0.6234	0.6274	0.6315	0.6400	0.6449	0.6540	0.6648	0.6727	0.6662	0.6908	0.6916	0.0704
Italy	0.6147	0.6160	0.6262	0.6279	0.6398	0.6391	0.6456	0.6498	0.6788	0.6798	0.6765	0.6796	0.0649
Panama	0.6402	0.6412	0.6570	0.6636	0.6784	0.6793	0.6935	0.6954	0.7095	0.7024	0.7072	0.7042	0.0640
Korea, Rep.	0.5645	0.5637	0.5773	0.6019	0.5916	0.5898	0.6157	0.6409	0.6154	0.6146	0.6342	0.6281	0.0636
Sweden	0.7424	0.7505	0.7933	0.7982	0.7891	0.8031	0.8133	0.8146	0.8139	0.8139	0.8024	0.8044	0.0620
Turkey	0.5350	0.5456	0.5472	0.5447	0.5808	0.5711	0.5850	0.5768	0.5853	0.5828	0.5876	0.5954	0.0604
New Zealand	0.7213	0.7246	0.7651	0.7890	0.7614	0.7715	0.7509	0.7649	0.7859	0.7880	0.7808	0.7810	0.0597
Australia	0.6737	0.6823	0.6942	0.7078	0.7137	0.7125	0.7163	0.7204	0.7241	0.7282	0.7271	0.7291	0.0554
Latvia	0.6853	0.6976	0.6983	0.6984	0.6996	0.6986	0.7091	0.7333	0.7397	0.7416	0.7429	0.7399	0.0546
Portugal	0.6609	0.6619	0.6721	0.6659	0.6726	0.6763	0.6922	0.6959	0.7051	0.7013	0.7171	0.7144	0.0535
Canada	0.6882	0.6887	0.7070	0.7062	0.7112	0.7128	0.7165	0.7198	0.7136	0.7196	0.7372	0.7407	0.0525
Japan	0.6005	0.6007	0.6047	0.6097	0.6224	0.6280	0.6447	0.6455	0.6434	0.6447	0.6524	0.6514	0.0509
Mexico	0.6123	0.6172	0.6235	0.6212	0.6310	0.6309	0.6462	0.6441	0.6441	0.6503	0.6577	0.6604	0.0481
Croatia	0.6660	0.6666	0.6724	0.6884	0.6980	0.6882	0.7145	0.7210	0.6967	0.6944	0.6939	0.7006	0.0346
Malaysia	0.6184	0.6171	0.6219	0.6252	0.6131	0.6401	0.6509	0.6444	0.6442	0.6467	0.6479	0.6525	0.0341
Slovenia	0.6701	0.6751	0.6799	0.6783	0.6796	0.6771	0.6745	0.6842	0.6937	0.6982	0.7047	0.7041	0.0340
Israel	0.6657	0.6668	0.6708	0.6715	0.6758	0.6713	0.6889	0.6965	0.6900	0.7019	0.6957	0.6926	0.0269
Poland	0.6784	0.6778	0.6870	0.6883	0.6841	0.6787	0.6802	0.6756	0.6951	0.6998	0.7037	0.7038	0.0254
United Kingdom	0.7222	0.7224	0.7371	0.7614	0.7362	0.7402	0.7365	0.7441	0.7366	0.7402	0.7460	0.7462	0.0240
El Salvador	0.6336	0.6341	0.6382	0.6315	0.6409	0.6387	0.6837	0.6853	0.6875	0.6939	0.6596	0.6567	0.0231
Romania	0.6616	0.6617	0.6751	0.6833	0.6818	0.6821	0.6797	0.6859	0.6763	0.6805	0.6826	0.6812	0.0196
Lithuania	0.6984	0.7018	0.7131	0.7111	0.6927	0.6973	0.7077	0.7234	0.7222	0.7175	0.7132	0.7131	0.0147
Czech Republic	0.6670	0.6663	0.6670	0.7037	0.6586	0.6649	0.6712	0.6718	0.6770	0.6789	0.6850	0.6789	0.0119
Colombia	0.6656	0.6700	0.7215	0.7236	0.7184	0.7181	0.7049	0.7090	0.6944	0.6939	0.6927	0.6714	0.0058
Slovak Republic	0.6845	0.6822	0.6850	0.6860	0.6791	0.6855	0.6757	0.6797	0.6824	0.6845	0.6778	0.6797	-0.0048
Hungary	0.6697	0.6644	0.6982	0.6993	0.6878	0.6869	0.6698	0.6731	0.6867	0.6879	0.6720	0.6642	-0.0055

Notes: Countries are ordered by score difference, in descending order. GGG Index = Global Gender Gap Index.

Appendix B: Regional and Income Group Classifications, 2011

The following regional classifications were used for creating the regional performance tables in the chapter.

Table B1: Regional classifications, 2011

Asia and the Pacific	Latin America and the Caribbean	Middle East and North Africa	North America	Sub-Saharan Africa	Europe and Central Asia
Australia	Argentina	Algeria	Canada	Angola	Albania
Bangladesh	Bahamas	Bahrain	United States	Benin	Armenia
Brunei Darussalam	Barbados	Egypt		Botswana	Austria
Cambodia	Belize	Israel		Burkina Faso	Azerbaijan
China	Bolivia	Jordan		Burundi*	Belgium
Fiji	Brazil	Kuwait		Cameroon	Bulgaria
India	Chile	Lebanon		Chad	Croatia
Indonesia	Colombia	Mauritania		Côte d'Ivoire	Cyprus
Iran, Islamic Rep.	Costa Rica	Morocco		Ethiopia	Czech Republic
Japan	Cuba	Oman		Gambia, The	Denmark
Korea, Rep.	Dominican Republic	Qatar		Ghana	Estonia
Malaysia	Ecuador	Saudi Arabia		Kenya	Finland
Maldives	El Salvador	Syria		Lesotho	France
Mongolia	Guatemala	Tunisia		Madagascar	Georgia
Nepal	Guyana	United Arab Emirates		Malawi	Germany
New Zealand	Honduras	Yemen		Mali	Greece
Pakistan	Jamaica			Mauritius	Hungary
Philippines	Mexico			Mozambique	Iceland
Singapore	Nicaragua			Namibia	Ireland
Sri Lanka	Panama			Nigeria	Italy
Thailand	Paraguay			Senegal	Kazakhstan
Vietnam	Peru			South Africa	Kyrgyz Republic
	Suriname			Tanzania	Latvia
	Trinidad and Tobago			Uganda	Lithuania
	Uruguay			Zambia	Luxembourg
	Venezuela			Zimbabwe	Macedonia, FYR
					Malta
					Moldova
					Netherlands
					Norway
					Poland
					Portugal
					Romania
					Russian Federation
					Slovak Republic
					Slovenia
					Spain
					Sweden
					Switzerland
					Tajikistan
					Turkey
					Ukraine
					United Kingdom

*New country 2011

Table B2: Income classifications, 2011

Low Income (US\$1,005 or Less)	Lower-Middle Income (US\$1,006–3,975)	Upper-Middle Income (US\$3,976–12,275)	High Income (US\$12,276 or more)
Bangladesh	Albania	Algeria	Australia
Benin	Angola	Argentina	Austria
Burkina Faso	Belize	Armenia	Bahamas
Burundi*	Bolivia	Azerbaijan	Bahrain
Cambodia	Cameroon	Botswana	Barbados
Chad	Cote d'Ivoire	Brazil	Belgium
Ethiopia	Egypt	Bulgaria	Brunei Darussalam
Gambia, The	El Salvador	Chile	Canada
Kenya	Fiji	China	Croatia
Kyrgyz Republic	Georgia	Colombia	Cyprus
Madagascar	Ghana	Costa Rica	Czech Republic
Malawi	Guatemala	Cuba	Denmark
Mali	Guyana	Dominican Republic	Estonia
Mozambique	Honduras	Ecuador	Finland
Nepal	India	Iran, Islamic Rep.	France
Tajikistan	Indonesia	Jamaica	Germany
Tanzania	Lesotho	Jordan	Greece
Uganda	Mauritania	Kazakhstan	Hungary
Zimbabwe	Moldova	Latvia	Iceland
	Mongolia	Lebanon	Ireland
	Morocco	Lithuania	Israel
	Nicaragua	Macedonia, FYR	Italy
	Nigeria	Malaysia	Japan
	Pakistan	Maldives	Korea, Rep.
	Paraguay	Mauritius	Kuwait
	Philippines	Mexico	Luxembourg
	Senegal	Namibia	Malta
	Sri Lanka	Panama	Netherlands
	Syria	Peru	New Zealand
	Ukraine	Romania	Norway
	Vietnam	Russian Federation	Oman
	Yemen	South Africa	Poland
	Zambia	Suriname	Portugal
		Thailand	Qatar
		Tunisia	Saudi Arabia
		Turkey	Singapore
		Uruguay	Slovak Republic
		Venezuela	Slovenia
			Spain
			Sweden
			Switzerland
			Trinidad and Tobago
			United Arab Emirates
			United Kingdom
			United States

Note: Income classifications are taken from the World Bank's World Development indicators, which classifies economies into four income categories based on GNI per capita (current US\$): high income, upper-middle income, lower-middle income, and low income.

* New country 2011

Appendix C: Spread of Minimum and Maximum Values by Indicator, 2011

The chart below shows the spread of the minimum and maximum values for each of the 14 variables of the Global Gender Gap Index. Each indicator is presented with its own scale of the minimum possible value and maximum possible value. For wage equality for similar work, this is a scale of 1 (worst value for women) to 7 (best value for women). For estimated earned income, the maximum value is 40,000 US dollars; this is the benchmark used in the calculation of the Index. For sex ratio at birth (female/male), the maximum value is a ratio of 0.944; this is the benchmark used in the calculation of the Index. For healthy life expectancy, the

maximum value listed is that of the country with the best performance on this indicator (Japan; 78 years); this is not the benchmark used in the calculation of the Index. For years as head of state, the minimum value is 0 years and the maximum value is 50 years. All other variables are expressed as percentages with a minimum value of 0% and a maximum value of 100%.

Male values are represented with black bars and female values with blue bars. In the case of variables with a value that represents a combined measure of the male and female situations (wage equality for similar work and sex ratio at birth), a grey bar is used.

Figure C1: Female and male ranges for Global Gender Gap Index 2011 indicators

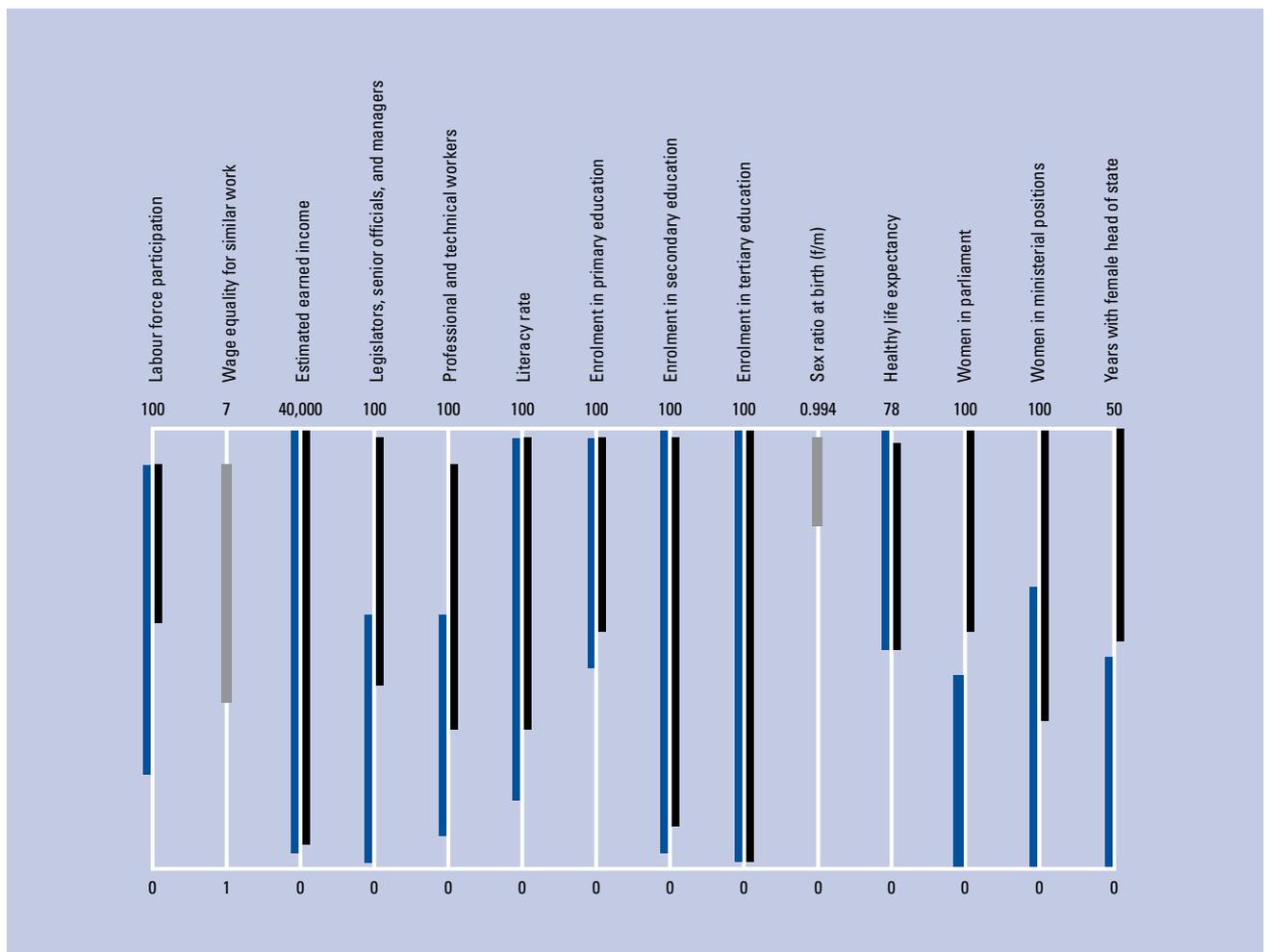


Table D1: Labour force participation

Country	Female	Male	Female-to-male ratio	Rank	Country	Female	Male	Female-to-male ratio	Rank
Burundi	92	88	1.04	1	Bolivia	64	83	0.77	69
Ghana	75	76	0.99	2	Spain	63	82	0.77	70
Mozambique	86	87	0.99	3	Georgia	59	78	0.76	71
Tanzania	89	91	0.97	4	South Africa	51	67	0.76	72
Madagascar	86	89	0.96	5	Zambia	60	79	0.76	73
Finland	74	77	0.96	6	Brazil	64	85	0.75	74
Malawi	74	78	0.96	7	Maldives	59	79	0.75	75
Sweden	77	82	0.94	8	Tajikistan	60	81	0.75	76
Norway	76	81	0.94	9	Mauritania	61	82	0.74	77
Moldova	53	57	0.92	10	Singapore	60	82	0.74	78
Lesotho	72	79	0.92	11	Trinidad and Tobago	61	83	0.73	79
Botswana	76	82	0.92	12	Japan	62	84	0.73	80
Vietnam	74	81	0.92	13	Senegal	66	90	0.73	81
Denmark	76	83	0.92	14	Albania	56	76	0.73	82
Ethiopia	83	91	0.91	15	Bangladesh	62	85	0.73	83
Azerbaijan	65	71	0.91	16	Korea, Rep.	55	76	0.73	84
Russian Federation	69	76	0.91	17	Kyrgyz Republic	59	83	0.72	85
Kazakhstan	73	81	0.91	18	Argentina	58	82	0.71	86
Lithuania	65	71	0.91	19	Greece	55	79	0.70	87
Canada	75	83	0.90	20	Italy	52	74	0.70	88
Iceland	81	90	0.90	21	Macedonia, FYR	51	74	0.69	89
Bahamas	74	83	0.90	22	Paraguay	59	88	0.67	90
Barbados	76	85	0.90	23	Cameroon	54	82	0.66	91
Estonia	69	78	0.89	24	Venezuela	55	83	0.66	92
Slovenia	67	75	0.88	25	Dominican Republic	55	84	0.65	93
Uganda	80	91	0.88	26	Philippines	51	80	0.63	94
Mongolia	71	80	0.88	27	Cuba	48	76	0.63	95
Latvia	70	79	0.88	28	Côte d'Ivoire	51	83	0.62	96
Israel	61	69	0.88	29	Panama	53	85	0.62	97
Kenya	78	89	0.88	30	Nicaragua	50	81	0.61	98
Benin	69	78	0.88	31	El Salvador	49	81	0.61	99
Switzerland	76	87	0.88	32	Indonesia	53	87	0.61	100
Burkina Faso	80	91	0.88	33	Ecuador	48	79	0.61	101
China	74	85	0.88	34	Belize	50	83	0.60	102
Cambodia	76	87	0.87	35	Chile	47	78	0.60	103
Portugal	69	79	0.87	36	Suriname	42	72	0.59	104
France	65	75	0.87	37	Costa Rica	49	84	0.58	105
Netherlands	74	85	0.87	38	Malaysia	47	82	0.57	106
Germany	71	82	0.87	39	Mauritius	45	80	0.57	107
Ukraine	62	72	0.86	40	Mali	39	68	0.57	108
Angola	76	89	0.86	41	Guyana	48	85	0.57	109
Bulgaria	62	73	0.85	42	Guatemala	50	90	0.56	110
New Zealand	72	85	0.85	43	Kuwait	47	84	0.55	111
United States	68	80	0.85	44	Mexico	46	84	0.55	112
Australia	70	83	0.85	45	Qatar	51	93	0.55	113
Austria	68	81	0.84	46	Colombia	43	80	0.55	114
United Kingdom	69	82	0.84	47	Nigeria	40	75	0.53	115
Namibia	53	64	0.84	48	Honduras	42	82	0.51	116
Gambia, The	71	85	0.84	49	Fiji	40	80	0.50	117
Armenia	69	83	0.84	50	Malta	39	78	0.50	118
Croatia	59	71	0.83	51	Sri Lanka	38	80	0.47	119
Thailand	70	85	0.83	52	Algeria	39	83	0.47	120
Belgium	61	73	0.83	53	United Arab Emirates	43	93	0.46	121
Chad	63	78	0.82	54	Iran, Islamic Rep.	33	76	0.44	122
Zimbabwe	61	75	0.81	55	India	35	85	0.42	123
Cyprus	64	80	0.81	56	Bahrain	34	86	0.39	124
Poland	56	70	0.81	57	Tunisia	28	74	0.38	125
Nepal	66	82	0.81	58	Turkey	26	74	0.35	126
Luxembourg	59	74	0.80	59	Morocco	28	84	0.34	127
Slovak Republic	62	77	0.80	60	Oman	27	79	0.34	128
Peru	62	78	0.80	61	Lebanon	25	75	0.33	129
Hungary	55	68	0.80	62	Jordan	25	78	0.32	130
Brunei Darussalam	62	78	0.80	63	Egypt	24	79	0.30	131
Romania	54	68	0.79	64	Yemen	21	74	0.28	132
Jamaica	61	78	0.79	65	Saudi Arabia	22	82	0.27	133
Ireland	64	81	0.78	66	Syria	22	82	0.27	134
Czech Republic	61	78	0.78	67	Pakistan	22	88	0.26	135
Uruguay	65	85	0.77	68					

Female-to

Table D2: Wage equality survey

Country	Survey data*	Female-to-male ratio	Rank	Country	Survey data*	Female-to-male ratio	Rank
Egypt	5.96	0.85	1	Saudi Arabia	4.58	0.65	69
Lesotho	5.81	0.83	2	Lebanon	4.58	0.65	70
Albania	5.75	0.82	3	Russian Federation	4.58	0.65	71
Malaysia	5.67	0.81	4	Romania	4.57	0.65	72
Singapore	5.65	0.81	5	Chad	4.55	0.65	73
Uganda	5.62	0.80	6	Estonia	4.53	0.65	74
Macedonia, FYR	5.56	0.79	7	Latvia	4.50	0.64	75
Kyrgyz Republic	5.55	0.79	8	Australia	4.50	0.64	76
Gambia, The	5.53	0.79	9	Algeria	4.47	0.64	77
Mongolia	5.46	0.78	10	Costa Rica	4.47	0.64	78
Botswana	5.43	0.78	11	Greece	4.47	0.64	79
Denmark	5.40	0.77	12	Switzerland	4.43	0.63	80
Tunisia	5.39	0.77	13	Suriname	4.42	0.63	81
Nigeria	5.38	0.77	14	Jamaica	4.40	0.63	82
Zimbabwe	5.38	0.77	15	Mauritius	4.38	0.63	83
Burkina Faso	5.37	0.77	16	Jordan	4.36	0.62	84
Thailand	5.37	0.77	17	Lithuania	4.35	0.62	85
Malawi	5.37	0.77	18	India	4.35	0.62	86
Benin	5.36	0.77	19	Madagascar	4.33	0.62	87
Bahrain	5.35	0.76	20	Yemen	4.33	0.62	88
Zambia	5.34	0.76	21	Germany	4.32	0.62	89
Georgia	5.32	0.76	22	Argentina	4.28	0.61	90
Philippines	5.32	0.76	23	Venezuela	4.22	0.60	91
Burundi	5.29	0.76	24	Honduras	4.22	0.60	92
Norway	5.26	0.75	25	Japan	4.21	0.60	93
Ghana	5.26	0.75	26	Colombia	4.19	0.60	94
Brunei Darussalam	5.25	0.75	27	Ukraine	4.19	0.60	95
Sweden	5.24	0.75	28	Iran, Islamic Rep.	4.19	0.60	96
New Zealand	5.22	0.75	29	Cyprus	4.17	0.60	97
Sri Lanka	5.21	0.74	30	Ecuador	4.15	0.59	98
Finland	5.21	0.74	31	Peru	4.14	0.59	99
Senegal	5.21	0.74	32	Angola	4.10	0.59	100
Cambodia	5.16	0.74	33	Côte d'Ivoire	4.07	0.58	101
Barbados	5.15	0.74	34	Turkey	4.07	0.58	102
United Arab Emirates	5.11	0.73	35	Pakistan	4.03	0.58	103
Cameroon	5.11	0.73	36	Bulgaria	4.03	0.58	104
Ireland	5.10	0.73	37	Bangladesh	3.99	0.57	105
Canada	5.09	0.73	38	Panama	3.98	0.57	106
Tajikistan	5.07	0.72	39	Paraguay	3.97	0.57	107
Guyana	5.03	0.72	40	Portugal	3.95	0.56	108
Moldova	4.96	0.71	41	El Salvador	3.94	0.56	109
Kazakhstan	4.95	0.71	42	Guatemala	3.92	0.56	110
Iceland	4.93	0.70	43	Mexico	3.90	0.56	111
Belgium	4.88	0.70	44	Dominican Republic	3.89	0.56	112
Ethiopia	4.86	0.69	45	Croatia	3.88	0.55	113
Namibia	4.85	0.69	46	Belize	3.86	0.55	114
Mali	4.85	0.69	47	Bolivia	3.78	0.54	115
Oman	4.84	0.69	48	Austria	3.78	0.54	116
Armenia	4.82	0.69	49	Nicaragua	3.74	0.53	117
China	4.82	0.69	50	Nepal	3.72	0.53	118
Qatar	4.81	0.69	51	Slovak Republic	3.69	0.53	119
Kenya	4.80	0.69	52	Israel	3.68	0.53	120
Vietnam	4.80	0.69	53	Uruguay	3.68	0.53	121
Azerbaijan	4.78	0.68	54	Spain	3.68	0.53	122
Tanzania	4.76	0.68	55	Poland	3.63	0.52	123
Netherlands	4.74	0.68	56	Brazil	3.59	0.51	124
United Kingdom	4.73	0.68	57	Italy	3.57	0.51	125
Indonesia	4.72	0.67	58	Korea, Rep.	3.57	0.51	126
Malta	4.70	0.67	59	Czech Republic	3.52	0.50	127
Kuwait	4.70	0.67	60	Chile	3.48	0.50	128
Trinidad and Tobago	4.69	0.67	61	Hungary	3.32	0.47	129
Luxembourg	4.67	0.67	62	Mauritania	3.31	0.47	130
Morocco	4.65	0.66	63	France	2.98	0.43	131
Syria	4.65	0.66	64	Bahamas	—	—	—
Mozambique	4.65	0.66	65	Cuba	—	—	—
Slovenia	4.64	0.66	66	Fiji	—	—	—
South Africa	4.62	0.66	67	Maldives	—	—	—
United States	4.59	0.66	68				

* (1 = Not at all – significantly below those of men; 7 = Fully – equal to those of men)

Table D3: Estimated earned income

Country	Female	Male	Female (with 40,000 cut-off)	Male (with 40,000 cut-off)	Female-to-male ratio	Rank	Country	Female	Male	Female (with 40,000 cut-off)	Male (with 40,000 cut-off)	Female-to-male ratio	Rank
Luxembourg	59,570	108,458	40,000	40,000	1.00	1	Portugal	18,218	32,057	18,218	32,057	0.57	69
Norway	49,498	63,007	40,000	40,000	1.00	1	Tajikistan	1,433	2,525	1,433	2,525	0.57	70
Brunei Darussalam	38,656	62,967	38,656	40,000	0.97	3	Mauritania	1,385	2,458	1,385	2,458	0.56	71
Switzerland	35,577	55,328	35,577	40,000	0.89	4	Zambia	1,031	1,831	1,031	1,831	0.56	72
United States	35,346	56,918	35,346	40,000	0.88	5	Austria	22,528	55,934	22,528	40,000	0.56	73
Singapore	35,060	66,054	35,060	40,000	0.88	6	South Africa	7,411	13,225	7,411	13,225	0.56	74
Qatar	33,582	110,218	33,582	40,000	0.84	7	Bahrain	22,378	44,679	22,378	40,000	0.56	75
Netherlands	33,295	48,187	33,295	40,000	0.83	8	Uruguay	9,549	17,092	9,549	17,092	0.56	76
Sweden	32,990	41,830	32,990	40,000	0.82	9	United Arab Emirates	22,101	75,089	22,101	40,000	0.55	77
Australia	32,861	46,295	32,861	40,000	0.82	10	Costa Rica	7,849	14,261	7,849	14,261	0.55	78
Denmark	32,206	43,331	32,206	40,000	0.81	11	Trinidad and Tobago	18,276	33,290	18,276	33,290	0.55	79
Mongolia	3,141	3,912	3,141	3,912	0.80	12	Bangladesh	1,000	1,823	1,000	1,823	0.55	80
Burundi	349	437	349	437	0.80	13	Panama	9,199	16,852	9,199	16,852	0.55	81
Bolivia	3,856	4,986	3,856	4,986	0.77	14	Albania	6,172	11,327	6,172	11,327	0.54	82
Mozambique	767	1,010	767	1,010	0.76	15	Italy	21,438	44,033	21,438	40,000	0.54	83
Canada	30,005	45,763	30,005	40,000	0.75	16	Kyrgyz Republic	1,586	2,999	1,586	2,999	0.53	84
Ghana	1,324	1,774	1,324	1,774	0.75	17	Azerbaijan	6,691	12,721	6,691	12,721	0.53	85
Finland	29,593	41,166	29,593	40,000	0.74	18	Argentina	10,035	19,217	10,035	19,217	0.52	86
Lesotho	1,257	1,703	1,257	1,703	0.74	19	Japan	20,572	44,892	20,572	40,000	0.51	87
Malawi	671	919	671	919	0.73	20	Cameroon	1,484	2,926	1,484	2,926	0.51	88
Madagascar	845	1,164	845	1,164	0.73	21	Macedonia, FYR	7,509	14,818	7,509	14,818	0.51	89
Ireland	28,910	52,450	28,910	40,000	0.72	22	Greece	19,842	39,561	19,842	39,561	0.50	90
United Kingdom	28,354	42,217	28,354	40,000	0.71	23	Venezuela	8,200	16,413	8,200	16,413	0.50	91
Croatia	16,600	23,629	16,600	23,629	0.70	24	Armenia	3,586	7,218	3,586	7,218	0.50	92
New Zealand	23,856	34,258	23,856	34,258	0.70	25	Botswana	8,823	17,952	8,823	17,952	0.49	93
Iceland	27,675	45,486	27,675	40,000	0.69	26	Dominican Republic	5,533	11,306	5,533	11,306	0.49	94
Ethiopia	763	1,108	763	1,108	0.69	27	Nicaragua	1,722	3,579	1,722	3,579	0.48	95
Germany	27,457	45,570	27,457	40,000	0.69	28	Czech Republic	16,651	34,848	16,651	34,848	0.48	96
Vietnam	2,409	3,511	2,409	3,511	0.69	29	Malta	15,962	33,736	15,962	33,736	0.47	97
Romania	11,662	17,043	11,662	17,043	0.68	30	Ecuador	5,275	11,249	5,275	11,249	0.47	98
Lithuania	14,117	20,936	14,117	20,936	0.67	31	Colombia	5,718	12,302	5,718	12,302	0.46	99
Belgium	26,943	46,075	26,943	40,000	0.67	32	Côte d'Ivoire	1,067	2,312	1,067	2,312	0.46	100
Latvia	13,436	19,949	13,436	19,949	0.67	33	Belize	4,136	9,081	4,136	9,081	0.46	101
Tanzania	1,096	1,630	1,096	1,630	0.67	34	Suriname	4,654	10,251	4,654	10,251	0.45	102
Moldova	2,317	3,448	2,317	3,448	0.67	35	Mali	736	1,647	736	1,647	0.45	103
Burkina Faso	950	1,424	950	1,424	0.67	36	Chile	8,845	19,897	8,845	19,897	0.44	104
Benin	1,202	1,808	1,202	1,808	0.66	37	Mexico	8,813	19,871	8,813	19,871	0.44	105
Cambodia	1,532	2,315	1,532	2,315	0.66	38	Guatemala	2,927	6,605	2,927	6,605	0.44	106
Bulgaria	11,105	16,823	11,105	16,823	0.66	39	Malaysia	8,365	19,486	8,365	19,486	0.43	107
Kenya	1,249	1,897	1,249	1,897	0.66	40	Mauritius	7,656	18,115	7,656	18,115	0.42	108
Uganda	963	1,471	963	1,471	0.65	41	Indonesia	2,487	5,915	2,487	5,915	0.42	109
Russian Federation	15,193	23,284	15,193	23,284	0.65	42	El Salvador	3,981	9,594	3,981	9,594	0.41	110
China	5,331	8,215	5,331	8,215	0.65	43	Guyana	1,872	4,537	1,872	4,537	0.41	111
Angola	4,580	7,079	4,580	7,079	0.65	44	Nigeria	1,283	3,119	1,283	3,119	0.41	112
France	25,870	41,922	25,870	40,000	0.65	45	Korea, Rep.	15,830	38,590	15,830	38,590	0.41	113
Barbados	15,119	23,507	15,119	23,507	0.64	46	Iran, Islamic Rep.	6,564	16,386	6,564	16,386	0.40	114
Israel	21,684	33,726	21,684	33,726	0.64	47	Georgia	2,771	7,030	2,771	7,030	0.39	115
Hungary	16,007	25,075	16,007	25,075	0.64	48	Honduras	2,148	5,538	2,148	5,538	0.39	116
Namibia	5,010	7,850	5,010	7,850	0.64	49	Fiji	2,455	6,536	2,455	6,536	0.38	117
Gambia, The	1,102	1,733	1,102	1,733	0.64	50	Nepal	628	1,689	628	1,689	0.37	118
Thailand	6,185	9,865	6,185	9,865	0.63	51	Algeria	4,328	11,944	4,328	11,944	0.36	119
Estonia	15,318	24,808	15,318	24,808	0.62	52	Sri Lanka	2,542	7,070	2,542	7,070	0.36	120
Slovenia	20,797	33,769	20,797	33,769	0.62	53	India	1,518	4,960	1,518	4,960	0.31	121
Kuwait	24,531	65,010	24,531	40,000	0.61	54	Jordan	2,456	8,581	2,456	8,581	0.29	122
Paraguay	3,430	5,594	3,430	5,594	0.61	55	Tunisia	3,617	12,875	3,617	12,875	0.28	123
Kazakhstan	8,833	14,454	8,833	14,454	0.61	56	Turkey	5,602	21,660	5,602	21,660	0.26	124
Chad	988	1,616	988	1,616	0.61	57	Morocco	1,828	7,257	1,828	7,257	0.25	125
Brazil	7,865	12,946	7,865	12,946	0.61	58	Lebanon	5,186	21,288	5,186	21,288	0.24	126
Ukraine	4,830	8,057	4,830	8,057	0.60	59	Egypt	2,167	9,138	2,167	9,138	0.24	127
Philippines	2,642	4,429	2,642	4,429	0.60	60	Oman	8,866	38,285	8,866	38,285	0.23	128
Peru	6,399	10,850	6,399	10,850	0.59	61	Syria	1,657	7,745	1,657	7,745	0.21	129
Jamaica	5,665	9,685	5,665	9,685	0.58	62	Yemen	857	4,046	857	4,046	0.21	130
Cyprus	22,737	39,394	22,737	39,394	0.58	63	Saudi Arabia	7,157	36,727	7,157	36,727	0.19	131
Spain	22,985	41,573	22,985	40,000	0.57	64	Bahamas	—	—	—	—	—	—
Poland	13,886	24,292	13,886	24,292	0.57	65	Cuba	—	—	—	—	—	—
Senegal	1,324	2,317	1,324	2,317	0.57	66	Zimbabwe	—	—	—	—	—	—
Slovak Republic	16,768	29,371	16,768	29,371	0.57	67	Pakistan	—	—	—	—	—	—
Maldives	3,969	6,952	3,969	6,952	0.57	68							

Table D4: Legislators, senior officials and managers

Country	Female	Male	Female-to-male ratio	Rank	Country	Female	Male	Female-to-male ratio	Rank
Jamaica	59	41	1.44	1	Ecuador	28	72	0.38	69
Philippines	55	45	1.21	2	Netherlands	27	73	0.38	70
Lesotho	52	48	1.08	3	Croatia	27	73	0.36	71
Fiji	51	49	1.04	4	Guyana	25	75	0.34	72
Panama	48	52	0.93	5	El Salvador	25	75	0.33	73
Mongolia	47	53	0.90	6	Chile	24	76	0.32	74
Bahamas	46	54	0.86	7	Malaysia	24	76	0.32	75
Trinidad and Tobago	43	57	0.77	8	Sri Lanka	24	76	0.32	76
Barbados	43	57	0.77	9	Armenia	24	76	0.31	77
United States	43	57	0.74	10	Denmark	24	76	0.31	78
Latvia	41	59	0.71	11	Thailand	24	76	0.31	79
Belize	41	59	0.70	12	Mauritius	23	77	0.30	80
Nicaragua	41	59	0.69	13	Argentina	23	77	0.30	81
Honduras	41	59	0.68	14	Bahrain	22	78	0.29	82
Uruguay	40	60	0.68	15	Vietnam	22	78	0.28	83
Lithuania	40	60	0.67	16	Madagascar	22	78	0.28	84
New Zealand	40	60	0.67	17	Indonesia	22	78	0.28	85
Colombia	40	60	0.66	18	Mali	20	80	0.25	86
Ukraine	39	61	0.63	19	Peru	19	81	0.24	87
France	39	61	0.63	20	Zambia	19	81	0.23	88
Kazakhstan	38	62	0.62	21	Malta	17	83	0.21	89
Moldova	38	62	0.61	22	China	17	83	0.20	90
Germany	38	62	0.61	23	Tanzania	16	84	0.20	91
Russian Federation	37	63	0.59	24	Cyprus	16	84	0.19	92
Australia	37	63	0.58	25	Ethiopia	16	84	0.19	93
Hungary	36	64	0.57	26	Angola	15	85	0.18	94
Estonia	36	64	0.57	27	Malawi	15	85	0.18	94
Poland	36	64	0.57	28	Zimbabwe	15	85	0.18	94
Brazil	36	64	0.56	29	Maldives	14	86	0.17	97
Canada	36	64	0.56	30	Burkina Faso	14	86	0.16	98
Namibia	36	64	0.56	31	Kuwait	14	86	0.16	99
Slovenia	35	65	0.55	32	Nepal	14	86	0.16	100
Kyrgyz Republic	35	65	0.54	33	Cambodia	14	86	0.16	101
Brunei Darussalam	35	65	0.54	34	Iran, Islamic Rep.	13	87	0.15	102
United Kingdom	35	65	0.53	35	Chad	13	87	0.15	103
Paraguay	34	66	0.52	36	Morocco	13	87	0.15	104
Georgia	34	66	0.51	37	Egypt	11	89	0.12	105
Uganda	33	67	0.50	38	Syria	10	90	0.11	106
Italy	33	67	0.50	39	Cameroon	10	90	0.11	107
Iceland	33	67	0.50	40	United Arab Emirates	10	90	0.11	108
Belgium	33	67	0.49	41	Bangladesh	10	90	0.11	109
Bulgaria	32	68	0.48	42	Turkey	10	90	0.11	110
Spain	32	68	0.48	43	Korea, Rep.	10	90	0.11	111
Sweden	32	68	0.48	44	Japan	9	91	0.10	112
Ghana	32	68	0.47	45	Oman	9	91	0.10	113
Israel	32	68	0.47	46	Tunisia	9	91	0.10	113
Ireland	32	68	0.47	47	Lebanon	8	92	0.09	115
Singapore	31	69	0.46	48	Mauritania	8	92	0.09	116
Norway	31	69	0.46	49	Azerbaijan	7	93	0.08	117
Portugal	31	69	0.45	50	Saudi Arabia	7	93	0.08	118
Luxembourg	31	69	0.45	51	Benin	7	93	0.08	119
Mexico	31	69	0.44	52	Qatar	7	93	0.07	120
Venezuela	31	69	0.44	53	Kenya	5	95	0.05	121
Dominican Republic	31	69	0.44	54	Algeria	5	95	0.05	122
Botswana	30	70	0.44	55	India	3	97	0.03	123
Cuba	30	70	0.44	56	Pakistan	3	97	0.03	124
Costa Rica	30	70	0.44	57	Yemen	2	98	0.02	125
Switzerland	30	70	0.43	58	Albania	—	—	—	—
South Africa	30	70	0.43	59	Burundi	—	—	—	—
Slovak Republic	30	70	0.42	60	Côte d'Ivoire	—	—	—	—
Finland	30	70	0.42	61	Gambia, The	—	—	—	—
Romania	29	71	0.42	62	Guatemala	—	—	—	—
Bolivia	29	71	0.41	63	Jordan	—	—	—	—
Macedonia, FYR	29	71	0.40	64	Mozambique	—	—	—	—
Greece	28	72	0.40	65	Nigeria	—	—	—	—
Austria	28	72	0.39	66	Senegal	—	—	—	—
Czech Republic	28	72	0.39	67	Tajikistan	—	—	—	—
Suriname	28	72	0.39	68					

Table D5: Professional and technical workers

Country	Female	Male	Female-to-male ratio	Rank	Country	Female	Male	Female-to-male ratio	Rank
Estonia	68	32	2.15	1	Switzerland	48	52	0.91	69
Latvia	67	33	2.06	2	United Kingdom	47	53	0.90	70
Lithuania	67	33	2.06	3	Sri Lanka	47	53	0.89	71
Kazakhstan	67	33	2.02	4	Italy	47	53	0.89	72
Moldova	66	34	1.98	5	Japan	47	53	0.87	73
Armenia	65	35	1.88	6	Austria	47	53	0.87	74
Venezuela	64	36	1.81	7	Colombia	46	54	0.86	75
Russian Federation	64	36	1.80	8	El Salvador	46	54	0.86	76
Ukraine	64	36	1.77	9	Peru	46	54	0.84	77
Bahamas	63	37	1.70	10	Singapore	45	55	0.82	78
Kyrgyz Republic	62	38	1.67	11	Mauritius	45	55	0.81	79
Philippines	62	38	1.64	12	Indonesia	45	55	0.81	80
Georgia	62	38	1.62	13	Costa Rica	43	57	0.77	81
Bulgaria	61	39	1.55	14	Madagascar	43	57	0.76	82
Hungary	60	40	1.52	15	Malaysia	42	58	0.71	83
Poland	60	40	1.52	16	Mexico	41	59	0.70	84
Jamaica	60	40	1.50	17	Syria	41	59	0.70	85
Cuba	60	40	1.48	18	Malta	41	59	0.70	86
Slovak Republic	59	41	1.45	19	Korea, Rep.	41	59	0.69	87
Guyana	59	41	1.42	20	Bolivia	40	60	0.68	88
Lesotho	58	42	1.38	21	Zimbabwe	40	60	0.67	89
Canada	57	43	1.30	22	Tanzania	38	62	0.61	90
Romania	56	44	1.29	23	Brunei Darussalam	37	63	0.58	91
Iceland	56	44	1.28	24	Morocco	36	64	0.55	92
Slovenia	56	44	1.25	25	Algeria	35	65	0.55	93
Thailand	56	44	1.25	26	Turkey	35	65	0.54	94
New Zealand	55	45	1.25	27	Uganda	35	65	0.54	95
Botswana	55	45	1.24	28	Kuwait	34	66	0.52	96
Finland	55	45	1.24	29	Egypt	34	66	0.51	97
United States	55	45	1.20	30	Iran, Islamic Rep.	33	67	0.50	98
Mongolia	55	45	1.20	31	Ethiopia	33	67	0.49	99
Argentina	54	46	1.18	32	Oman	33	67	0.49	100
Azerbaijan	54	46	1.17	33	Cambodia	33	67	0.48	101
Australia	54	46	1.16	34	Zambia	31	69	0.45	102
Ireland	53	47	1.15	35	Jordan	29	71	0.41	103
Trinidad and Tobago	53	47	1.14	36	Saudi Arabia	28	72	0.38	104
Uruguay	53	47	1.13	37	Burkina Faso	26	74	0.35	105
Panama	53	47	1.13	38	Cameroon	24	76	0.32	106
Czech Republic	53	47	1.12	39	Suriname	23	77	0.30	107
Namibia	52	48	1.10	40	Bangladesh	22	78	0.28	108
South Africa	52	48	1.10	41	Pakistan	22	78	0.28	109
Brazil	52	48	1.09	42	United Arab Emirates	22	78	0.28	110
Denmark	52	48	1.09	43	Mauritania	21	79	0.27	111
Barbados	52	48	1.09	44	Nepal	20	80	0.24	112
Israel	52	48	1.09	45	Qatar	20	80	0.24	113
China	52	48	1.08	46	Bahrain	18	82	0.22	114
Honduras	52	48	1.08	47	Yemen	15	85	0.18	115
Portugal	52	48	1.07	48	Fiji	9	91	0.10	116
Norway	51	49	1.06	49	Albania	—	—	—	—
Macedonia, FYR	51	49	1.06	50	Angola	—	—	—	—
Nicaragua	51	49	1.05	51	Benin	—	—	—	—
Vietnam	51	49	1.05	52	Burundi	—	—	—	—
Croatia	51	49	1.04	53	Chad	—	—	—	—
Dominican Republic	51	49	1.04	54	Côte d'Ivoire	—	—	—	—
Sweden	51	49	1.02	55	Gambia, The	—	—	—	—
Chile	50	50	1.02	56	Ghana	—	—	—	—
Paraguay	50	50	1.02	57	Guatemala	—	—	—	—
Germany	50	50	1.01	58	India	—	—	—	—
Netherlands	50	50	0.99	59	Kenya	—	—	—	—
Belize	50	50	0.99	60	Luxembourg	—	—	—	—
Spain	50	50	0.98	61	Malawi	—	—	—	—
Ecuador	49	51	0.97	62	Mali	—	—	—	—
France	49	51	0.97	63	Mozambique	—	—	—	—
Greece	49	51	0.96	64	Nigeria	—	—	—	—
Belgium	49	51	0.96	65	Senegal	—	—	—	—
Cyprus	49	51	0.95	66	Tajikistan	—	—	—	—
Maldives	49	51	0.95	67	Tunisia	—	—	—	—
Lebanon	48	52	0.93	68					

Table D6: Literacy rate

Country	Female	Male	Female-to-male ratio	Rank	Country	Female	Male	Female-to-male ratio	Rank
Lesotho	95	83	1.15	1	Suriname	94	95	0.98	69
Jamaica	91	81	1.12	2	Bahrain	90	92	0.98	70
Malta	94	91	1.03	3	Cyprus	97	99	0.98	71
United Arab Emirates	91	89	1.02	4	Greece	96	98	0.98	72
Bahamas	97	95	1.02	5	Qatar	93	95	0.98	73
Uruguay	99	98	1.01	6	Paraguay	93	96	0.98	74
Mongolia	98	97	1.01	7	Albania	95	97	0.97	75
Philippines	96	95	1.01	8	Mexico	92	95	0.97	76
Botswana	84	84	1.01	9	Macedonia, FYR	96	99	0.97	77
Belize	77	77	1.01	10	Brunei Darussalam	94	97	0.97	78
Costa Rica	96	96	1.00	11	Kuwait	92	95	0.97	79
Brazil	90	90	1.00	12	Sri Lanka	89	92	0.97	80
Colombia	93	93	1.00	13	Portugal	93	97	0.96	81
Barbados	99	99	1.00	14	Fiji	92	96	0.96	82
Dominican Republic	88	88	1.00	15	South Africa	87	91	0.96	83
Maldives	98	98	1.00	16	Thailand	92	96	0.96	84
Estonia	100	100	1.00	17	Malaysia	90	95	0.95	85
Argentina	98	98	1.00	18	Vietnam	91	95	0.95	86
Lithuania	100	100	1.00	19	Zimbabwe	89	95	0.94	87
Latvia	100	100	1.00	20	Singapore	92	97	0.94	88
Australia	99	99	1.00	21	El Salvador	82	87	0.94	89
Austria	99	99	1.00	21	Mauritius	85	91	0.94	90
Belgium	99	99	1.00	21	China	91	97	0.94	91
Canada	99	99	1.00	21	Ecuador	81	87	0.93	92
Czech Republic	99	99	1.00	21	Indonesia	89	95	0.93	93
Denmark	99	99	1.00	21	Israel	89	95	0.93	94
Finland	99	99	1.00	21	Jordan	89	95	0.93	95
France	99	99	1.00	21	Kenya	84	91	0.92	96
Germany	99	99	1.00	21	Lebanon	86	93	0.92	97
Iceland	99	99	1.00	21	Bolivia	87	95	0.91	98
Ireland	99	99	1.00	21	Madagascar	62	67	0.91	99
Japan	99	99	1.00	21	Iran, Islamic Rep.	81	89	0.90	100
Korea, Rep.	99	99	1.00	21	Saudi Arabia	81	90	0.90	101
Luxembourg	99	99	1.00	21	Oman	81	90	0.90	102
Netherlands	99	99	1.00	21	Peru	85	95	0.89	103
New Zealand	99	99	1.00	21	Turkey	85	96	0.89	104
Norway	99	99	1.00	21	Guatemala	69	80	0.87	105
Slovak Republic	99	99	1.00	21	Syria	78	90	0.86	106
Sweden	99	99	1.00	21	Tanzania	67	79	0.85	107
Switzerland	99	99	1.00	21	Bangladesh	51	61	0.84	108
United Kingdom	99	99	1.00	21	Burundi	61	73	0.84	109
United States	99	99	1.00	21	Cambodia	71	85	0.83	110
Cuba	100	100	1.00	43	Malawi	67	81	0.83	111
Slovenia	100	100	1.00	44	Ghana	60	73	0.83	112
Hungary	99	99	1.00	45	Tunisia	71	86	0.82	113
Chile	98	99	1.00	46	Cameroon	63	79	0.80	114
Georgia	100	100	1.00	47	Algeria	64	81	0.79	115
Ukraine	100	100	1.00	48	Mauritania	50	65	0.78	116
Tajikistan	100	100	1.00	49	Egypt	58	75	0.77	117
Kazakhstan	100	100	1.00	50	Uganda	62	81	0.76	118
Nicaragua	78	78	1.00	51	Zambia	61	81	0.76	119
Russian Federation	99	100	1.00	52	Côte d'Ivoire	45	65	0.70	120
Armenia	99	100	1.00	53	Angola	58	83	0.70	121
Poland	99	100	1.00	54	Nigeria	50	72	0.69	122
Honduras	83	84	1.00	55	India	51	75	0.68	123
Venezuela	95	95	1.00	56	Nepal	47	72	0.65	124
Guyana	99	99	0.99	57	Morocco	44	69	0.64	125
Kyrgyz Republic	99	100	0.99	58	Senegal	39	62	0.63	126
Italy	99	99	0.99	59	Gambia, The	36	58	0.62	127
Azerbaijan	99	100	0.99	60	Mozambique	41	70	0.59	128
Bulgaria	98	99	0.99	61	Burkina Faso	22	37	0.59	129
Trinidad and Tobago	98	99	0.99	62	Pakistan	40	69	0.58	130
Namibia	88	89	0.99	63	Yemen	45	80	0.56	131
Moldova	98	99	0.99	64	Benin	29	54	0.54	132
Panama	93	94	0.99	65	Mali	18	35	0.52	133
Romania	97	98	0.99	66	Chad	23	44	0.52	134
Croatia	98	99	0.99	67	Ethiopia	18	42	0.43	135
Spain	97	98	0.98	68					

Table D7: Enrolment in primary education

Country	Female	Male	Female-to-male ratio	Rank	Country	Female	Male	Female-to-male ratio	Rank
Bangladesh	90	83	1.08	1	South Africa	85	85	1.00	69
Mauritania	79	74	1.07	2	Malaysia	94	94	1.00	70
Lesotho	75	71	1.05	3	Switzerland	94	94	1.00	71
Malawi	93	88	1.05	4	Germany	97	97	1.00	72
Namibia	91	87	1.05	5	Netherlands	99	99	1.00	73
Senegal	74	72	1.04	6	Uruguay	98	99	1.00	74
Armenia	86	83	1.03	7	Croatia	89	89	1.00	75
Czech Republic	91	88	1.03	8	Slovenia	97	98	1.00	76
Gambia, The	68	66	1.03	9	Romania	90	91	0.99	77
Uganda	94	91	1.03	10	Cyprus	98	99	0.99	78
Denmark	96	94	1.03	11	Kazakhstan	89	90	0.99	79
Bahamas	92	90	1.02	12	Kyrgyz Republic	83	84	0.99	80
Zambia	92	90	1.02	13	Qatar	93	94	0.99	81
United States	92	90	1.02	14	Fiji	89	90	0.99	82
Philippines	93	91	1.02	15	Estonia	94	95	0.99	83
Malta	92	90	1.02	16	Guyana	95	96	0.99	84
Honduras	98	96	1.02	17	Sweden	96	96	0.99	85
Botswana	88	86	1.02	18	Panama	97	97	0.99	86
Ecuador	96	94	1.02	19	Trinidad and Tobago	92	93	0.99	87
Ireland	97	96	1.02	20	Chile	94	95	0.99	88
Luxembourg	97	95	1.02	21	Italy	98	99	0.99	89
Jordan	90	89	1.02	22	Colombia	89	90	0.99	90
Costa Rica	88	87	1.01	23	Mongolia	90	91	0.99	91
Burundi	100	98	1.01	24	Suriname	90	91	0.99	92
El Salvador	95	93	1.01	25	Hungary	90	91	0.99	93
Zimbabwe	91	89	1.01	26	Argentina	98	99	0.99	94
Mauritius	95	93	1.01	27	Thailand	89	91	0.99	95
Tanzania	97	96	1.01	28	Korea, Rep.	98	100	0.99	96
Kenya	83	82	1.01	29	Moldova	87	88	0.98	97
Slovak Republic	92	91	1.01	30	Oman	77	78	0.98	98
Israel	97	96	1.01	31	Bahrain	97	98	0.98	99
Barbados	97	96	1.01	32	Lebanon	89	91	0.98	100
Brunei Darussalam	93	92	1.01	33	Azerbaijan	84	86	0.98	101
Austria	98	97	1.01	34	United Arab Emirates	89	90	0.98	102
Tunisia	99	98	1.01	35	Lithuania	93	94	0.98	103
Ghana	76	76	1.01	36	Algeria	93	95	0.98	104
Australia	97	96	1.01	37	Brazil	93	95	0.98	105
Macedonia, FYR	87	86	1.01	38	Georgia	98	100	0.98	106
Sri Lanka	95	95	1.01	39	Albania	84	86	0.98	107
Portugal	99	98	1.01	40	Kuwait	87	89	0.98	108
Iran, Islamic Rep.	100	99	1.01	41	Maldives	95	97	0.98	109
Madagascar	99	98	1.01	42	Turkey	94	96	0.98	110
New Zealand	99	99	1.01	43	Indonesia	94	97	0.97	111
Bolivia	94	93	1.01	44	Saudi Arabia	85	88	0.97	112
Latvia	93	93	1.01	45	Egypt	92	95	0.97	113
Dominican Republic	80	80	1.01	46	Guatemala	94	97	0.97	114
Bulgaria	97	96	1.01	47	Jamaica	79	82	0.97	115
Greece	100	99	1.00	48	Morocco	88	91	0.97	116
Ukraine	89	88	1.00	49	India	88	91	0.96	117
China	97	97	1.00	50	Tajikistan	95	99	0.96	118
Peru	95	94	1.00	51	Cambodia	87	90	0.96	119
Canada	100	99	1.00	52	Vietnam	91	96	0.95	120
Belgium	99	99	1.00	53	Syria	92	97	0.95	121
Nicaragua	92	92	1.00	54	Mozambique	90	95	0.94	122
Poland	96	95	1.00	55	Ethiopia	80	85	0.94	123
Iceland	98	98	1.00	56	Singapore	—	—	0.93	124
Norway	99	99	1.00	57	Nigeria	58	64	0.90	125
United Kingdom	100	99	1.00	58	Benin	86	97	0.89	126
France	99	98	1.00	59	Burkina Faso	59	67	0.89	127
Belize	97	97	1.00	60	Cameroon	86	97	0.88	128
Spain	100	100	1.00	61	Angola	48	55	0.86	129
Cuba	99	99	1.00	62	Mali	69	81	0.85	130
Japan	99	99	1.00	63	Pakistan	60	72	0.84	131
Mexico	98	98	1.00	64	Côte d'Ivoire	52	62	0.83	132
Venezuela	92	92	1.00	65	Yemen	66	79	0.83	133
Finland	96	96	1.00	66	Nepal	64	78	0.82	134
Russian Federation	92	92	1.00	67	Chad	50	72	0.70	135
Paraguay	85	85	1.00	68					

Table D8: Enrolment in secondary education

Country	Female	Male	Female-to-male ratio	Rank	Country	Female	Male	Female-to-male ratio	Rank
Lesotho	36	22	1.63	1	Netherlands	88	87	1.02	69
Qatar	96	65	1.47	2	Kyrgyz Republic	80	79	1.01	70
Suriname	73	53	1.38	3	Cuba	83	82	1.01	71
Namibia	60	49	1.23	4	Slovenia	92	91	1.01	72
Dominican Republic	63	52	1.22	5	Slovak Republic	—	—	1.01	73
Philippines	66	55	1.19	6	Finland	96	95	1.01	74
Nicaragua	47	40	1.16	7	Italy	95	94	1.01	75
Botswana	64	56	1.15	8	Ukraine	85	85	1.01	76
Maldives	54	47	1.15	9	Georgia	77	77	1.01	77
Thailand	77	68	1.13	10	Japan	99	98	1.00	78
Argentina	85	76	1.12	11	Bolivia	69	69	1.00	79
South Africa	65	59	1.11	12	Norway	95	95	1.00	80
Venezuela	75	67	1.11	13	Peru	75	75	1.00	81
Lebanon	79	71	1.11	14	Sweden	98	98	1.00	82
Uruguay	73	66	1.11	15	Canada	94	95	1.00	83
Belize	68	62	1.10	16	Kazakhstan	89	90	0.99	84
Portugal	86	78	1.10	17	Hungary	91	92	0.99	85
Brazil	85	78	1.10	18	Greece	91	91	0.99	86
Panama	69	63	1.10	19	Syria	69	70	0.99	87
Fiji	83	76	1.10	20	Indonesia	68	69	0.98	88
Colombia	77	71	1.08	21	Gambia, The	41	42	0.98	89
Costa Rica	39	36	1.08	22	Albania	73	74	0.98	90
Saudi Arabia	76	70	1.08	23	Germany	—	—	0.98	91
Mongolia	85	79	1.07	24	Macedonia, FYR	81	82	0.98	92
Malaysia	71	66	1.07	25	Oman	81	83	0.98	93
Paraguay	62	58	1.07	26	Bulgaria	81	84	0.97	94
Tunisia	67	63	1.06	27	China	—	—	0.97	95
Algeria	68	65	1.06	28	Egypt	64	66	0.97	96
Bangladesh	43	40	1.05	29	Korea, Rep.	94	98	0.96	97
Barbados	93	88	1.05	30	Vietnam	68	71	0.96	98
Sri Lanka	—	—	1.05	31	Belgium	85	89	0.96	99
Jamaica	79	75	1.05	32	Switzerland	82	86	0.96	100
Bahamas	87	83	1.05	33	Zimbabwe	37	39	0.96	101
Madagascar	24	23	1.05	34	Malawi	24	26	0.95	102
Bahrain	91	87	1.05	35	Austria	—	—	0.95	103
Latvia	85	82	1.04	36	Singapore	—	—	0.95	103
Kuwait	80	77	1.04	37	Kenya	48	51	0.94	105
Czech Republic	83	79	1.04	38	Uganda	21	22	0.94	106
Denmark	92	89	1.04	39	Guatemala	39	41	0.94	107
Luxembourg	85	82	1.04	40	Ghana	44	48	0.92	108
Jordan	83	80	1.04	41	Cameroon	—	—	0.91	109
Trinidad and Tobago	67	65	1.04	42	Nepal	40	44	0.91	110
Malta	82	79	1.04	43	Turkey	70	77	0.91	111
Croatia	94	91	1.03	44	Mozambique	15	17	0.90	112
Chile	86	83	1.03	45	Tajikistan	77	88	0.88	113
Armenia	89	86	1.03	46	Mauritania	15	17	0.88	114
Estonia	91	88	1.03	47	Cambodia	32	36	0.87	115
Mexico	74	72	1.03	48	Tanzania	24	28	0.87	116
Spain	97	94	1.03	49	Morocco	32	37	0.85	117
United Kingdom	95	92	1.03	50	Zambia	42	51	0.83	118
Azerbaijan	94	91	1.03	51	Burundi	8	10	0.81	119
Brunei Darussalam	91	88	1.03	52	India	—	—	0.79	120
Ireland	91	88	1.03	53	Pakistan	29	36	0.79	121
El Salvador	56	54	1.03	54	Angola	—	—	0.78	122
Israel	87	85	1.02	55	Burkina Faso	14	18	0.78	123
Poland	94	92	1.02	56	Nigeria	22	29	0.77	124
United States	89	87	1.02	57	Senegal	18	24	0.76	125
United Arab Emirates	84	82	1.02	58	Iran, Islamic Rep.	40	53	0.75	126
Moldova	80	79	1.02	59	Mali	26	39	0.67	127
Mauritius	81	79	1.02	60	Ethiopia	11	17	0.66	128
Iceland	89	88	1.02	61	Côte d'Ivoire	15	27	0.57	129
France	100	98	1.02	62	Benin	13	26	0.49	130
Cyprus	96	95	1.02	63	Yemen	21	46	0.46	131
Ecuador	60	59	1.02	64	Chad	5	16	0.33	132
Romania	82	80	1.02	65	Guyana	—	—	—	—
Australia	88	87	1.02	66	Honduras	—	—	—	—
Lithuania	93	91	1.02	67	Russian Federation	—	—	—	—
New Zealand	97	95	1.02	68					

Table D9: Enrolment in tertiary education

Country	Female	Male	Female-to-male ratio	Rank	Country	Female	Male	Female-to-male ratio	Rank
Qatar	30	5	6.31	1	Macedonia, FYR	44	37	1.19	69
Bahamas	22	8	2.70	2	Lebanon	57	48	1.19	70
Maldives	0	0	2.40	3	Lesotho	4	3	1.19	71
Jamaica	33	15	2.22	4	Austria	64	54	1.18	72
Barbados	73	34	2.18	5	Ecuador	45	39	1.15	73
Kuwait	27	12	2.14	6	Botswana	8	7	1.15	74
Iceland	99	51	1.92	7	Netherlands	65	58	1.12	75
United Arab Emirates	41	22	1.89	8	Luxembourg	11	9	1.12	76
Belize	15	8	1.85	9	Jordan	43	39	1.11	77
Latvia	87	48	1.82	10	Greece	95	87	1.10	78
Brunei Darussalam	22	13	1.76	11	El Salvador	26	23	1.09	79
Uruguay	83	48	1.75	12	Nicaragua	19	17	1.09	80
Suriname	16	9	1.71	13	China	25	24	1.07	81
Venezuela	99	59	1.69	14	Iran, Islamic Rep.	38	35	1.07	82
Estonia	80	48	1.69	15	Peru	36	33	1.06	83
Cuba	149	88	1.68	16	Colombia	38	36	1.05	84
Norway	92	56	1.64	17	Chile	56	54	1.03	85
Slovak Republic	69	43	1.59	18	Switzerland	52	51	1.01	86
Dominican Republic	41	26	1.59	19	Germany	—	—	1.00	87
Sweden	88	56	1.58	20	Guatemala	18	18	1.00	88
Albania	23	15	1.57	21	Azerbaijan	19	19	0.99	89
Mongolia	64	41	1.55	22	Bahrain	51	52	0.98	90
Panama	55	36	1.54	23	Mexico	28	28	0.97	91
Tunisia	42	27	1.53	24	Guyana	11	11	0.96	92
Argentina	84	55	1.52	25	Indonesia	23	24	0.96	93
Lithuania	96	63	1.52	26	South Africa	14	16	0.91	94
Honduras	22	15	1.51	27	Madagascar	3	4	0.90	95
Denmark	92	63	1.47	28	Japan	55	62	0.89	96
New Zealand	99	68	1.45	29	Morocco	12	14	0.88	97
Slovenia	104	72	1.45	30	Cyprus	48	56	0.87	98
Kazakhstan	47	32	1.45	31	Pakistan	5	6	0.85	99
Malta	38	26	1.44	32	Bolivia	35	42	0.84	100
Algeria	36	25	1.44	33	Uganda	4	5	0.80	101
Paraguay	43	30	1.43	34	Cameroon	8	10	0.79	102
Poland	84	59	1.43	35	Turkey	34	43	0.78	103
Italy	79	56	1.42	36	Oman	12	16	0.78	104
United States	101	72	1.40	37	Egypt	24	31	0.77	105
United Kingdom	69	50	1.39	38	Vietnam	8	11	0.73	106
Moldova	45	32	1.39	39	Syria	12	17	0.72	107
Czech Republic	71	51	1.38	40	Kenya	3	5	0.70	108
Hungary	72	53	1.37	41	India	11	16	0.70	109
Canada	72	53	1.36	42	Korea, Rep.	82	117	0.70	110
Russian Federation	89	66	1.36	43	Nigeria	8	12	0.70	111
Romania	77	58	1.34	44	Angola	1	1	0.65	112
Kyrgyz Republic	58	44	1.32	45	Zimbabwe	3	4	0.64	113
Australia	94	71	1.32	46	Ghana	7	11	0.62	114
Namibia	10	8	1.32	47	Senegal	6	10	0.58	115
Bulgaria	61	46	1.32	48	Bangladesh	6	10	0.56	116
Thailand	51	39	1.31	49	Cambodia	5	9	0.54	117
Israel	71	54	1.31	50	Malawi	0	1	0.51	118
Malaysia	41	32	1.30	51	Côte d'Ivoire	6	11	0.50	119
Brazil	39	30	1.29	52	Sri Lanka	3	6	0.50	120
Armenia	57	44	1.29	53	Mozambique	1	2	0.49	121
France	62	49	1.28	54	Burkina Faso	2	5	0.49	122
Trinidad and Tobago	13	10	1.28	55	Tanzania	1	2	0.48	123
Croatia	55	43	1.27	56	Zambia	2	3	0.46	124
Ukraine	91	72	1.27	57	Burundi	1	3	0.43	125
Costa Rica	28	23	1.26	58	Yemen	6	14	0.42	126
Belgium	74	59	1.25	59	Mauritania	2	5	0.41	127
Mauritius	29	23	1.25	60	Tajikistan	12	28	0.41	128
Spain	82	66	1.24	61	Mali	3	9	0.41	129
Philippines	32	26	1.24	62	Nepal	3	8	0.40	130
Saudi Arabia	36	29	1.23	63	Ethiopia	2	5	0.31	131
Georgia	28	23	1.23	64	Benin	2	7	0.25	132
Finland	101	82	1.23	65	Gambia, The	0	2	0.23	133
Fiji	17	14	1.20	66	Chad	1	3	0.17	134
Ireland	66	55	1.20	67	Singapore	—	—	—	—
Portugal	67	56	1.19	68					

Table D10: Sex ratio at birth

Country	Male-to-female ratio	Female-to-male ratio	Rank	Country	Male-to-female ratio	Female-to-male ratio	Rank
Barbados	1.01	0.99	1	Nicaragua	1.05	0.95	43
Malawi	1.02	0.99	2	Oman	1.05	0.95	43
Mozambique	1.02	0.98	3	Pakistan	1.05	0.95	43
Kenya	1.02	0.98	4	Paraguay	1.05	0.95	43
South Africa	1.02	0.98	4	Philippines	1.05	0.95	43
Bahrain	1.03	0.97	6	Saudi Arabia	1.05	0.95	43
Trinidad and Tobago	1.03	0.97	6	Tajikistan	1.05	0.95	43
Bahamas	1.03	0.97	8	Turkey	1.05	0.95	43
Botswana	1.03	0.97	8	United Arab Emirates	1.05	0.95	43
Burkina Faso	1.03	0.97	8	Venezuela	1.05	0.95	43
Burundi	1.03	0.97	8	Yemen	1.05	0.95	43
Cameroon	1.03	0.97	8	Austria	1.05	0.95	80
Côte d'Ivoire	1.03	0.97	8	France	1.05	0.95	80
Ethiopia	1.03	0.97	8	Slovak Republic	1.05	0.95	80
Gambia, The	1.03	0.97	8	Argentina	1.05	0.95	83
Ghana	1.03	0.97	8	Netherlands	1.05	0.95	83
Lesotho	1.03	0.97	8	United Kingdom	1.05	0.95	83
Madagascar	1.03	0.97	8	Kyrgyz Republic	1.05	0.95	86
Mali	1.03	0.97	8	Latvia	1.05	0.95	87
Mauritania	1.03	0.97	8	Norway	1.05	0.95	87
Namibia	1.03	0.97	8	Switzerland	1.05	0.95	87
Senegal	1.03	0.97	8	Thailand	1.05	0.95	87
Tanzania	1.03	0.97	8	Australia	1.06	0.95	91
Uganda	1.03	0.97	8	Croatia	1.06	0.95	91
Zambia	1.03	0.97	8	Denmark	1.06	0.95	91
Zimbabwe	1.03	0.97	8	Germany	1.06	0.95	91
Uruguay	1.04	0.96	27	Canada	1.06	0.95	95
Bangladesh	1.04	0.96	28	Japan	1.06	0.95	95
Chad	1.04	0.96	28	Qatar	1.06	0.95	95
Dominican Republic	1.04	0.96	28	Hungary	1.06	0.95	98
Finland	1.04	0.96	28	Ireland	1.06	0.95	98
Iceland	1.04	0.96	28	Lithuania	1.06	0.95	98
Nepal	1.04	0.96	28	Kazakhstan	1.06	0.95	101
Sri Lanka	1.04	0.96	28	Malta	1.06	0.95	101
Belgium	1.05	0.96	35	Czech Republic	1.06	0.94	103
Cambodia	1.05	0.96	35	Italy	1.06	0.94	103
Panama	1.05	0.96	35	Moldova	1.06	0.94	103
Peru	1.05	0.96	38	Bulgaria	1.06	0.94	106
Brunei Darussalam	1.05	0.96	39	Colombia	1.06	0.94	106
Kuwait	1.05	0.96	39	Cuba	1.06	0.94	106
United States	1.05	0.96	39	Jordan	1.06	0.94	106
New Zealand	1.05	0.95	42	Nigeria	1.06	0.94	106
Algeria	1.05	0.95	43	Romania	1.06	0.94	106
Angola	1.05	0.95	43	Russian Federation	1.06	0.94	106
Belize	1.05	0.95	43	Syria	1.06	0.94	106
Benin	1.05	0.95	43	Poland	1.06	0.94	114
Bolivia	1.05	0.95	43	Sweden	1.06	0.94	114
Brazil	1.05	0.95	43	Estonia	1.06	0.94	116
Chile	1.05	0.95	43	Greece	1.06	0.94	117
Costa Rica	1.05	0.95	43	Spain	1.07	0.94	118
Cyprus	1.05	0.95	43	Ukraine	1.07	0.94	118
Ecuador	1.05	0.95	43	Luxembourg	1.07	0.94	120
Egypt	1.05	0.95	43	Slovenia	1.07	0.94	120
El Salvador	1.05	0.95	43	Portugal	1.07	0.94	122
Fiji	1.05	0.95	43	Suriname	1.07	0.94	123
Guatemala	1.05	0.95	43	Korea, Rep.	1.07	0.94	124
Guyana	1.05	0.95	43	Malaysia	1.07	0.94	124
Honduras	1.05	0.95	43	Tunisia	1.07	0.93	126
Indonesia	1.05	0.95	43	Macedonia, FYR	1.08	0.93	127
Iran, Islamic Rep.	1.05	0.95	43	Singapore	1.08	0.93	127
Israel	1.05	0.95	43	Georgia	1.11	0.90	129
Jamaica	1.05	0.95	43	Azerbaijan	1.12	0.90	130
Lebanon	1.05	0.95	43	Vietnam	1.12	0.90	131
Maldives	1.05	0.95	43	Albania	1.12	0.89	132
Mauritius	1.05	0.95	43	India	1.12	0.89	133
Mexico	1.05	0.95	43	Armenia	1.12	0.89	134
Mongolia	1.05	0.95	43	China	1.13	0.88	135
Morocco	1.05	0.95	43				

Table D11: Healthy life expectancy

Country	Female	Male	Female-to-male ratio	Rank	Country	Female	Male	Female-to-male ratio	Rank
Russian Federation	65	55	1.18	1	Ecuador	66	63	1.05	69
Lithuania	68	58	1.17	2	Nicaragua	66	63	1.05	69
Estonia	71	61	1.16	3	Paraguay	66	63	1.05	69
Ukraine	64	55	1.16	4	Oman	67	64	1.05	72
Latvia	68	59	1.15	5	Turkey	67	64	1.05	72
Kazakhstan	60	53	1.13	6	China	68	65	1.05	74
Mongolia	62	55	1.13	7	Panama	68	65	1.05	74
Hungary	69	62	1.11	8	Costa Rica	71	68	1.04	76
Belize	63	57	1.11	9	Cuba	71	68	1.04	76
Suriname	64	58	1.10	10	Denmark	73	70	1.04	78
Thailand	65	59	1.10	11	Greece	74	71	1.04	79
Bulgaria	69	63	1.10	12	Ireland	74	71	1.04	79
Poland	70	64	1.09	13	Malta	74	71	1.04	79
Slovak Republic	70	64	1.09	13	Australia	75	72	1.04	82
Uruguay	70	64	1.09	13	Sweden	75	72	1.04	82
Korea, Rep.	74	68	1.09	16	Italy	76	73	1.04	84
El Salvador	63	58	1.09	17	Switzerland	76	73	1.04	84
Moldova	63	58	1.09	17	Ethiopia	51	49	1.04	86
Philippines	64	59	1.08	19	Senegal	52	50	1.04	87
Trinidad and Tobago	64	59	1.08	19	Madagascar	53	51	1.04	88
Georgia	67	62	1.08	21	Yemen	55	53	1.04	89
Bahamas	68	63	1.08	22	Bolivia	59	57	1.04	90
Romania	68	63	1.08	22	Iran, Islamic Rep.	62	60	1.03	91
Lesotho	41	38	1.08	24	Morocco	63	61	1.03	92
Cambodia	55	51	1.08	25	Dominican Republic	64	62	1.03	93
Argentina	69	64	1.08	26	Jordan	64	62	1.03	93
Colombia	69	64	1.08	26	Tunisia	67	65	1.03	95
Chile	72	67	1.07	28	Cyprus	71	69	1.03	96
Uganda	44	41	1.07	29	United Kingdom	73	71	1.03	97
Kyrgyz Republic	59	55	1.07	30	Israel	74	72	1.03	98
Slovenia	74	69	1.07	31	Netherlands	74	72	1.03	98
Finland	75	70	1.07	32	New Zealand	74	72	1.03	98
France	76	71	1.07	33	Norway	74	72	1.03	98
Spain	76	71	1.07	33	Iceland	75	73	1.03	102
Guatemala	62	58	1.07	35	Zambia	40	39	1.03	103
Japan	78	73	1.07	36	Burkina Faso	43	42	1.02	104
Angola	47	44	1.07	37	Burundi	43	42	1.02	104
Armenia	63	59	1.07	38	Malawi	44	43	1.02	106
Côte d'Ivoire	48	45	1.07	39	Kenya	48	47	1.02	107
Fiji	64	60	1.07	39	South Africa	48	47	1.02	107
Lebanon	64	60	1.07	39	Ghana	50	49	1.02	109
Mauritius	65	61	1.07	42	Namibia	53	52	1.02	110
Sri Lanka	65	61	1.07	42	India	57	56	1.02	111
Brazil	66	62	1.06	44	Azerbaijan	60	59	1.02	112
Jamaica	66	62	1.06	44	Indonesia	61	60	1.02	113
Malaysia	66	62	1.06	44	Algeria	63	62	1.02	114
Vietnam	66	62	1.06	44	Macedonia, FYR	66	65	1.02	115
Venezuela	68	64	1.06	48	Brunei Darussalam	67	66	1.02	116
Barbados	69	65	1.06	49	Peru	67	66	1.02	116
Mexico	69	65	1.06	49	Albania	64	64	1.00	118
Mauritania	52	49	1.06	51	Bahrain	66	66	1.00	118
Croatia	70	66	1.06	52	Benin	50	50	1.00	118
Gambia, The	53	50	1.06	53	Cameroon	45	45	1.00	118
Czech Republic	72	68	1.06	54	Chad	40	40	1.00	118
United States	72	68	1.06	54	Kuwait	69	69	1.00	118
Portugal	73	69	1.06	56	Maldives	64	64	1.00	118
Guyana	55	52	1.06	57	Mozambique	42	42	1.00	118
Austria	74	70	1.06	58	Nepal	55	55	1.00	118
Belgium	74	70	1.06	58	Nigeria	42	42	1.00	118
Canada	75	71	1.06	60	Tanzania	45	45	1.00	118
Germany	75	71	1.06	60	United Arab Emirates	68	68	1.00	118
Luxembourg	75	71	1.06	60	Tajikistan	57	58	0.98	130
Singapore	75	71	1.06	60	Bangladesh	55	56	0.98	131
Egypt	62	59	1.05	64	Pakistan	55	56	0.98	131
Honduras	64	61	1.05	65	Botswana	48	49	0.98	133
Saudi Arabia	64	61	1.05	65	Qatar	66	68	0.97	134
Mali	43	41	1.05	67	Zimbabwe	38	40	0.95	135
Syria	65	62	1.05	68					

Table D12: Women in parliament

Country	Female	Male	Female-to-male ratio	Rank	Country	Female	Male	Female-to-male ratio	Rank
Sweden	45	55	0.82	1	Kazakhstan	18	82	0.22	69
South Africa	45	56	0.80	2	Greece	17	83	0.21	70
Cuba	43	57	0.76	3	Venezuela	17	83	0.20	71
Iceland	43	57	0.75	4	United States	17	83	0.20	72
Finland	43	58	0.74	5	Albania	16	84	0.20	73
Norway	40	60	0.66	6	Slovak Republic	16	84	0.19	74
Netherlands	39	61	0.65	7	Azerbaijan	16	84	0.19	74
Belgium	39	61	0.65	7	Burkina Faso	15	85	0.18	76
Mozambique	39	61	0.64	9	Uruguay	15	85	0.18	77
Costa Rica	39	61	0.63	10	Zimbabwe	15	85	0.18	78
Angola	39	61	0.63	10	Korea, Rep.	15	85	0.17	79
Argentina	39	62	0.63	12	Ireland	15	86	0.17	80
Denmark	38	62	0.61	13	Slovenia	14	86	0.17	81
Spain	37	63	0.58	14	Turkey	14	86	0.17	82
Tanzania	36	64	0.56	15	Chile	14	86	0.17	82
Uganda	35	65	0.54	16	Zambia	14	86	0.16	84
New Zealand	34	66	0.51	17	Russian Federation	14	86	0.16	84
Nepal	33	67	0.50	18	Cameroon	14	86	0.16	86
Germany	33	67	0.49	19	Thailand	13	87	0.15	87
Ecuador	32	68	0.48	20	Jamaica	13	87	0.15	87
Burundi	32	68	0.47	21	Chad	13	87	0.15	89
Macedonia, FYR	31	69	0.45	22	Colombia	13	87	0.15	90
Guyana	30	70	0.43	23	Paraguay	13	88	0.14	91
Switzerland	29	71	0.41	24	Madagascar	13	88	0.14	91
Trinidad and Tobago	29	71	0.40	25	Syria	12	88	0.14	93
Austria	28	72	0.39	26	Bahamas	12	88	0.14	94
Ethiopia	28	72	0.39	27	Guatemala	12	88	0.14	95
Tunisia	28	72	0.38	28	Romania	11	89	0.13	96
Portugal	27	74	0.36	29	Japan	11	89	0.13	97
Mexico	26	74	0.36	30	Jordan	11	89	0.12	98
Bolivia	25	75	0.34	31	India	11	89	0.12	98
Canada	25	75	0.33	32	Cyprus	11	89	0.12	100
Australia	25	75	0.33	32	Morocco	11	90	0.12	101
Vietnam	24	76	0.32	34	Mali	10	90	0.11	102
Namibia	24	76	0.32	34	Barbados	10	90	0.11	103
Lesotho	24	76	0.32	36	Malaysia	10	90	0.11	104
Croatia	24	77	0.31	37	Suriname	10	90	0.11	105
Kyrgyz Republic	23	77	0.30	38	Kenya	10	90	0.11	105
Senegal	23	77	0.29	39	Armenia	9	91	0.10	107
United Arab Emirates	23	78	0.29	40	Hungary	9	91	0.10	108
Singapore	22	78	0.29	41	Côte d'Ivoire	9	91	0.10	109
Pakistan	22	78	0.29	41	Malta	9	91	0.10	110
Philippines	22	78	0.28	43	Brazil	9	91	0.09	111
Mauritania	22	78	0.28	43	Panama	9	92	0.09	112
United Kingdom	22	78	0.28	45	Benin	8	92	0.09	113
Czech Republic	22	78	0.28	45	Ghana	8	92	0.09	114
Peru	22	79	0.27	47	Ukraine	8	92	0.09	115
Italy	21	79	0.27	48	Botswana	8	92	0.09	116
China	21	79	0.27	48	Kuwait	8	92	0.08	117
Cambodia	21	79	0.27	50	Algeria	8	92	0.08	117
Malawi	21	79	0.26	51	Gambia, The	8	93	0.08	119
Dominican Republic	21	79	0.26	51	Maldives	7	94	0.07	120
Bulgaria	21	79	0.26	51	Georgia	7	94	0.07	120
Nicaragua	21	79	0.26	54	Sri Lanka	6	94	0.06	122
Poland	20	80	0.25	55	Mongolia	4	96	0.04	123
Luxembourg	20	80	0.25	55	Nigeria	4	96	0.04	124
Latvia	20	80	0.25	55	Lebanon	3	97	0.03	125
Estonia	20	80	0.25	58	Iran, Islamic Rep.	3	97	0.03	126
Israel	19	81	0.24	59	Bahrain	3	98	0.03	127
Lithuania	19	81	0.24	60	Egypt	2	98	0.02	128
Tajikistan	19	81	0.23	61	Yemen	0	100	0.00	129
El Salvador	19	81	0.23	61	Saudi Arabia	0	100	0.00	130
France	19	81	0.23	63	Qatar	0	100	0.00	130
Moldova	19	81	0.23	64	Oman	0	100	0.00	130
Mauritius	19	81	0.23	64	Belize	0	100	0.00	130
Bangladesh	19	81	0.23	66	Brunei Darussalam	—	—	—	—
Indonesia	18	82	0.22	67	Fiji	—	—	—	—
Honduras	18	82	0.22	67					

Table D13: Women in ministerial positions

Country	Female	Male	Female-to-male ratio	Rank	Country	Female	Male	Female-to-male ratio	Rank
Finland	63	37	1.71	1	Indonesia	14	86	0.17	69
Spain	53	47	1.13	2	Lithuania	14	86	0.17	69
Norway	53	47	1.11	3	Philippines	14	86	0.16	71
Chile	45	55	0.83	4	Benin	13	87	0.15	72
Iceland	45	55	0.83	4	Slovak Republic	13	87	0.15	72
Sweden	45	55	0.82	6	Senegal	13	87	0.15	74
Switzerland	43	57	0.75	7	Côte d'Ivoire	13	88	0.14	75
Denmark	42	58	0.73	8	Jamaica	13	88	0.14	75
Austria	38	62	0.63	9	Korea, Rep.	13	88	0.14	75
Nicaragua	38	62	0.63	9	Thailand	13	88	0.14	75
Honduras	36	64	0.56	11	Botswana	12	88	0.13	79
Costa Rica	35	65	0.54	12	Cameroon	12	88	0.13	79
Trinidad and Tobago	34	66	0.53	13	Japan	12	88	0.13	79
South Africa	34	66	0.52	14	China	12	88	0.13	82
Belgium	33	67	0.50	15	Armenia	11	89	0.13	83
Germany	33	67	0.50	15	Morocco	11	89	0.13	83
United States	33	67	0.50	15	Bahrain	11	89	0.12	85
Ecuador	33	68	0.48	18	Mexico	11	89	0.12	86
Uganda	32	68	0.47	19	India	10	90	0.11	87
Lesotho	32	68	0.46	20	Kyrgyz Republic	10	90	0.11	87
Gambia, The	31	69	0.45	21	Mauritius	10	90	0.11	87
Greece	31	69	0.45	21	Cambodia	10	90	0.11	90
Guyana	31	69	0.45	21	Nigeria	10	90	0.11	90
Portugal	31	69	0.45	21	Macedonia, FYR	10	90	0.11	92
Canada	30	70	0.42	25	Egypt	9	91	0.10	93
Burundi	29	71	0.40	26	Oman	9	91	0.10	93
New Zealand	29	71	0.40	26	Cyprus	9	91	0.10	95
Angola	28	72	0.38	28	Fiji	9	91	0.10	95
Poland	28	72	0.38	28	Dominican Republic	9	91	0.10	97
Malawi	27	73	0.38	30	Estonia	8	92	0.09	98
Tanzania	27	73	0.37	31	Nepal	8	92	0.08	99
Luxembourg	27	73	0.36	32	Turkey	8	92	0.08	99
Panama	27	73	0.36	32	Pakistan	8	93	0.08	101
France	26	74	0.36	34	Ethiopia	7	93	0.08	102
Mozambique	26	74	0.35	35	Brazil	7	93	0.08	103
Venezuela	26	74	0.35	35	Mongolia	7	93	0.08	103
Cuba	25	75	0.33	37	Chad	7	93	0.07	105
Malta	25	75	0.33	37	Jordan	7	93	0.07	105
Namibia	24	76	0.32	39	Lebanon	7	93	0.07	105
Netherlands	24	76	0.31	40	Albania	7	93	0.07	108
Australia	23	77	0.30	41	Israel	7	93	0.07	108
Mauritania	23	77	0.30	42	Kuwait	7	93	0.07	108
United Kingdom	23	77	0.29	43	Malaysia	7	93	0.07	108
Peru	22	78	0.29	44	Maldives	7	93	0.07	108
Slovenia	22	78	0.29	44	Romania	6	94	0.07	113
Italy	22	78	0.28	46	Syria	6	94	0.07	113
Paraguay	22	78	0.28	46	Sri Lanka	6	94	0.06	115
Ghana	22	78	0.28	48	Tajikistan	6	94	0.06	115
Colombia	21	79	0.27	49	Yemen	6	94	0.06	115
Ireland	21	79	0.27	49	Barbados	6	94	0.06	118
Latvia	21	79	0.27	49	Georgia	6	94	0.06	118
Mali	21	79	0.27	49	Moldova	5	95	0.06	120
Uruguay	21	79	0.27	49	Kazakhstan	5	95	0.05	121
Argentina	20	80	0.25	54	Singapore	5	95	0.05	121
Bolivia	20	80	0.25	54	Ukraine	4	96	0.05	123
Zimbabwe	19	81	0.23	56	Vietnam	4	96	0.04	124
Burkina Faso	18	82	0.22	57	Tunisia	4	96	0.04	125
Bulgaria	18	82	0.22	58	Algeria	4	96	0.04	126
Czech Republic	18	82	0.21	58	Iran, Islamic Rep.	3	97	0.03	127
Madagascar	17	83	0.21	60	Azerbaijan	3	97	0.03	128
Suriname	17	83	0.20	61	Bahamas	0	100	0.00	129
Russian Federation	17	83	0.20	62	Belize	0	100	0.00	129
United Arab Emirates	17	83	0.20	62	Brunei Darussalam	0	100	0.00	129
Zambia	17	83	0.20	62	Guatemala	0	100	0.00	129
Bangladesh	16	84	0.19	65	Hungary	0	100	0.00	129
Croatia	16	84	0.19	66	Qatar	0	100	0.00	129
El Salvador	15	85	0.18	67	Saudi Arabia	0	100	0.00	129
Kenya	15	85	0.18	68					

Table D14: Years with female head of state

Country	Female	Male	Female-to-male ratio	Rank	Country	Female	Male	Female-to-male ratio	Rank
Sri Lanka	23	27	0.85	1	Colombia	0	50	0.00	52
Ireland	20	30	0.69	2	Côte d'Ivoire	0	50	0.00	52
Iceland	18	32	0.58	3	Cuba	0	50	0.00	52
India	18	32	0.56	4	Cyprus	0	50	0.00	52
Bangladesh	18	32	0.54	5	Czech Republic	0	50	0.00	52
Philippines	16	34	0.46	6	Denmark	0	50	0.00	52
United Kingdom	12	38	0.30	7	Dominican Republic	0	50	0.00	52
Finland	11	39	0.29	8	Ecuador	0	50	0.00	52
New Zealand	11	39	0.28	9	Egypt	0	50	0.00	52
Norway	10	40	0.25	10	El Salvador	0	50	0.00	52
Latvia	8	42	0.19	11	Estonia	0	50	0.00	52
Nicaragua	7	43	0.15	12	Ethiopia	0	50	0.00	52
Germany	6	44	0.14	13	Fiji	0	50	0.00	52
Mozambique	6	44	0.13	14	Gambia, The	0	50	0.00	52
Barbados	6	44	0.12	15	Ghana	0	50	0.00	52
Argentina	5	45	0.12	16	Greece	0	50	0.00	52
Israel	5	45	0.11	17	Guatemala	0	50	0.00	52
Malta	5	45	0.11	18	Honduras	0	50	0.00	52
Panama	5	45	0.11	18	Hungary	0	50	0.00	52
Pakistan	5	45	0.10	20	Iran, Islamic Rep.	0	50	0.00	52
Chile	4	46	0.09	21	Italy	0	50	0.00	52
China	4	46	0.08	22	Japan	0	50	0.00	52
Switzerland	4	47	0.08	23	Jordan	0	50	0.00	52
Indonesia	3	47	0.07	24	Kazakhstan	0	50	0.00	52
Ukraine	3	47	0.06	25	Kenya	0	50	0.00	52
Turkey	3	47	0.06	26	Kuwait	0	50	0.00	52
Lithuania	3	48	0.05	27	Lebanon	0	50	0.00	52
Guyana	2	48	0.05	28	Lesotho	0	50	0.00	52
Croatia	2	48	0.04	29	Luxembourg	0	50	0.00	52
Senegal	2	48	0.03	30	Madagascar	0	50	0.00	52
Jamaica	1	49	0.03	31	Malawi	0	50	0.00	52
Moldova	1	49	0.03	31	Malaysia	0	50	0.00	52
Poland	1	49	0.03	33	Maldives	0	50	0.00	52
Costa Rica	1	49	0.02	34	Mauritania	0	50	0.00	52
Kyrgyz Republic	1	49	0.02	35	Mauritius	0	50	0.00	52
Trinidad and Tobago	1	49	0.02	36	Mexico	0	50	0.00	52
Australia	1	49	0.02	37	Morocco	0	50	0.00	52
Slovak Republic	1	49	0.02	38	Namibia	0	50	0.00	52
France	1	49	0.02	39	Nepal	0	50	0.00	52
Korea, Rep.	1	49	0.02	40	Netherlands	0	50	0.00	52
Peru	1	49	0.02	41	Nigeria	0	50	0.00	52
Bolivia	1	49	0.01	42	Oman	0	50	0.00	52
Brazil	1	50	0.01	43	Paraguay	0	50	0.00	52
Portugal	0	50	0.01	44	Qatar	0	50	0.00	52
Canada	0	50	0.01	45	Romania	0	50	0.00	52
Georgia	0	50	0.01	46	Russian Federation	0	50	0.00	52
Bulgaria	0	50	0.01	47	Saudi Arabia	0	50	0.00	52
Burundi	0	50	0.01	47	Singapore	0	50	0.00	52
Mali	0	50	0.01	49	Slovenia	0	50	0.00	52
Macedonia, FYR	0	50	0.00	50	South Africa	0	50	0.00	52
Mongolia	0	50	0.00	51	Spain	0	50	0.00	52
Albania	0	50	0.00	52	Suriname	0	50	0.00	52
Algeria	0	50	0.00	52	Sweden	0	50	0.00	52
Angola	0	50	0.00	52	Syria	0	50	0.00	52
Armenia	0	50	0.00	52	Tajikistan	0	50	0.00	52
Austria	0	50	0.00	52	Tanzania	0	50	0.00	52
Azerbaijan	0	50	0.00	52	Thailand	0	50	0.00	52
Bahamas	0	50	0.00	52	Tunisia	0	50	0.00	52
Bahrain	0	50	0.00	52	Uganda	0	50	0.00	52
Belgium	0	50	0.00	52	United Arab Emirates	0	50	0.00	52
Belize	0	50	0.00	52	United States	0	50	0.00	52
Benin	0	50	0.00	52	Uruguay	0	50	0.00	52
Botswana	0	50	0.00	52	Venezuela	0	50	0.00	52
Brunei Darussalam	0	50	0.00	52	Vietnam	0	50	0.00	52
Burkina Faso	0	50	0.00	52	Yemen	0	50	0.00	52
Cambodia	0	50	0.00	52	Zambia	0	50	0.00	52
Cameroon	0	50	0.00	52	Zimbabwe	0	50	0.00	52
Chad	0	50	0.00	52					

The magnitude and type of gender gaps in countries around the world are the combined result of various socioeconomic and cultural variables. Policy can play a key role in influencing gender equality, both negatively and positively. In particular, those policies that influence whether and how women can combine work with family can be one of the drivers of women's economic participation.

In order to complement the data presented in this *Report* and to build a more comprehensive picture of the policy environment, the World Economic Forum has conducted a new survey of national policy frameworks relating to parental leave, availability of childcare, type of taxation and workplace equality.

The survey targeted ministries of women's affairs or ministries with similar portfolios (e.g., ministries of social development, ministries of family policies) based on an extensive database of the relevant ministries compiled by a research team at the Council of Women World Leaders in Washington, DC. The survey was carried out by expert officers within the ministries, who in many cases collaborated with other applicable ministries in the country (e.g., ministries of finance or of welfare) for questions that cut across the domain of responsibility of more than one ministry.

The survey contained over 30 questions covering four relevant themes: family leave, daycare assistance, taxation system and equality and work.

- **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 a more efficient use of a country's human capital pool.¹
- **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 responsibility in the majority of countries. For example, a well-established daycare system can be a long-term investment that supports women in employment, thereby improving the efficiency of labour markets. In some parts of the developed world, research has shown that daycare assistance may impact fertility rates.²

- **Taxation system:** Tax legislation may contain potentially discriminatory provisions that treat men and women differently.³ For example, gender-biased taxation might alter the disposable income available to men and women in a family and thus may have implications for the economic and social decision-making at the household level.
- **Equality and work:** Legislative structures may help prevent gender-based 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.

The full set survey questions are displayed in **Box 1**. Given the substantial differences of national policy systems around the world, the survey was designed to present both quantitative and qualitative data. The survey's goal was solely to provide country-level information on national policies with possible gender implications; we do not aim to benchmark countries on policy-making criteria. The survey concepts and design were created with the valuable input of the OECD Development Centre, the Nordic Gender Institute, the ILO, the Ministry of Foreign Affairs of Sweden and the Council of Women World Leaders.

Over 130 countries were targeted; responses were obtained from 59 ministries, including those in Albania, Armenia, Australia, Austria, Azerbaijan, Bahamas, Barbados, Belgium, Bulgaria, Canada, Chile, Colombia, Costa Rica, Croatia, Cyprus, Czech Republic, Denmark, Dominican Republic, Estonia, Ethiopia, Finland, Germany, Greece, Iceland, Ireland, Israel, Jamaica, Japan, Korea, Rep., Kuwait, Latvia, Lesotho, Liberia, Lithuania, Luxembourg, Madagascar, Malaysia, Mali, Malta, Mauritius, Mexico, Moldova, Namibia, Netherlands, New Zealand, Norway, Philippines, Portugal, the Russian Federation, the Slovak Republic, Slovenia, Spain, Suriname, Sweden, Switzerland, Turkey, the United Arab Emirates, the United Kingdom and the United States. The survey collection process was implemented over a three-month period whereby the World Economic Forum worked in close collaboration with the Council of Women World Leaders. When surveys were partially completed and when relevant supplemental information

This appendix was written by Saadia Zahidi and Silvia Magnoni, World Economic Forum. We are deeply grateful for the support of Laura Liswood, Heather McAuliffe and Maren Maland at the Council of Women World Leaders.

was available through other sources, internal research was carried out to complete the database.

Table E1 displays the complete set of responses obtained in relation to family leave.

Figure E1 displays the accumulated length of time available in the form of leave to the mother, to the father or to either parent. In order to create this chart we have interpreted some of the data in order to harmonize and compare within countries. However, comparisons should not be made across countries as data are not strictly comparable across countries. All leave available to one specific parent are grouped under one category, independently of the nature of such leave (e.g., maternity leave and parental leave available to the mother only have been grouped in the same category). Child sick leave, breastfeeding leave, annual leave, vacation leave and other leave of a similar nature are not accounted for in the figure. Both paid and unpaid leave were taken into account. The calculations include ordinary leave only; special cases (e.g., adoption, difficult pregnancy, more than one child) are not considered. When data are provided in days and no specific indication is given by respondents (calendar days vs. working days), we assumed that numbers refer to working days. When a country presents different figures for the same leave in the public and in the private sector, the sector with the highest figure is taken into account. In the case of federated states, federally mandated provisions only are included in the computation. Countries without a federally mandated legislation for maternity/paternity/parental leaves are thus not considered (e.g., the United States). When the application of these criteria did not allow for clear interpretation, countries were excluded (e.g., Moldova).

Figure E2 shows the prevalence of different types of childcare systems among the 59 countries covered in the survey.

Table E2 displays the responses obtained on questions relating to the country's type of taxation system. Individual taxation tends to be most favourable for women; joint taxation tends to be least favourable. Income-splitting is a form of family taxation where income can be transferred to family members with more favourable tax brackets (with limits defined by attribution rules).

Table E3 and **Figures E3 through E9** display the results on all equality- and work-related questions in the survey.

Notes

- 1 World Economic Forum, *The Global Gender Gap Report 2010*, http://www3.weforum.org/docs/WEF_GenderGap_Report_2010.pdf.
- 2 OECD (2011), *Doing Better for Families*, www.oecd.org/social/family/doingbetter.
- 3 For more information on the taxation and gender equality nexus, please see OECD, *Gender and Taxation: Why care about Taxation and Gender Equality?* <http://www.oecd.org/dataoecd/47/39/44896295.pdf>.

Box 1: Survey Questions

CONTACT INFORMATION

- Name of the country
- Name of the Ministry
- Respondent's name
- Department name

FAMILY LEAVE

- **During the first year after a child's birth:**¹
 - Does your country provide mandatory maternity leave and how long is it? [Mothers only: Leave from work that a woman is entitled to take before, at and after the time that she gives birth]
 - Does your country provide paternity leave and how long is it? [Fathers only: Leave from work that a man is entitled to take after the birth of a child or within a short period thereafter, simultaneously with the mother's leave]
 - Does your country provide any remaining leave (i.e. parental leave) that can be used by either parent to take care of an infant, and how long is it?
- **Maternity leave:** what percentage of mothers use maternity leave and return to work after the birth of the first child in 2000 and 2010? *Please indicate if your answer is based on data or opinion.*
- **Paternity leave:** what is the percentage of working fathers who benefited from paternity leave in 2000 and 2010? *Please indicate if your answer is based on data or opinion.*
- **Additional leave:** what is the share of take-out of additional shared leave days (i.e. parental leave, home-care leave, family leave) between mothers and fathers in 2000 and 2010? *Please indicate if your answer is based on data or opinion.*
- **What is on average the percentage of wage paid during:**
 - Maternity leave? *Please explain if the payment varies according to specific variables (i.e. length of the period of leave, collective agreements, ceilings)*
 - Paternity leave? *Please explain if the payment varies according to specific variables (i.e. length of the period of leave, collective agreements, ceilings)*
 - Any other additional shared leave (i.e. parental leave, home-care leave, family leave)? Are they paid or unpaid? *Please explain if there are differences between the mother and the father's pay percentage.*

- Who is the provider (social security and/or employer; other) of the wage/benefits disbursed under maternity and/or paternity and/or shared leave coverage?
- Are all organizations and/or sectors in your country subjected to these policies (i.e. private sector, public sector, self-employed parents)?
- If not, please specify which organizations and/or sectors are not impacted by these policies and/or present specific exceptions
- When were maternity and paternity leave rights introduced in your country?

CHILDCARE ASSISTANCE

- **Which of these seven options does your country offer?**
 - Public daycare assistance—with allowance or subvention
 - Public daycare assistance—without allowance or subvention
 - Private daycare assistance—with allowance
 - Private daycare assistance—without allowance
 - Homecare assistance²—with allowance
 - Homecare assistance—without allowance
 - Informal family assistance³—with no allowance. Which category of assisting family members is contributing to the majority of day care duties?
- For each of these options indicate, when applicable, amount of the allowance/subvention and percentage of families with children under the age of schooling using this offer.

TAXATION SYSTEM

- **Please indicate the type of tax system available at national level: individual, income-splitting,⁴ joint filing or other tax system for:**
 - Married couples
 - Unmarried couples

(Cont'd.)

Box 1: Survey Questions (cont'd.)

- Does your government provide any childcare deductions to married couples with children?
- If so, are childcare deductions or any other child-related allowances allocated to the mother, to the father or to both?
- Are childcare deductions or any other child-related allowances also applicable to non-married couples?
- If so, who are they allocated to: the mother, the father or both?

EQUALITY AND WORK

- **Reply to each of the following questions, indicating when applicable the relevant constitutional articles or legislative provisions:**

- Does your country have any legislation which prohibits discrimination on grounds of gender?
- Does your country have any legislation which stipulates specific gender-neutral practices at the workplace (e.g. equal pay for the same work, equal opportunities for recruitment, training, career advancement)? Does it apply to both the private and public sector?
- Does your country have any legislation which ensures a minimum mandatory percentage of both genders in corporate boards? If relevant, indicate the mandatory percentage.

- Does your country have any legislation which ensures a minimum mandatory percentage of both genders in parliament/other political assemblies at national, regional and local level? If relevant, indicate the mandatory percentage.
- Does your country have an authority specifically deemed to monitor the implementation of the above-mentioned legislation and/or institute legal proceedings for claims and possible compensation? If relevant, indicate the name of the authority.
- Does your country have any gender equality labels available at national level? If relevant, indicate the type of label.
- Does your country provide allowances such as tax-free allowances or any sort of subventions to female entrepreneurs? If relevant, indicate the type(s) of allowances/subventions and the number of women entrepreneurs who have benefited from these allowances in 2010 (or any other year, for which statistics are available).

Note: The grey highlights indicate those questions in the survey that have not received a critical mass of replies from respondents and that are consequently not considered in this Appendix.

Notes

- 1 If your country has a mandatory offer going beyond the first year after a child's birth, please explain further.
- 2 One parent stays home. The other parent is working.
- 3 Childcare provided by members of the family. Both parents are working.
- 4 Income-splitting is a form of family taxation, where income can be transferred to family members with more favourable tax brackets (with limits defined by attribution rules).

Table E1: Maternity, paternity and additional shared leaves

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Albania	5 weeks before, 6 weeks after birth. After 6 weeks of postnatal period, the woman might either work or benefit from social insurance scheme (about 52 weeks).	80% for the prenatal period and 150 days after birth; 50% for the remaining period. The maternity benefit for self-employed women is equal to the basic level of retirement pension.	—
Armenia	140 days (70 days of pregnancy and 70 after birth).	Employed mothers who are on maternity leave receive monthly child care allowances, before the child reaches the age of 2.	—
Australia	52 weeks. 18 weeks at national minimum wage.	Industrial instrument entitlement for paid maternity leave: 100% of pre-birth earnings. Parental Leave Pay: National Minimum Wage.	3 weeks, concurrent with the mother's leave.
Austria	16 weeks: 8 weeks before and 8 weeks after birth.	100	—
Azerbaijan	10 weeks before, 8 weeks after birth.	100	14 days.
Bahamas	Min. 12 weeks.	33 -1/3% of insurable wage payable by the National Insurance Board. 56 -2/3% of wages payable by the employer.	—
Barbados	12 weeks. In public service, it is practice for maternity leave to be granted for a period of up to 4 months.	—	—
Belgium	Female employees—15 weeks: at least 1 week before birth (+ 5 optional weeks), at least 9 weeks after birth (+ max. 5 optional weeks). Independent female workers—max. 8 weeks.	Private sector: 82% for first month + 75% thereafter up to a ceiling. Public sector: statutory civil servants 100%; contracted civil servants, as for private sector.	2 weeks within 4 months after the birth of the child; not mandatory; not applicable to independent male workers.

Note: Blank cells mean that data are not available or not applicable.

Appendix E: Policy Frameworks for Gender Equality (cont'd.)

Table E1: Maternity, paternity and additional shared leaves (cont'd.)

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
Albania	—	The employee who has a child up to 3 years old has the right to paid leave (max. 15 days/year when the child is sick), as well as to an additional unpaid leave (max. 30 days/year). Leave is given to the spouse who effectively cares for the child. Otherwise it's given to both of them.	—
Armenia	—	Additional leave is provided until the child reaches the age of 3. The leave is provided to the mother, the father, the stepmother, stepfather or to the legal guardian. The husband of the pregnant woman can take an extra non-paid leave, duration of which cannot surpass 2 months.	—
Australia	Industrial instrument entitlement for paid paternity leave: 100% of pre-birth earnings.	Up to 52 weeks, unpaid, to be shared between the mother and the father. An employee is entitled to request up to an additional 12 months' unpaid parental leave, providing s/he has already taken (or intend to take) 12 months' unpaid parental leave.	100
Austria	—	Parental leave. Employees—women and men—are entitled to parental leave until the 2nd birthday of their child, when they are living with the child in the same household.	Childcare allowance: 80% of last income, up to a ceiling. Flat-rate child care allowance is also provided.
Azerbaijan	Unpaid.	Parental leave for both mothers and fathers until the child reaches the age of 3.	During the first period of parental leave (until the infant reaches the age of 1.5 years old): benefits equal to 2 equivalents of minimum salary; from the age of 1.5 years old until the age of 3 years old: benefits equal to 1 equivalents of minimum salary.
Bahamas	—	Family leave, unpaid, for a period not exceeding one week/year. Mothers enjoy an additional leave (6 weeks) in case of illness following the birth of the child.	Unpaid.
Barbados	—	—	—
Belgium	100% for the first 3 days; 82% for the remaining period (up to a ceiling).	Parental leave: 3 months of parental leave for each child from the child's birth until s/he is 12 years old. Valid for both parents. Employees who work full-time can take this parental leave on a part-time regime.	Fixed monthly payment.

(Cont'd.)

Table E1: Maternity, paternity and additional shared leaves

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Bulgaria	58.6 weeks for pregnancy and childbirth, of which 45 weeks before birth. Breastfeeding maternity leave is also available.	90	15 days.
Canada	15 weeks.	55% (excl. Quebec).	5 weeks for biological fathers (Quebec only).
Chile	6 weeks before, 12 weeks after birth. Breastfeeding maternity leave is also available.	100, up to a ceiling.	5 working days.
Colombia	14 weeks, of which 2 weeks before birth. Breastfeeding maternity leave is also available.	100	8 days.
Costa Rica	4 weeks before, 12 weeks after birth.	100	—
Croatia	14 weeks, of which 4 weeks before and 10 weeks after birth.	100	—
Cyprus	18 weeks, of which min. 2 weeks and max. 6 weeks before birth.	75	—
Czech Republic	28 weeks, of which 6 weeks before birth. Maternal leave cannot be shorter than 14 weeks and cannot be ended earlier than 6 weeks after the birth.	70	—
Denmark	18 weeks, of which 4 weeks before and 14 weeks after birth. 2 weeks are mandatory.	100 (or maternity leave benefit equivalent to the unemployment benefit rate).	2 weeks within the first 14 weeks after birth.
Dominican Republic	6 weeks before and 6 weeks after birth.	100	—

Note: Blank cells mean that data are not available or not applicable.

Table E1: Maternity, paternity and additional shared leaves (cont'd.)

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
Bulgaria	90	With the agreement of the mothers, when the child is 6 months old, insured fathers may use the leave for the rest of the 410 calendar days instead of the mother. For the time during which the father uses this leave, the leave of the mother is discontinued. An additional 6-month unpaid leave is granted for raising a child until completion of 8 years of age.	Cash compensation is provided for parental leave. An additional 6-month unpaid leave is granted for raising a child until completion of 8 years of age.
Canada	—	35 weeks.	Biological parents: fixed monthly benefit. Slightly higher parental benefits apply to adoptive parents.
Chile	100	Mothers and fathers share a paid leave in case of disease of a 1-year-old or younger child. Breast-feeding and child feeding leave could be used by the father in the case of the mother's decease.	—
Colombia	100	—	—
Costa Rica	—	—	—
Croatia	—	Parental leave: 24 weeks for employed or self-employed parent after 6 months of age of the child or meeting other legal requirements. It can be used individually, simultaneously or alternately. If the father uses the right to parental leave in the duration of at least 12 weeks, parental leave is extended for 8 weeks.	80
Cyprus	—	Parental leave: 13 weeks each parent, until the child reaches the age of 8. Fathers can use parental leave right after the birth of the child.	Unpaid, social security benefits available.
Czech Republic	—	Parental leave: for both parents until the child reaches age of 3.	Parental allowance varies according to the length of the period of leave. Care benefits: 60.
Denmark	100% (or paternity leave benefit equivalent to the unemployment benefit rate).	32 weeks to each parent.	100% during 10-week parental leave.
Dominican Republic	—	—	—

(Cont'd.)

Table E1: Maternity, paternity and additional shared leaves

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Estonia	20 weeks, of which 14 weeks can be taken before birth. Employees who go on pregnancy and maternity leave less than 30 days prior to their due date have their leave reduced by this amount.	100	2 weeks; can be used during the 2 months before birth or during the 2 months after birth.
Ethiopia	4 weeks before and 8 weeks after birth	100	5 days after birth.
Finland	105 working days	Approximately 70%; minimum allowance.	Up to 18 days after birth; can be taken in up to 4 separate periods. Fathers can also take a full month of paternity leave ("daddy month"), between 13 and 36 working days; mothers not eligible for Maternity or Parental Allowance during the daddy month.
Germany	6 weeks before and 8 weeks after birth. 2 weeks mandatory.	100	—
Greece	17 weeks: 8 weeks before and 9 weeks after birth.	Public sector: 100. Private sector: the employer's obligation to pay remuneration during the maternity leave is limited to the payment of remuneration corresponding to 15 days of work (first year service), 1 month work (after first year of service).	If the mother does not use maternity leave, the father is entitled to it.
Iceland	2 weeks, mandatory + additional 11 weeks.	80, up to a ceiling.	13 weeks
Ireland	26 weeks paid; up to 16 weeks unpaid.	100 for public sector and certain private sectors.	—
Israel	26 weeks (14 weeks paid) for women who have worked with the same employer/at the same place of employment for a period of at least 12 months; 14 weeks (7 weeks paid) for women who have worked for a shorter period. Mothers benefit for extended unpaid maternity leave.	100	The father can take part of the leave instead of the mother, starting from 6 weeks (up to 14 weeks) after birth. If the mother of the baby has decided to split her maternity leave during an extended period of hospitalization, the father may take unpaid leave during that time.
Jamaica	Up to 8 weeks. Leave without pay for an additional period not exceeding 65 working days. In particular cases, the grant of leave—unpaid—can be authorized for periods in excess of 65 working days.	100	—
Japan	Up to 6 weeks before birth; 8 weeks after birth.	Min. 2/3 of working salary (approx. 66%).	No. However, spousal maternity leave available at corporate level.

Note: Blank cells mean that data are not available or not applicable.

Table E1: Maternity, paternity and additional shared leaves (cont'd.)

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
Estonia	Paid on the basis of the father's average wages, up to a ceiling.	Parental leave: 156,4 weeks until the child reaches the age of 3. One parent at a time.	Different types of parental benefits, incl. 100% benefit.
Ethiopia	Unpaid.	—	—
Finland	Approximately 70%; minimum allowance.	Parental leave can be shared between parents, but both cannot be on parental leave at the same time (with exceptions). Up to 2 separate periods of min. 12 working days each parent. Parental Allowance covers 158 working days. After parental allowance/extended paternity allowance, parents can take child care leave with full employment security until the child ages 3. Minimum length: 1 month.	Approximately 70%; minimum allowance.
Germany	—	Parental leave: for both father and mother for a period of 3 years each.	Unpaid. Financial support in the form of parental allowance for a period of 14 months: 67%.
Greece	Varies based on income.	Private sector: insured mothers entitled to a special 24-week leave after maternity leave. Public sector: 104-week unpaid leave to mothers, at any time before the child completes 6 years of age.	a) Leave to bring up one's child: unpaid, b) leave to take care of one's child: paid, c) "Special provision for the protection of maternity" (to which the mother only is entitled), 6 months: minimum wage (social subsidy).
Iceland	Approximately 80%; up to a ceiling.	13 weeks.	Unpaid.
Ireland	—	Parental Leave: 13 weeks for both mother and father, to be taken before the child is 8 years.	Parental Leave: unpaid.
Israel	100	No parental leave. Parents can take leave from their sick or vacation days if the child is sick.	Absence because of child sickness. Paid.
Jamaica	—	—	—
Japan	Min. 50%.	Child care leave: 1 year to each parent. It can be taken simultaneously. If fathers take child care leave within 8 weeks after birth, they can take child care leave again.	Min. 50%.

(Cont'd.)

Table E1: Maternity, paternity and additional shared leaves

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Korea, Rep.	90-day maternity leave before and after birth. The postpartum period shall account for more than 45 days of the entire period of maternity leave.	100, up to a ceiling.	3 days.
Kuwait	A paid pre-delivery sickness leave of unspecified period, 8 weeks paid delivery leave, maternity leave for 16 weeks.	Full pay delivery leave for 8 weeks, full pay maternity leave for 4 weeks and half pay for 12 weeks.	—
Latvia	112 calendar days: 2 weeks before and 2 weeks after birth mandatory.	80, up to a ceiling.	10 calendar days.
Lesotho	12 weeks.	100	—
Liberia	12 weeks, of which 1 month before, 2 months after birth.	100	No, but under consideration.
Lithuania	18 weeks: 70 calendar days before, 56 calendar days after birth.	100	4 weeks: from birth until the child is 1 month old.
Luxembourg	8 weeks before, 8 weeks after birth.	100	2 days.
Madagascar	Public sector: 12 weeks. Private sector: 14 consecutive weeks, of which 8 weeks after birth.	100	Public sector: 15 days from birthday. Private sector: 3 days from birthday.
Malaysia	Public sector: 8 weeks up to 12 weeks. Private sector: 8 weeks.	100	Public sector: 1 week. Private sector: none.
Mali	14 weeks. 6 weeks before, 8 weeks after birth.	100	3 days.
Malta	14 weeks.	100	1–2 days (variable upon sectors).
Mauritius	Generally 12 weeks.	100	Private sector: 5 continuous working days. Public sector: normal casual leave + up to 8 days leave from accumulated vacation leave.
Mexico	6 weeks before and 6 after birth.	100% (50% in case of leave extension).	Federal law does not provide paternity leave. Some federal institutions have related provisions.

Note: Blank cells mean that data are not available or not applicable.

Table E1: Maternity, paternity and additional shared leaves (cont'd.)

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
Korea, Rep.	Unpaid.	Parental leave: 1 year, until the child is 6. In case of a dual income couple, each parent is entitled to a 12-month parental leave before the child enters elementary school. They can opt for the divided use of parental leave once only.	40
Kuwait	—	Mother's leave, min. 6 months and max. 3 years.	Unpaid.
Latvia	80, up to a ceiling.	Parental leave: 1 year and 1/2 for each parent up to the day the child reaches the age of 8 years.	70
Lesotho	—	2 hours for nursing per day for 6 months (mother only).	Both paid and unpaid.
Liberia	—	No, but there is provision for general annual leave of 1 month.	—
Lithuania	100	Granted parental leave until the child reaches 3 years old.	100% (70%; 40%). Varies according to the chosen duration of the allowance.
Luxembourg	100	Parental leave: 6-month full-time leave or 12-month part-time leave. Family leave and sick leave available.	—
Madagascar	100	Paid leave: 4 weeks per calendar year of actual service.	—
Malaysia	100	Public sector: period of leave determined by the officer. Not more than 5 years for the entire service period.	Unpaid leave and half paid leave.
Mali	—	—	—
Malta	100	3 months for both parents.	Unpaid.
Mauritius	100	There is no parental leave provided; however, either parent can take a leave without pay of 9 months.	Unpaid, if there is no more vacation leave left in an individual's bank.
Mexico	100; where paternity leave is available.	No. But mothers and fathers have 6 working days/semester for maternal/parental care.	—

(Cont'd.)

Table E1: Maternity, paternity and additional shared leaves

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Moldova	70 calendar days before, 56 calendar days after birth.	100	—
Namibia	12 weeks, of which 4 weeks before and 8 weeks after birth.	100, up to a ceiling	—
Netherlands	16 weeks (10 weeks mandatory): 4 to 6 weeks before, 10 to 12 weeks after birth.	100, up to a ceiling. Self-employed: loss of earnings; maximum: legal minimum wage.	2 days, within 4 weeks after birth.
New Zealand	14 weeks. 10 days unpaid special leave during pregnancy.	100; up to a ceiling.	2 weeks; eligible male employees may also qualify for 14 weeks paid parental leave.
Norway	3 weeks before, 6 weeks after birth.	100	12 weeks after birth for babies born after 1 July 2011 (father's quota).
Philippines	8 weeks.	Private sector: 100%. Public sector: 100% (2 or more years of service), 50% (1 to 2 years of service).	1 week after legitimate wife's childbirth.
Portugal	30 days before and 6 weeks after birth.	100	Compulsory period of 10 working days after birth, of which 5 consecutive days must be taken immediately after birth and 5 days within 30 days from birth. 10 additional working days may be added.
Russian Federation	70 calendar days before, 70 calendar days after birth.	100; up to a ceiling.	—
Slovak Republic	34 weeks.	60	—
Slovenia	15 weeks.	100; no lower than 55% of minimum wage in Slovenia.	90 days : 15 days paid, 75 days unpaid.
Spain	16 weeks.	100	2 weeks.
Suriname	Public sector: 6 weeks before and 6 weeks after birth. Private sector: no mandatory maternity leave. In general maternity leave is stipulated in collective labor agreements, in which case employees are bound by the provisions in the agreement.	100	—

Note: Blank cells mean that data are not available or not applicable.

Table E1: Maternity, paternity and additional shared leaves (cont'd.)

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
Moldova	—	Partially paid parental leave for child care until the child ages 3; additional unpaid leave to care for children aged 3 to 6 years (mothers, fathers and other caregivers in the family).	30% (until the child reaches 3); unpaid (child aged 3–6).
Namibia	—	—	—
Netherlands	100; no ceiling.	Parental leave: 26 weeks per parent per child, non-transferable. Emergency and care leaves available.	Parental leave: no statutory payment (dependent on collective agreements).
New Zealand	Unpaid.	52 weeks, incl. 14-week paid parental leave, which may be taken by either partner or shared by both partners.	Parental leave is paid.
Norway	100	26 weeks or 36 weeks (depending on the received payment). Extended to 47/57 weeks.	Parental leave: 26 weeks with 100% pay or 36 weeks with 80% pay. Up to 1 year unpaid leave for each child.
Philippines	100	1 week (solo parents). Special leave privileges for government workers.	100
Portugal	100	Initial Parental Leave: granted to employed mother and father, to be shared. Max. 120–150 consecutive days, by the parents' joint decision. Extended Parental Leave: granted to one or to both parents alternately, max. 3 months.	Initial Parental Leave: 120 days = 100%; 150 days = 80% (mother only). If the father benefits for initial parental leave as well, the payment increases to 100% and 83%, respectively. Extended Parental Leave: 25%
Russian Federation	—	Child care leave available to both mother and father until the child turns 3 years of age.	Child care: 40%.
Slovak Republic	—	Parental leave: up to the age of 3	Monthly Parental Allowance.
Slovenia	100; with a minimum value and a ceiling.	260 days.	Paid parental leave: 100%.
Spain	100	10 weeks.	—
Suriname	—	—	—

(Cont'd.)

Table E1: Maternity, paternity and additional shared leaves

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Sweden	2 weeks mandatory leave. Can be used before or after confinement. A mother has an optional right to 7-week maternity leave before birth and 7 weeks after birth.	Parental benefit: 80%, up to a ceiling, for the first 390 days. Fixed daily compensation for the remaining 90 days.	10 optional nursing days in connection to birth. Can be used within 2 months from the birth.
Switzerland	Min. 14 weeks after birth.	80; up to a ceiling.	No statutory paternity leave.
Turkey	16 weeks: 8 weeks before and 8 weeks after birth. The unused leave prior to birth can be added to the post natal leave period. Breastfeeding leaves available.	100	Public sector only: 10 days.
United Arab Emirates	Public sector: 60 days. Private sector: 45 days.	Public sector: 100%. Private sector: 100% (1 year of service), 50% (<1 year of service).	Public sector only: 3 consecutive working days after birth. Private sector: none.
United Kingdom	2 weeks mandatory after birth. Statutory Maternity Leave is available for 52 weeks.	Statutory Maternity Pay (SMP): paid for up to 39 weeks. 90% for the first 6 weeks followed by the lesser of that 90% rate or a flat rate payment for up to 33 weeks. Maternity Allowance: is paid to working women who do not qualify for SMP, up to 39 weeks. 90% (with ceiling).	2 weeks within the first 8 weeks after birth. Fathers may also be able to take up to 26 weeks' additional paternity leave if the mother returns to work before the end of her 52-week maternity leave period.
United States	The United States does not have federal or state laws mandating maternity leave. However, the federal Family and Medical Leave Act (FMLA) provides for 12 weeks/year of unpaid leave. It is the right of the individual to choose to take FMLA. Some individual states may have laws that set forth broader protections for working mothers than are provided under the FMLA.	No paid leave to new parents. Any wages disbursed to a parent on such leave would be set by the mother's individual employer or a state having a paid leave law. Currently only 6 states have laws providing paid family leave for employees. Payments are less than the employee's usual salary (e.g., CA: 55%; NJ: around 65%).	No federal or state laws directing or mandating paternity leave.

Note: Blank cells mean that data are not available or not applicable.

Table E1: Maternity, paternity and additional shared leaves (cont'd.)

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
Sweden	80; up to a ceiling.	The mother and father are both entitled to 240 optional days of parental benefit (in total, 480 calendar days), of which 60 are reserved to each parent, while the other days can be transferred to the other parent. Other leaves for childminding available.	80; up to a ceiling. Collective agreements often provide supplementary pay, raising the payment percentage to 90%.
Switzerland	—	Leave for taking care of a sick child: max. 3 days.	—
Turkey	—	24 months.	Unpaid.
United Arab Emirates	100; public sector only.	No shared leave, max. 100-day leave (combined leaves) for mothers (public sector only).	Public sector only: 100% (annual leave, sick leave) and unpaid leave.
United Kingdom	90% capped at a flat rate for 2 weeks.	Parental Leave: 13 weeks until the child's 5th birthday. Additional Paternity Leave enables the father to take any remaining leave available to the mother after the 20th week of maternity leave as long as she has returned to the workplace.	Additional Paternity Leave: 90% capped at a flat rate.
United States	There is no national program; any wages disbursed to a parent on such leave would be set by the father's individual employer or a state having a paid leave law.	The federal Family and Medical Leave Act (FMLA) mandates that employers having at least 50 employees must provide eligible employees with up to 12 weeks/year of unpaid, job-protected leave to care for themselves or the employee's spouse, child, or parent who has a serious medical condition. When available, the leave duration changes from state to state.	—

Figure E1: Length of accumulated leave available to parents

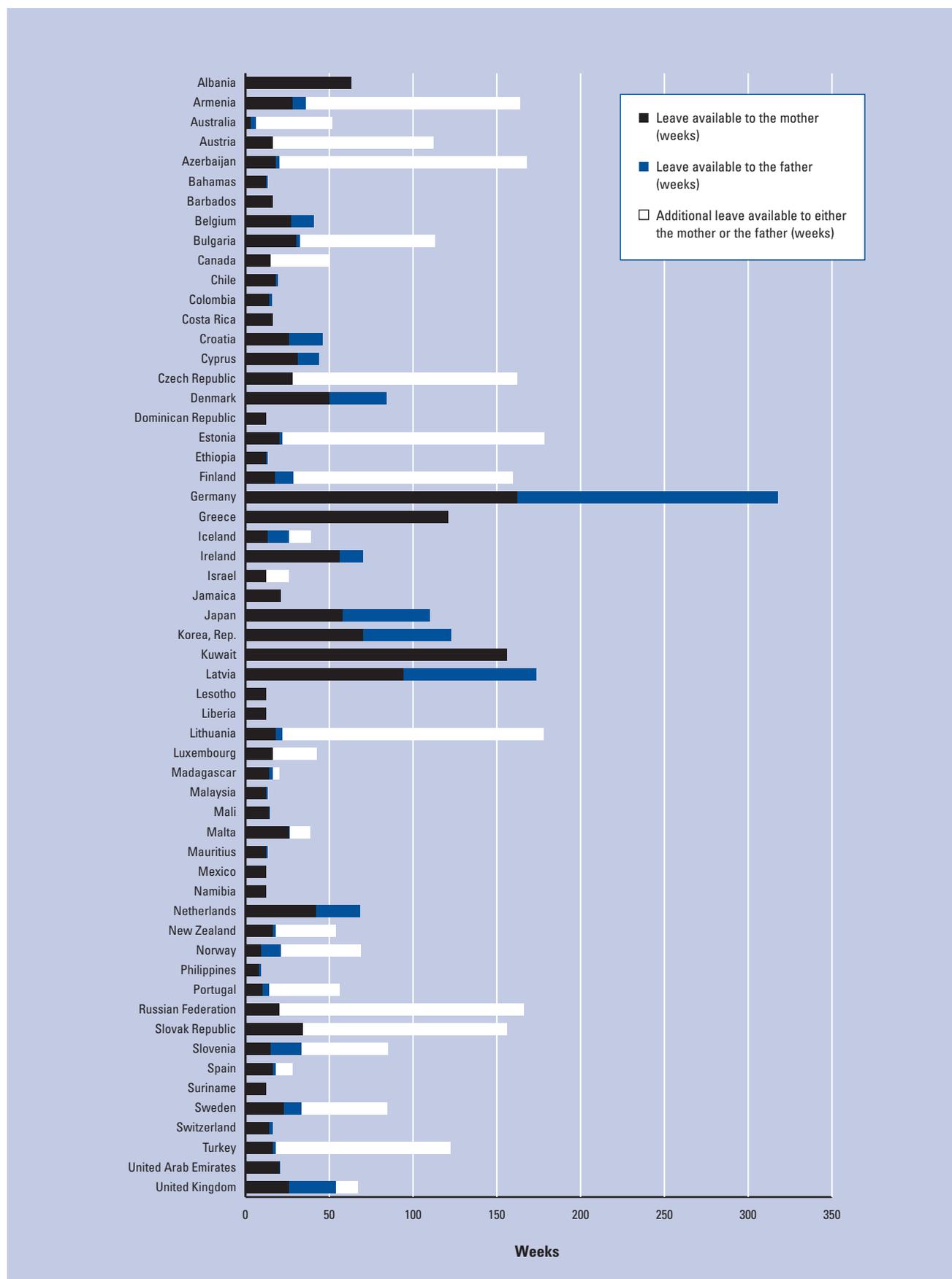
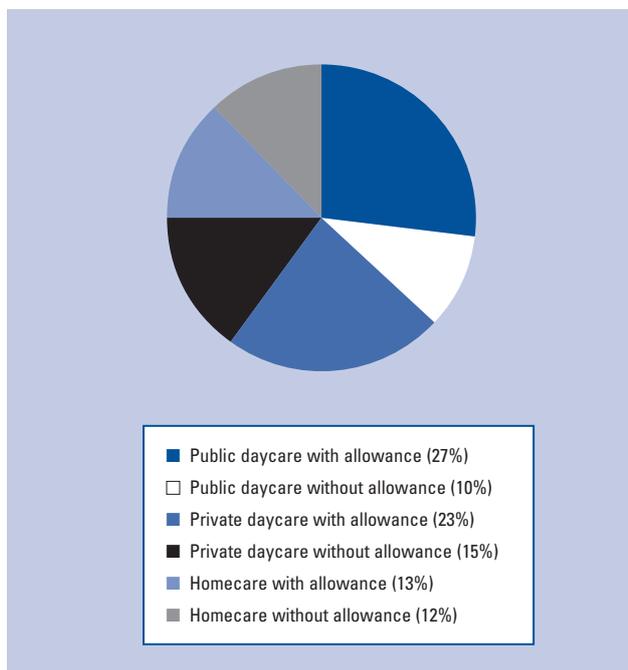


Figure E2: Childcare options (percentage of respondents)



Note: Homecare assistance is where one parent stays at home and the other parent is working.

Table E2: Taxation systems

Country	Individual	Income-splitting	Joint filing
Albania			
Armenia			
Australia	■		
Austria	■		
Azerbaijan	■	■	
Bahamas			
Barbados	■		
Belgium			■
Bulgaria	■		
Canada	■		
Chile	■		
Colombia	■		
Costa Rica	■		■
Croatia	■		
Cyprus	■		
Czech Republic	■		
Denmark	■	■	
Dominican Republic	■		
Estonia	■		■
Ethiopia	■	■	
Finland			
Germany	■	■	
Greece	■	■	
Iceland	■		■
Ireland	■		
Israel	■		
Jamaica	■		
Japan	■		
Korea Rep.	■		
Kuwait			
Latvia	■		
Lesotho	■		
Liberia	■		
Lithuania	■		
Luxembourg			
Madagascar			
Malaysia	■	■	
Mali			
Malta	■		■
Mauritius	■		■
Mexico	■		
Moldova	■		
Namibia			
Netherlands	■		
New Zealand	■		
Norway	■		
Philippines	■		■
Portugal	■		■
Russian Federation	■		
Slovak Republic	■		
Slovenia	■		
Spain	■		■
Suriname	■		
Sweden	■		
Switzerland	■		■
Turkey			
United Arab Emirates			
United Kingdom	■		
United States	■		■

Note: Blank cells mean that data are not available or not applicable.

Table E3: Legislative support

Country	Legislation prohibiting gender-based discrimination	Legislation imposing gender-neutral practices at workplace	Legislation for mandatory % of both genders in corporate boards	Legislation for mandatory % of both genders in political assemblies	Monitoring authority	Gender equality labels*	Allowances/subventions to female entrepreneurs
Albania	■	■		■	■		
Armenia	■			■	■		
Australia	■	■			■	■	■
Austria	■	■			■	■	
Azerbaijan	■	■			■	■	
Bahamas	■	■					
Barbados	■						
Belgium	■	■	■	■	■	■	
Bulgaria	■	■			■	■	■
Canada	■	■			■		
Chile	■	■			■	■	
Colombia	■	■	■	■	■	■	■
Costa Rica	■	■		■	■	■	■
Croatia	■	■		■	■	■	■
Cyprus	■	■			■		
Czech Republic	■	■			■	■	
Denmark	■	■			■		
Dominican Republic	■			■	■	■	■
Estonia	■	■			■		
Ethiopia	■	■	■	■	■	■	■
Finland							
Germany	■	■			■	■	
Greece	■	■	■	■	■		■
Iceland	■	■	■	■	■	■	■
Ireland	■	■	■	■	■		■
Israel	■	■	■		■		
Jamaica	■	■					
Japan		■			■	■	
Korea, Rep.	■	■		■	■	■	■
Kuwait	■	■			■		■
Latvia	■	■			■	■	■
Lesotho		■		■	■		
Liberia	■	■					
Lithuania	■	■			■	■	
Luxembourg	■	■			■	■	
Madagascar	■	■					
Malaysia			■				■
Mali	■					■	■
Malta	■	■		■	■	■	■
Mauritius	■	■			■		
Mexico	■	■		■	■	■	
Moldova	■	■					
Namibia	■	■	■	■	■		
Netherlands	■	■	■		■		
New Zealand	■	■			■		
Norway	■	■	■		■		■
Philippines	■	■		■	■		
Portugal	■	■		■	■	■	■
Russian Federation	■						
Slovak Republic	■	■			■		
Slovenia	■	■			■	■	
Spain	■	■	■	■		■	
Suriname	■	■					■
Sweden	■	■			■		
Switzerland	■	■			■	■	
Turkey	■	■			■		■
United Arab Emirates	■	■					
United Kingdom	■	■			■		
United States	■	■			■		■

Note: Blank cells mean that data are not available or not applicable.

* Gender equality labels are labels, awards and initiatives rewarding leading organizations committed to gender equality at work.

Figure E3: Legislation prohibiting gender-based discrimination

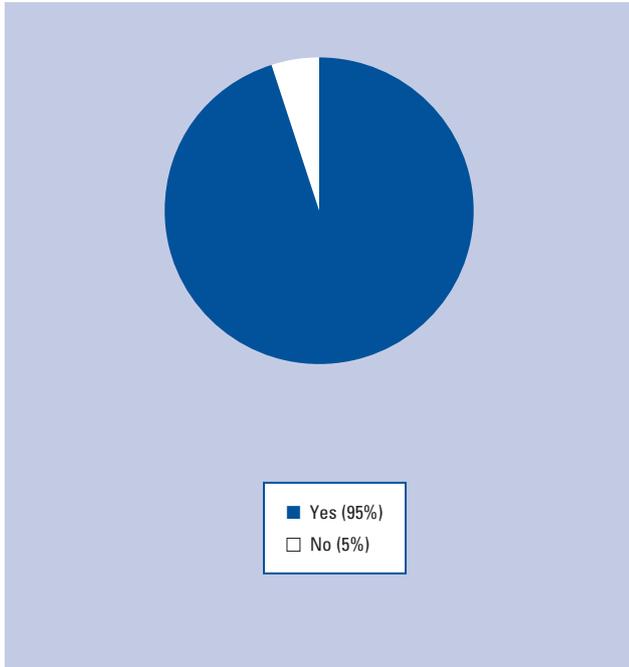


Figure E4: Legislation imposing gender-neutral practices at workplace

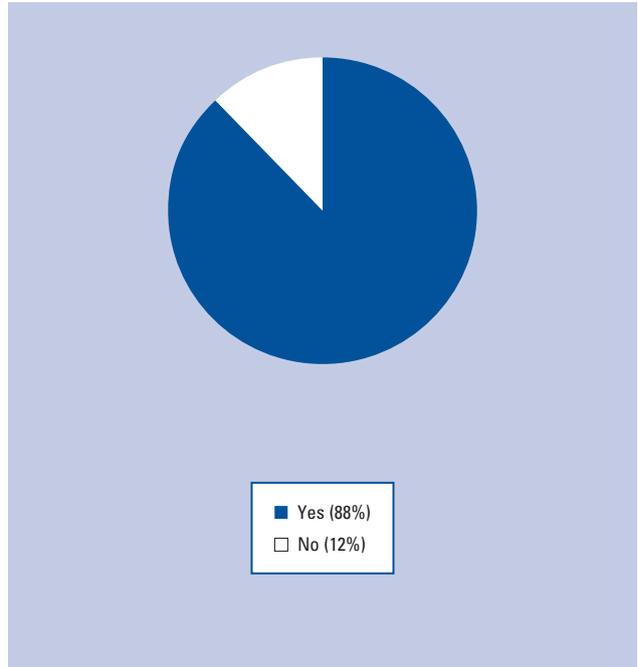


Figure E5: Legislation for mandatory percentage of both genders in corporate boards

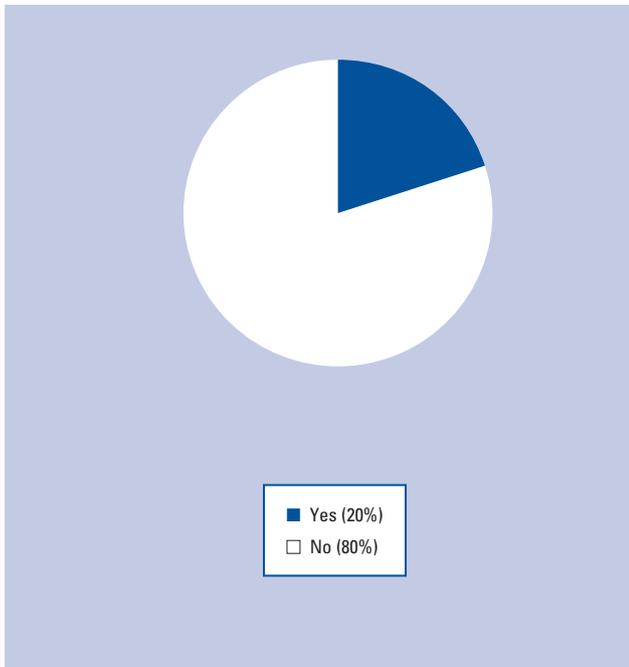


Figure E6: Legislation for mandatory percentage of both genders in political assemblies

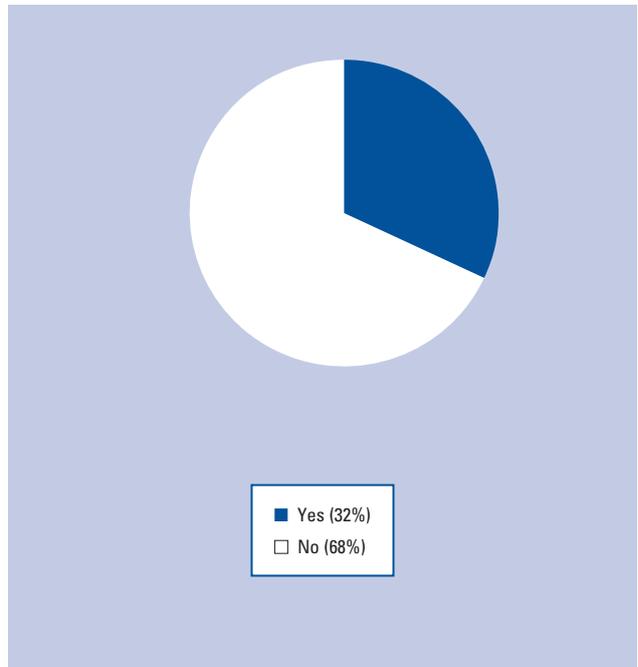


Figure E7: Monitoring authority

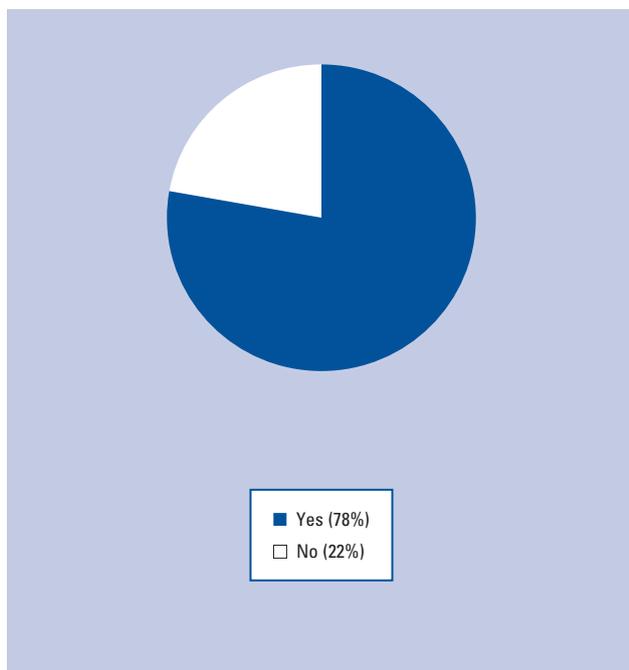


Figure E8: Gender equality labels

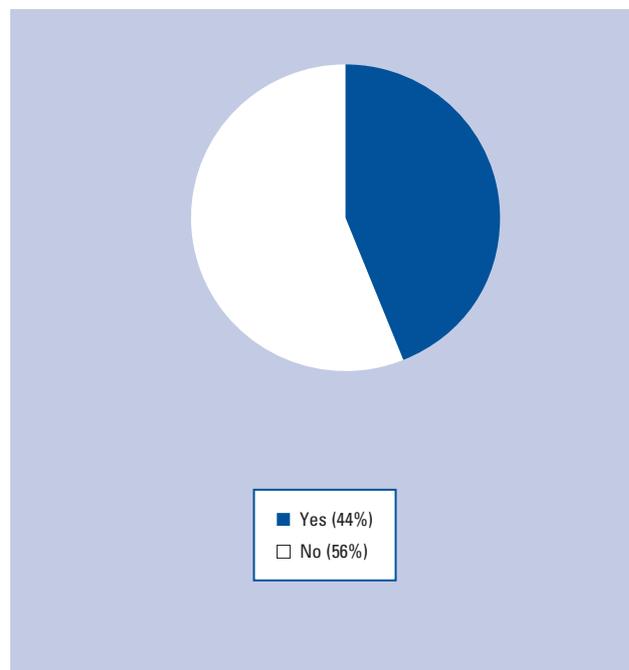
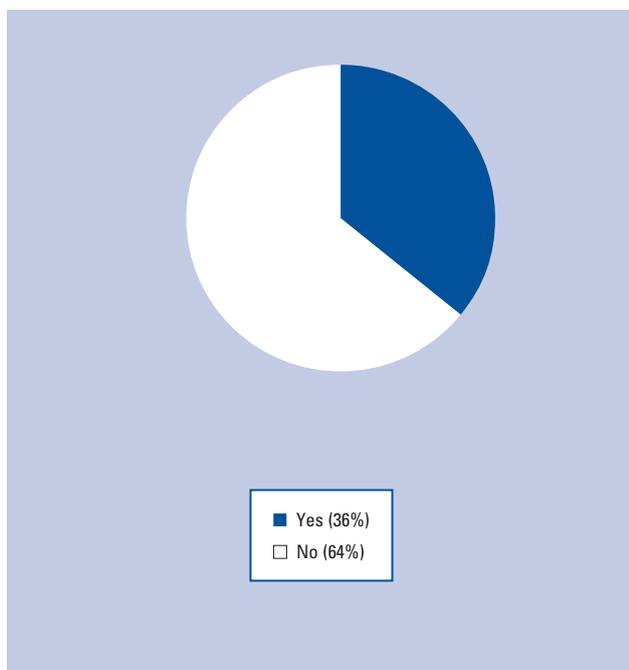


Figure E9: Allowances/subventions to female entrepreneurs



Part 2

Country Profiles

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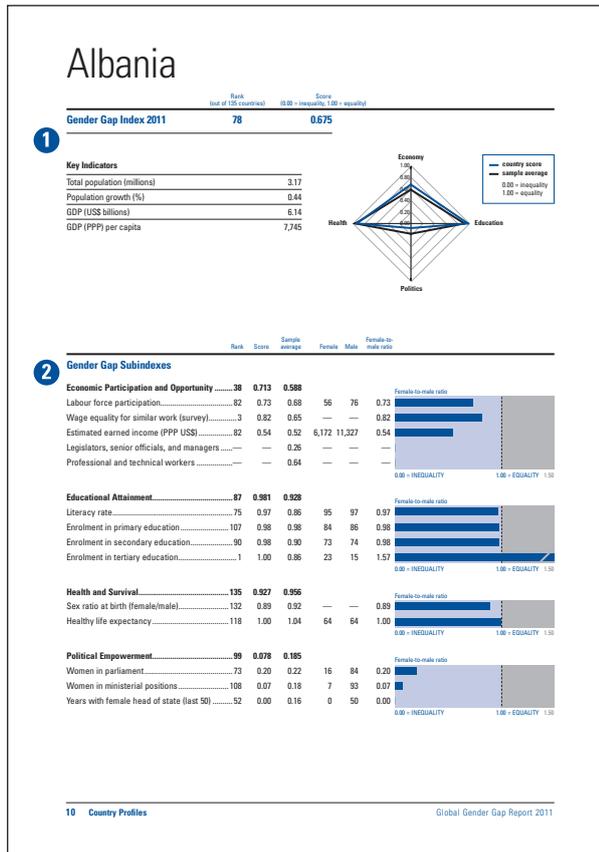
User's Guide: How Country Profiles Work

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MARC CUÉNOD

SAADIA ZAHIDI

World Economic Forum



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

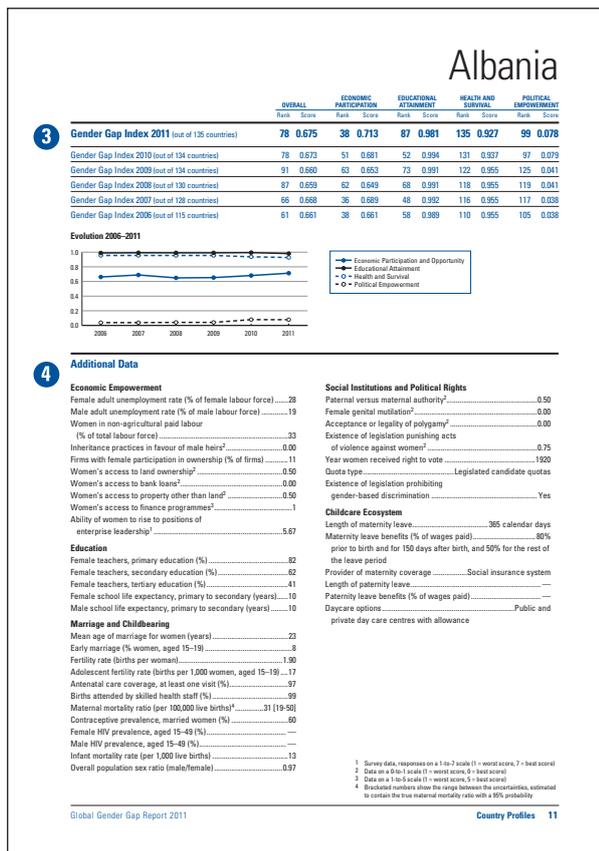
The first section presents the following indicators:

- 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.

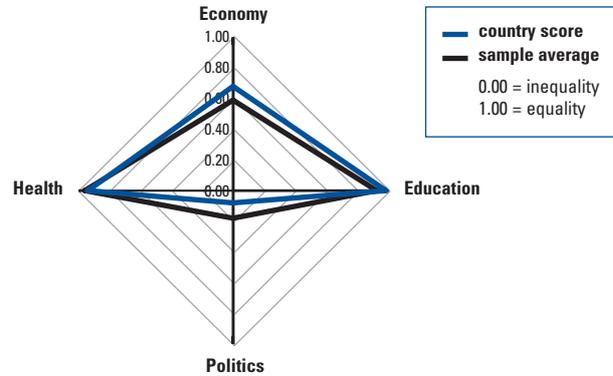
Albania

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **78** **0.675**

Key Indicators

Total population (millions)	3.17
Population growth (%)	0.44
GDP (US\$ billions)	6.14
GDP (PPP) per capita	7,745

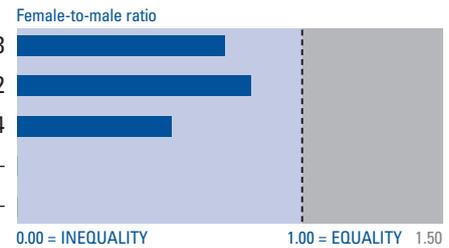


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

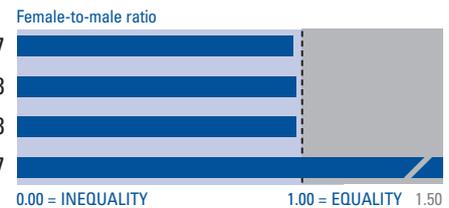
Economic Participation and Opportunity 38 0.713 0.588

Labour force participation.....	82	0.73	0.68	56	76	0.73
Wage equality for similar work (survey).....	3	0.82	0.65	—	—	0.82
Estimated earned income (PPP US\$).....	82	0.54	0.52	6,172	11,327	0.54
Legislators, senior officials, and managers	—	—	0.26	—	—	—
Professional and technical workers	—	—	0.64	—	—	—



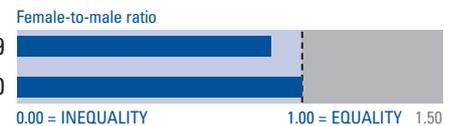
Educational Attainment..... 87 0.981 0.928

Literacy rate.....	75	0.97	0.86	95	97	0.97
Enrolment in primary education.....	107	0.98	0.98	84	86	0.98
Enrolment in secondary education.....	90	0.98	0.90	73	74	0.98
Enrolment in tertiary education.....	1	1.00	0.86	23	15	1.57



Health and Survival..... 135 0.927 0.956

Sex ratio at birth (female/male).....	132	0.89	0.92	—	—	0.89
Healthy life expectancy.....	118	1.00	1.04	64	64	1.00



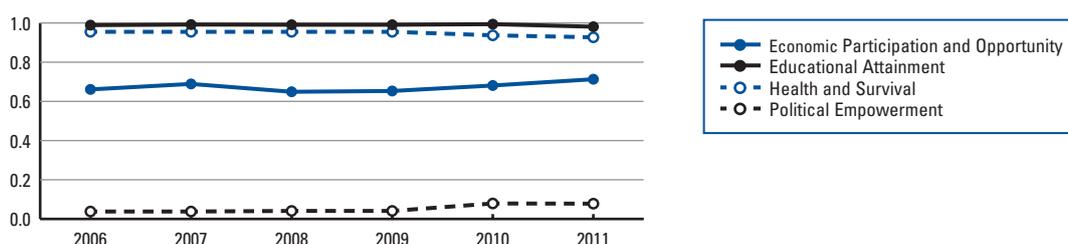
Political Empowerment..... 99 0.078 0.185

Women in parliament.....	73	0.20	0.22	16	84	0.20
Women in ministerial positions	108	0.07	0.18	7	93	0.07
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	78	0.675	38	0.713	87	0.981	135	0.927	99	0.078
Gender Gap Index 2010 (out of 134 countries)	78	0.673	51	0.681	52	0.994	131	0.937	97	0.079
Gender Gap Index 2009 (out of 134 countries)	91	0.660	63	0.653	73	0.991	122	0.955	125	0.041
Gender Gap Index 2008 (out of 130 countries)	87	0.659	62	0.649	68	0.991	118	0.955	119	0.041
Gender Gap Index 2007 (out of 128 countries)	66	0.668	36	0.689	48	0.992	116	0.955	117	0.038
Gender Gap Index 2006 (out of 115 countries)	61	0.661	38	0.661	58	0.989	110	0.955	105	0.038

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	28
Male adult unemployment rate (% of male labour force)	19
Women in non-agricultural paid labour (% of total labour force)	33
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	11
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	5.67

Education

Female teachers, primary education (%)	82
Female teachers, secondary education (%)	62
Female teachers, tertiary education (%)	41
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	8
Fertility rate (births per woman)	1.90
Adolescent fertility rate (births per 1,000 women, aged 15–19)	17
Antenatal care coverage, at least one visit (%)	97
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	31 [19-50]
Contraceptive prevalence, married women (%)	60
Female HIV prevalence, aged 15–49 (%)	—
Male HIV prevalence, aged 15–49 (%)	—
Infant mortality rate (per 1,000 live births)	13
Overall population sex ratio (male/female)	0.97

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1920
Quota type	Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	365 calendar days
Maternity leave benefits (% of wages paid)	80% prior to birth and for 150 days after birth, and 50% for the rest of the leave period
Provider of maternity coverage	Social insurance system
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	Public and private day care centres with allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

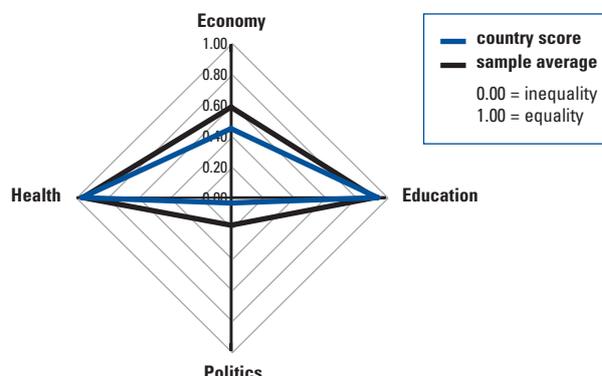
Algeria

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **121** **0.599**

Key Indicators

Total population (millions)	35.42
Population growth (%)	1.50
GDP (US\$ billions)	78.71
GDP (PPP) per capita	7,530

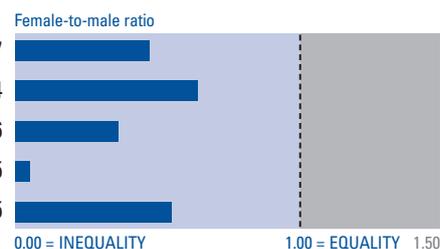


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 124 0.445 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	120	0.47	0.68	39	83	0.47
Wage equality for similar work (survey).....	77	0.64	0.65	—	—	0.64
Estimated earned income (PPP US\$).....	119	0.36	0.52	4,328	11,944	0.36
Legislators, senior officials, and managers	122	0.05	0.26	5	95	0.05
Professional and technical workers	93	0.55	0.64	35	65	0.55



Educational Attainment..... 96 0.950 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	115	0.79	0.86	64	81	0.79
Enrolment in primary education.....	104	0.98	0.98	93	95	0.98
Enrolment in secondary education.....	1	1.00	0.90	68	65	1.06
Enrolment in tertiary education.....	1	1.00	0.86	36	25	1.44



Health and Survival..... 107 0.966 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	114	1.02	1.04	63	62	1.02



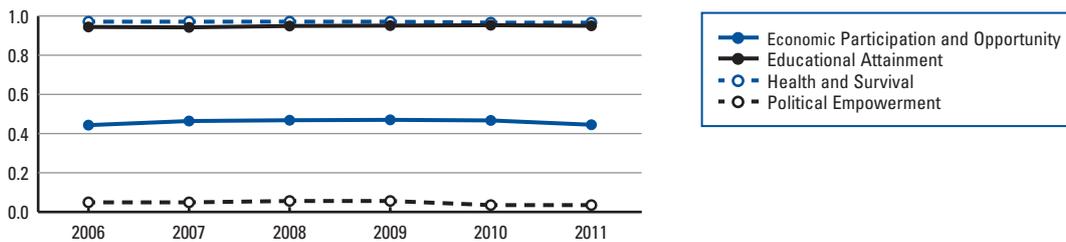
Political Empowerment..... 124 0.035 0.185

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	117	0.08	0.22	8	92	0.08
Women in ministerial positions	126	0.04	0.18	4	96	0.04
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	121	0.599	124	0.445	96	0.950	107	0.966	124	0.035
Gender Gap Index 2010 (out of 134 countries)	119	0.605	119	0.467	99	0.953	106	0.966	123	0.035
Gender Gap Index 2009 (out of 134 countries)	117	0.612	119	0.470	99	0.951	91	0.971	120	0.056
Gender Gap Index 2008 (out of 130 countries)	111	0.611	115	0.468	96	0.949	86	0.971	115	0.056
Gender Gap Index 2007 (out of 128 countries)	108	0.607	113	0.464	96	0.942	85	0.971	111	0.049
Gender Gap Index 2006 (out of 115 countries)	97	0.602	103	0.443	84	0.944	78	0.971	98	0.049

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	10
Male adult unemployment rate (% of male labour force)	11
Women in non-agricultural paid labour (% of total labour force)	13
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	15
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	4.01

Education

Female teachers, primary education (%)	51
Female teachers, secondary education (%)	49
Female teachers, tertiary education (%)	38
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	29
Early marriage (% women, aged 15–19)	4
Fertility rate (births per woman)	2.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	4
Antenatal care coverage, at least one visit (%)	89
Births attended by skilled health staff (%)	95
Maternal mortality ratio (per 100,000 live births) ⁴	120 [61-220]
Contraceptive prevalence, married women (%)	61
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	29
Overall population sex ratio (male/female)	1.02

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1962
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social security
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

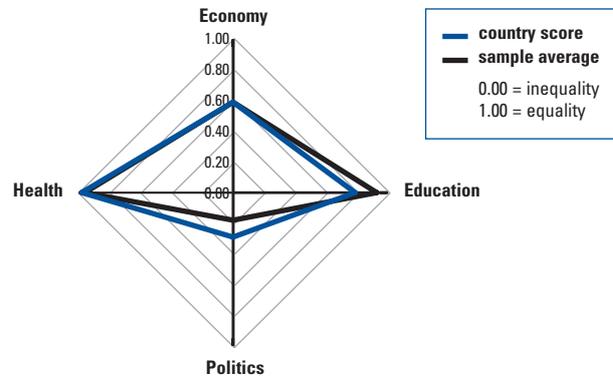
Angola

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **87** **0.662**

Key Indicators

Total population (millions)	18.99
Population growth (%)	2.64
GDP (US\$ billions)	25.90
GDP (PPP) per capita	5,480

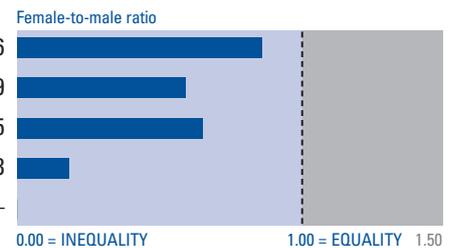


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 96 0.594 0.588

Labour force participation.....	41	0.86	0.68	76	89	0.86
Wage equality for similar work (survey).....	100	0.59	0.65	—	—	0.59
Estimated earned income (PPP US\$).....	44	0.65	0.52	4,580	7,079	0.65
Legislators, senior officials, and managers	94	0.18	0.26	15	85	0.18
Professional and technical workers	—	—	0.64	—	—	—



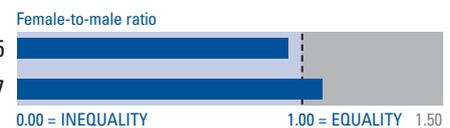
Educational Attainment..... 126 0.786 0.928

Literacy rate.....	121	0.70	0.86	58	83	0.70
Enrolment in primary education.....	129	0.86	0.98	48	55	0.86
Enrolment in secondary education.....	122	0.78	0.90	—	—	0.78
Enrolment in tertiary education.....	112	0.65	0.86	1	1	0.65



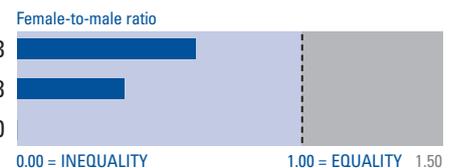
Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	47	44	1.07



Political Empowerment..... 24 0.290 0.185

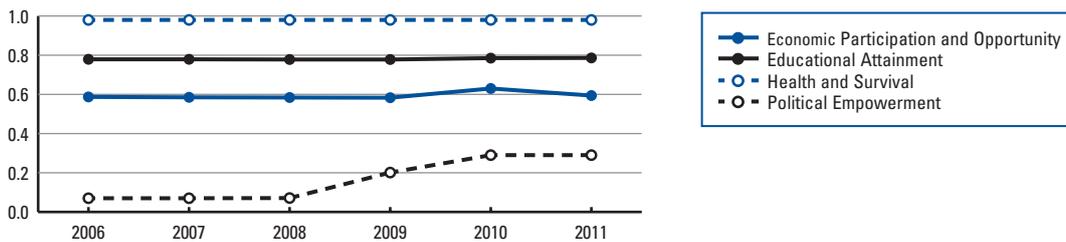
Women in parliament.....	10	0.63	0.22	39	61	0.63
Women in ministerial positions	28	0.38	0.18	28	72	0.38
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Angola

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	87	0.662	96	0.594	126	0.786	1	0.980	24	0.290
Gender Gap Index 2010 (out of 134 countries)	81	0.671	76	0.630	125	0.785	1	0.980	24	0.290
Gender Gap Index 2009 (out of 134 countries)	106	0.635	96	0.583	127	0.778	1	0.980	36	0.201
Gender Gap Index 2008 (out of 130 countries)	114	0.603	87	0.584	122	0.778	1	0.980	103	0.071
Gender Gap Index 2007 (out of 128 countries)	110	0.603	87	0.585	119	0.779	1	0.980	92	0.070
Gender Gap Index 2006 (out of 115 countries)	96	0.604	69	0.587	107	0.779	1	0.980	81	0.070

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	—
Male adult unemployment rate (% of male labour force)	—
Women in non-agricultural paid labour (% of total labour force)	24
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	4.10

Education

Female teachers, primary education (%)	—
Female teachers, secondary education (%)	30
Female teachers, tertiary education (%)	20
Female school life expectancy, primary to secondary (years)	4
Male school life expectancy, primary to secondary (years)	5

Marriage and Childbearing

Mean age of marriage for women (years)	19
Early marriage (% women, aged 15–19)	36
Fertility rate (births per woman)	5.80
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	165
Antenatal care coverage, at least one visit (%)	68
Births attended by skilled health staff (%)	49
Maternal mortality ratio (per 100,000 live births) ⁴	610 [270-1,400]
Contraceptive prevalence, married women (%)	6
Female HIV prevalence, aged 15–49 (%)	2.40
Male HIV prevalence, aged 15–49 (%)	1.60
Infant mortality rate (per 1,000 live births)	98
Overall population sex ratio (male/female)	0.97

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.50
Year women received right to vote	1975
Quota type	Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social security and employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

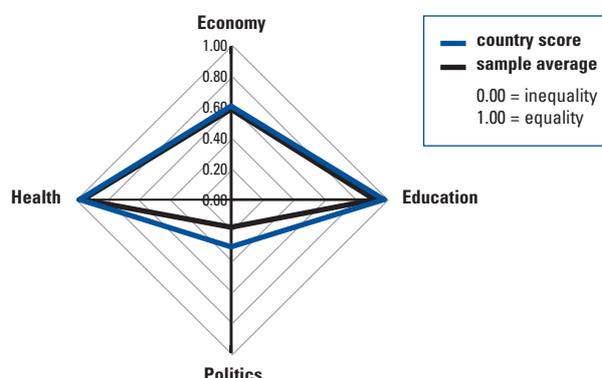
Argentina

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **28** **0.724**

Key Indicators

Total population (millions)	40.67
Population growth (%)	0.96
GDP (US\$ billions)	434.41
GDP (PPP) per capita	14,273

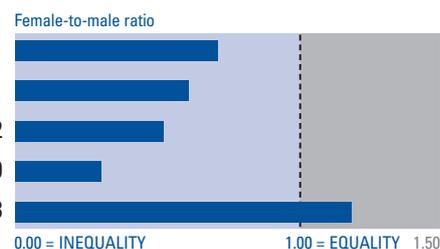


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

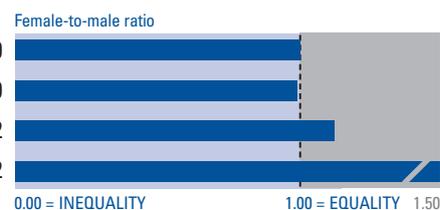
Economic Participation and Opportunity 84 0.612 0.588

Labour force participation.....	86	0.71	0.68	58	82	0.71
Wage equality for similar work (survey).....	90	0.61	0.65	—	—	0.61
Estimated earned income (PPP US\$).....	86	0.52	0.52	10,035	19,217	0.52
Legislators, senior officials, and managers	81	0.30	0.26	23	77	0.30
Professional and technical workers	1	1.00	0.64	54	46	1.18



Educational Attainment..... 51 0.994 0.928

Literacy rate.....	1	1.00	0.86	98	98	1.00
Enrolment in primary education.....	94	0.99	0.98	98	99	0.99
Enrolment in secondary education.....	1	1.00	0.90	85	76	1.12
Enrolment in tertiary education.....	1	1.00	0.86	84	55	1.52



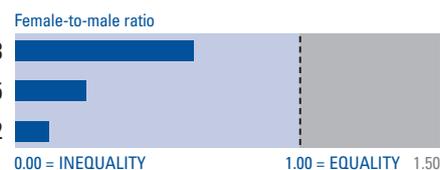
Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	69	64	1.08



Political Empowerment..... 20 0.308 0.185

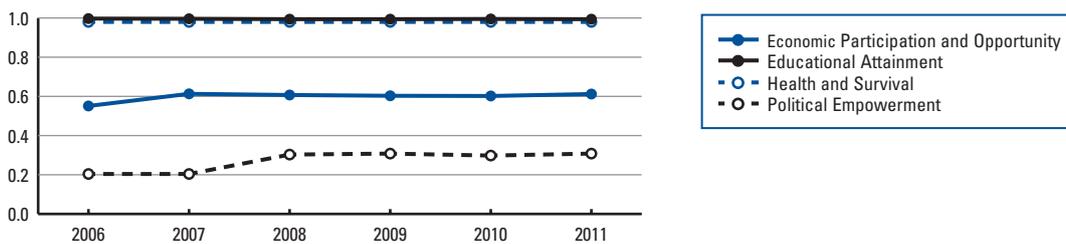
Women in parliament.....	12	0.63	0.22	39	62	0.63
Women in ministerial positions	54	0.25	0.18	20	80	0.25
Years with female head of state (last 50)	16	0.12	0.16	5	45	0.12



Argentina

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	28	0.724	84	0.612	51	0.994	1	0.980	20	0.308
Gender Gap Index 2010 (out of 134 countries)	29	0.719	87	0.602	47	0.995	1	0.980	20	0.298
Gender Gap Index 2009 (out of 134 countries)	24	0.721	89	0.603	57	0.994	1	0.980	14	0.308
Gender Gap Index 2008 (out of 130 countries)	24	0.721	80	0.607	57	0.994	1	0.980	15	0.303
Gender Gap Index 2007 (out of 128 countries)	33	0.698	75	0.613	33	0.996	1	0.980	25	0.204
Gender Gap Index 2006 (out of 115 countries)	41	0.683	82	0.551	29	0.997	1	0.980	23	0.204

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	10
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	45
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	4.09

Education

Female teachers, primary education (%)	87
Female teachers, secondary education (%)	69
Female teachers, tertiary education (%)	52
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	25
Early marriage (% women, aged 15–19)	12
Fertility rate (births per woman)	2.20
Adolescent fertility rate (births per 1,000 women, aged 15–19)	65
Antenatal care coverage, at least one visit (%)	91
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	70 [61-77]
Contraceptive prevalence, married women (%)	65
Female HIV prevalence, aged 15–49 (%)	0.30
Male HIV prevalence, aged 15–49 (%)	0.60
Infant mortality rate (per 1,000 live births)	13
Overall population sex ratio (male/female)	0.96

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.25
Year women received right to vote	1947
Quota type	Legislated candidate quotas; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	90 days
Maternity leave benefits (% of wages paid)	100, in addition, a means-tested birth grant is paid in lump sum
Provider of maternity coverage	Family allowance funds (financed through state and employer contributions)
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

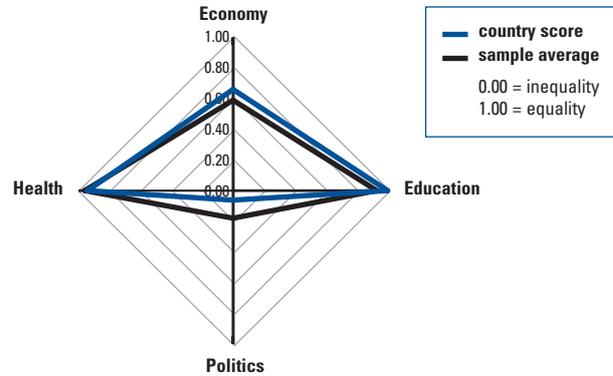
Armenia

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **84** **0.665**

Key Indicators

Total population (millions)	3.09
Population growth (%)	0.24
GDP (US\$ billions)	4.05
GDP (PPP) per capita	4,842

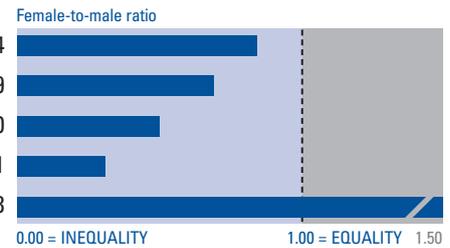


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

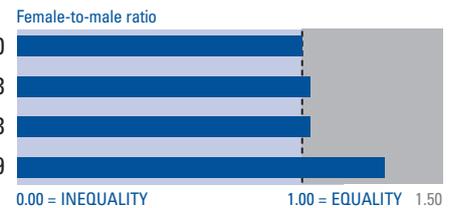
Economic Participation and Opportunity 62 0.658 0.588

Labour force participation.....	50	0.84	0.68	69	83	0.84
Wage equality for similar work (survey).....	49	0.69	0.65	—	—	0.69
Estimated earned income (PPP US\$).....	92	0.50	0.52	3,586	7,218	0.50
Legislators, senior officials, and managers	77	0.31	0.26	24	76	0.31
Professional and technical workers	1	1.00	0.64	65	35	1.88



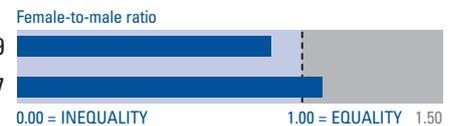
Educational Attainment..... 27 0.999 0.928

Literacy rate.....	53	1.00	0.86	99	100	1.00
Enrolment in primary education.....	1	1.00	0.98	86	83	1.03
Enrolment in secondary education.....	1	1.00	0.90	89	86	1.03
Enrolment in tertiary education.....	1	1.00	0.86	57	44	1.29



Health and Survival..... 131 0.942 0.956

Sex ratio at birth (female/male).....	134	0.89	0.92	—	—	0.89
Healthy life expectancy.....	1	1.06	1.04	63	59	1.07



Political Empowerment..... 108 0.062 0.185

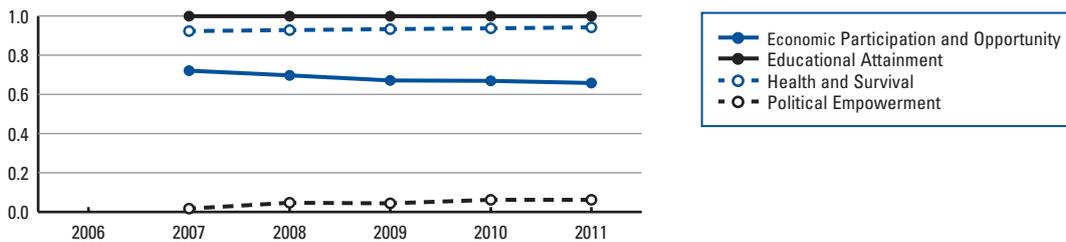
Women in parliament.....	107	0.10	0.22	9	91	0.10
Women in ministerial positions	83	0.13	0.18	11	89	0.13
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Armenia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	84	0.665	62	0.658	27	0.999	131	0.942	108	0.062
Gender Gap Index 2010 (out of 134 countries)	84	0.667	59	0.669	26	0.999	130	0.937	106	0.062
Gender Gap Index 2009 (out of 134 countries)	90	0.662	56	0.671	29	0.999	133	0.933	123	0.044
Gender Gap Index 2008 (out of 130 countries)	78	0.668	36	0.697	29	0.999	130	0.928	118	0.047
Gender Gap Index 2007 (out of 128 countries)	71	0.665	24	0.721	24	0.999	128	0.923	125	0.017
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	35
Male adult unemployment rate (% of male labour force)	22
Women in non-agricultural paid labour (% of total labour force)	45
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	23
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	4.60

Education

Female teachers, primary education (%)	100
Female teachers, secondary education (%)	84
Female teachers, tertiary education (%)	59
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	9

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	9
Fertility rate (births per woman)	1.70
Adolescent fertility rate (births per 1,000 women, aged 15–19)	26
Antenatal care coverage, at least one visit (%)	93
Births attended by skilled health staff (%)	98
Maternal mortality ratio (per 100,000 live births) ⁴	29 [18-45]
Contraceptive prevalence, married women (%)	53
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	20
Overall population sex ratio (male/female)	0.87

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1918
Quota type	Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	140 days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social insurance
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	Public and private kindergartens; public daycare centres. A family benefit system is at place based on the assessment of the family vulnerability

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

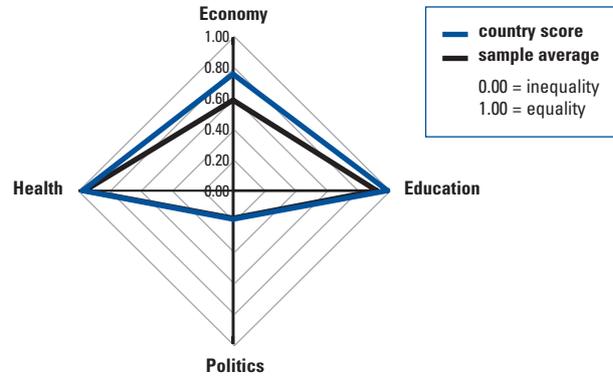
Australia

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **23** **0.729**

Key Indicators

Total population (millions)	22.33
Population growth (%)	2.05
GDP (US\$ billions)	548.10
GDP (PPP) per capita	34,259



Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

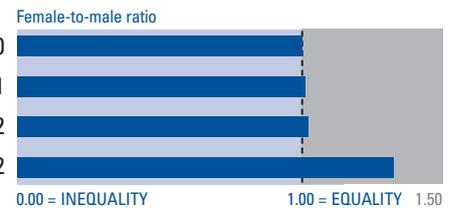
Economic Participation and Opportunity 18 0.756 0.588

Labour force participation.....	45	0.85	0.68	70	83	0.85
Wage equality for similar work (survey).....	76	0.64	0.65	—	—	0.64
Estimated earned income (PPP US\$).....	10	0.82	0.52	32,861	40,000	0.82
Legislators, senior officials, and managers	25	0.58	0.26	37	63	0.58
Professional and technical workers	1	1.00	0.64	54	46	1.16



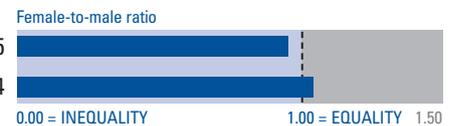
Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	97	96	1.01
Enrolment in secondary education.....	1	1.00	0.90	88	87	1.02
Enrolment in tertiary education.....	1	1.00	0.86	94	71	1.32



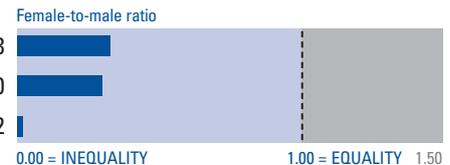
Health and Survival..... 74 0.974 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	82	1.04	1.04	75	72	1.04



Political Empowerment..... 38 0.186 0.185

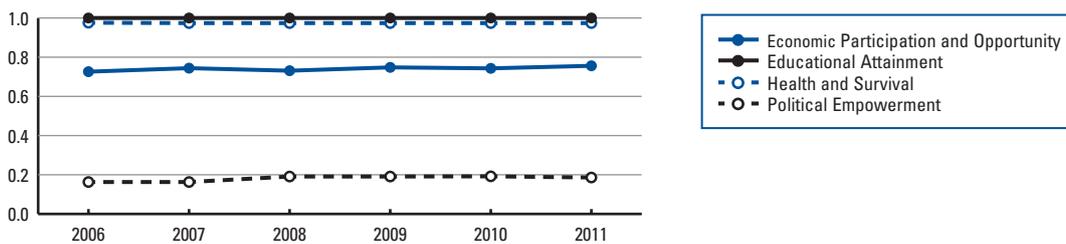
Women in parliament.....	32	0.33	0.22	25	75	0.33
Women in ministerial positions	41	0.30	0.18	23	77	0.30
Years with female head of state (last 50)	37	0.02	0.16	1	49	0.02



Australia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	23	0.729	18	0.756	1	1.000	74	0.974	38	0.186
Gender Gap Index 2010 (out of 134 countries)	23	0.727	24	0.743	1	1.000	73	0.974	39	0.192
Gender Gap Index 2009 (out of 134 countries)	20	0.728	19	0.748	1	1.000	78	0.974	39	0.191
Gender Gap Index 2008 (out of 130 countries)	21	0.724	22	0.731	1	1.000	73	0.974	37	0.191
Gender Gap Index 2007 (out of 128 countries)	17	0.720	12	0.744	1	1.000	71	0.974	35	0.163
Gender Gap Index 2006 (out of 115 countries)	15	0.716	12	0.726	1	1.000	57	0.976	32	0.163

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	5
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	47
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	4.93

Education

Female teachers, primary education (%)	—
Female teachers, secondary education (%)	—
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	15
Male school life expectancy, primary to secondary (years)	15

Marriage and Childbearing

Mean age of marriage for women (years)	30
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.80
Adolescent fertility rate (births per 1,000 women, aged 15–19)	18
Antenatal care coverage, at least one visit (%)	98
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	8 [6-10]
Contraceptive prevalence, married women (%)	71
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.20
Infant mortality rate (per 1,000 live births)	4
Overall population sex ratio (male/female)	0.99

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1902, 1962
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	12 months
Maternity leave benefits (% of wages paid)	A lump sum payment is paid for each child
Provider of maternity coverage	Social assistance system financed by the state
Length of paternity leave	3 weeks, concurrent to the mother's leave
Paternity leave benefits (% of wages paid)	Industrial instrument entitlement for paid paternity leave: 100% of pre birth earnings
Daycare options	Public and private daycare with allowance. Homecare with allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

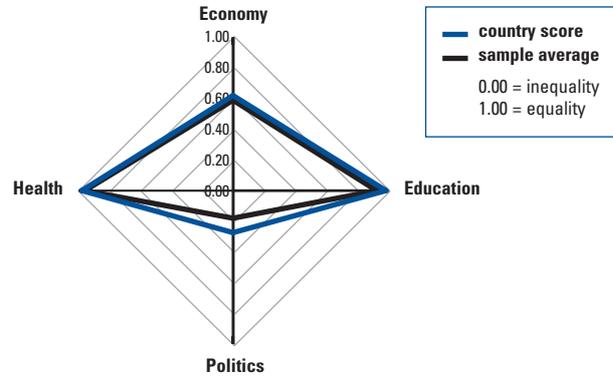
Austria

Rank (out of 135 countries) **34** Score (0.00 = inequality, 1.00 = equality) **0.717**

Gender Gap Index 2011

Key Indicators

Total population (millions)	8.38
Population growth (%)	0.21
GDP (US\$ billions)	222.64
GDP (PPP) per capita	35,279

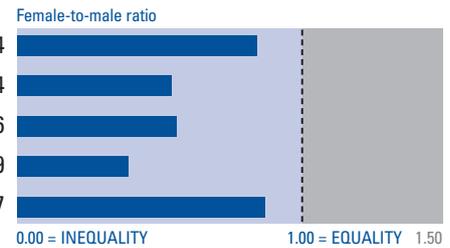


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

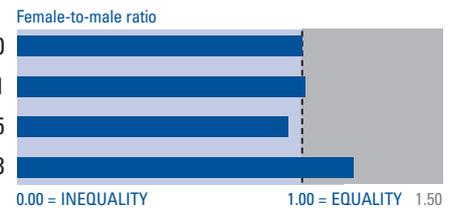
Economic Participation and Opportunity 77 0.624 0.588

Labour force participation.....	46	0.84	0.68	68	81	0.84
Wage equality for similar work (survey).....	116	0.54	0.65	—	—	0.54
Estimated earned income (PPP US\$).....	73	0.56	0.52	22,528	40,000	0.56
Legislators, senior officials, and managers	66	0.39	0.26	28	72	0.39
Professional and technical workers	74	0.87	0.64	47	53	0.87



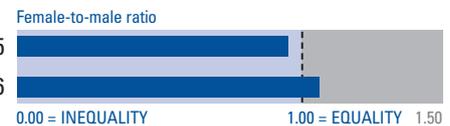
Educational Attainment..... 76 0.989 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	98	97	1.01
Enrolment in secondary education.....	103	0.95	0.90	—	—	0.95
Enrolment in tertiary education.....	1	1.00	0.86	64	54	1.18



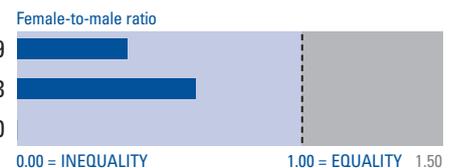
Health and Survival..... 46 0.979 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	58	1.06	1.04	74	70	1.06



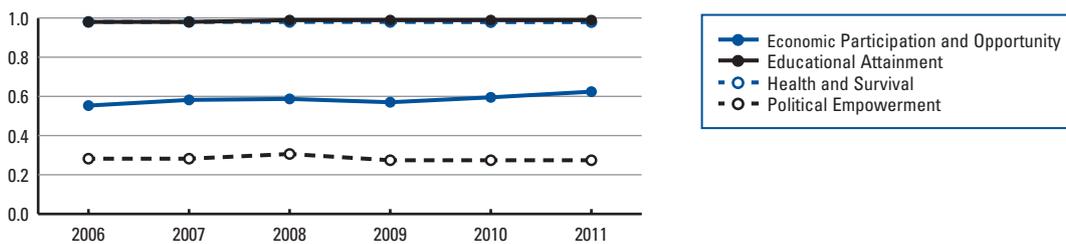
Political Empowerment..... 27 0.274 0.185

Women in parliament.....	26	0.39	0.22	28	72	0.39
Women in ministerial positions	9	0.63	0.18	38	62	0.63
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	34	0.717	77	0.624	76	0.989	46	0.979	27	0.274
Gender Gap Index 2010 (out of 134 countries)	37	0.709	92	0.595	75	0.989	44	0.979	26	0.274
Gender Gap Index 2009 (out of 134 countries)	42	0.703	102	0.570	78	0.989	1	0.980	23	0.274
Gender Gap Index 2008 (out of 130 countries)	29	0.715	84	0.587	76	0.989	1	0.980	14	0.306
Gender Gap Index 2007 (out of 128 countries)	27	0.706	89	0.582	77	0.980	1	0.980	15	0.282
Gender Gap Index 2006 (out of 115 countries)	27	0.699	81	0.553	68	0.980	1	0.980	14	0.282

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	5
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	47
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	4.53

Education

Female teachers, primary education (%)	89
Female teachers, secondary education (%)	62
Female teachers, tertiary education (%)	32
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	27
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	11
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	5 [5-6]
Contraceptive prevalence, married women (%)	51
Female HIV prevalence, aged 15–49 (%)	0.20
Male HIV prevalence, aged 15–49 (%)	0.40
Infant mortality rate (per 1,000 live births)	4
Overall population sex ratio (male/female)	0.95

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1918
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	16 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Statutory health insurance, family burden equalization fund, or employer
Length of paternity leave	No
Paternity leave benefits (% of wages paid)	—
Daycare options	Public and private daycare with allowance; homecare assistance with flat- rate allowances

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

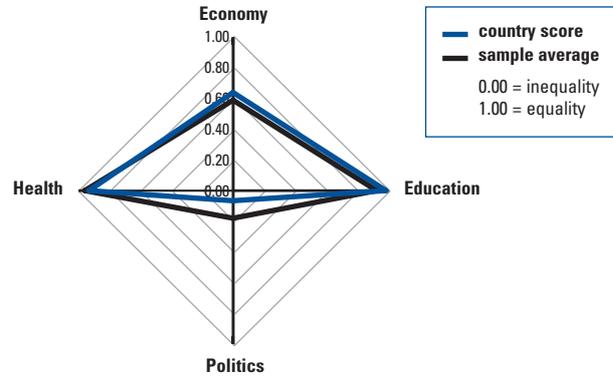
Azerbaijan

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **91** **0.658**

Key Indicators

Total population (millions)	8.88
Population growth (%)	1.16
GDP (US\$ billions)	21.23
GDP (PPP) per capita	9,084

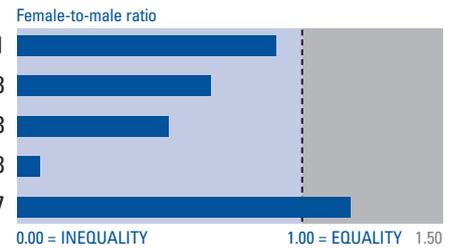


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

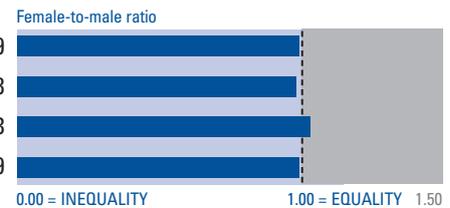
Economic Participation and Opportunity 70 0.642 0.588

Labour force participation.....	16	0.91	0.68	65	71	0.91
Wage equality for similar work (survey).....	54	0.68	0.65	—	—	0.68
Estimated earned income (PPP US\$).....	85	0.53	0.52	6,691	12,721	0.53
Legislators, senior officials, and managers	117	0.08	0.26	7	93	0.08
Professional and technical workers	1	1.00	0.64	54	46	1.17



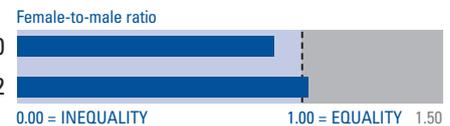
Educational Attainment..... 73 0.989 0.928

Literacy rate.....	60	0.99	0.86	99	100	0.99
Enrolment in primary education.....	101	0.98	0.98	84	86	0.98
Enrolment in secondary education.....	1	1.00	0.90	94	91	1.03
Enrolment in tertiary education.....	89	0.99	0.86	19	19	0.99



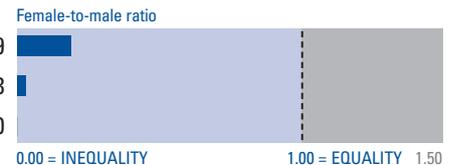
Health and Survival..... 132 0.933 0.956

Sex ratio at birth (female/male).....	130	0.90	0.92	—	—	0.90
Healthy life expectancy.....	112	1.02	1.04	60	59	1.02



Political Empowerment..... 103 0.066 0.185

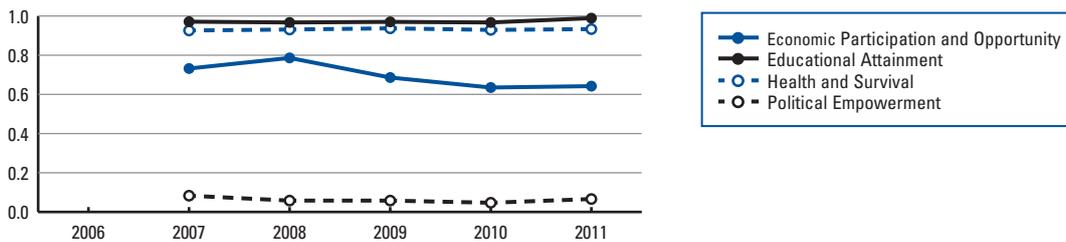
Women in parliament.....	74	0.19	0.22	16	84	0.19
Women in ministerial positions	128	0.03	0.18	3	97	0.03
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Azerbaijan

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	91	0.658	70	0.642	73	0.989	132	0.933	103	0.066
Gender Gap Index 2010 (out of 134 countries)	100	0.645	73	0.635	93	0.967	134	0.929	113	0.047
Gender Gap Index 2009 (out of 134 countries)	89	0.663	47	0.686	94	0.970	132	0.937	119	0.058
Gender Gap Index 2008 (out of 130 countries)	61	0.686	4	0.786	91	0.967	129	0.931	114	0.058
Gender Gap Index 2007 (out of 128 countries)	59	0.678	19	0.732	82	0.971	127	0.926	85	0.083
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	5
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	44
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	4.97

Education

Female teachers, primary education (%)	87
Female teachers, secondary education (%)	68
Female teachers, tertiary education (%)	52
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	13
Fertility rate (births per woman)	2.10
Adolescent fertility rate (births per 1,000 women, aged 15–19)	42
Antenatal care coverage, at least one visit (%)	77
Births attended by skilled health staff (%)	89
Maternal mortality ratio (per 100,000 live births) ⁴	38 [24-60]
Contraceptive prevalence, married women (%)	51
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	30
Overall population sex ratio (male/female)	0.96

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1918
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	126 calendar days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social insurance
Length of paternity leave	14 days
Paternity leave benefits (% of wages paid)	Unpaid
Daycare options	Public and private daycare assistance, homecare assistance with allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

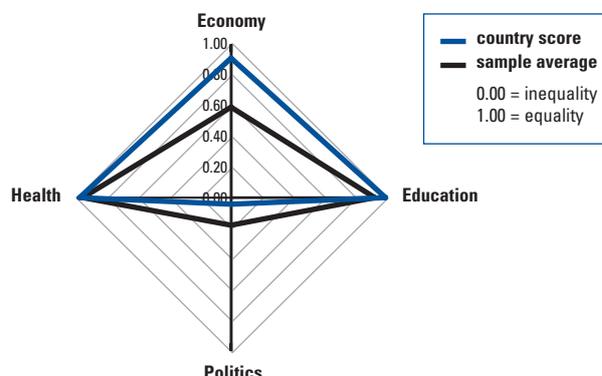
Bahamas

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **22** **0.734**

Key Indicators

Total population (millions)	0.35
Population growth (%)	1.17
GDP (US\$ billions)	5.56
GDP (PPP) per capita	22,582

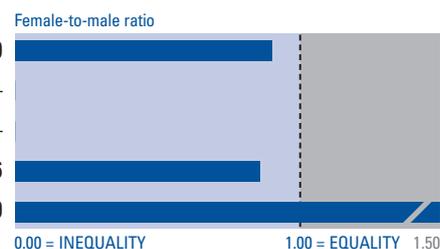


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

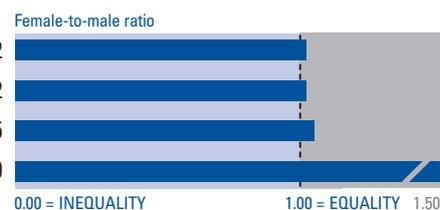
Economic Participation and Opportunity 1 0.914 0.588

Labour force participation.....	22	0.90	0.68	74	83	0.90
Wage equality for similar work (survey).....	—	—	0.65	—	—	—
Estimated earned income (PPP US\$).....	—	—	0.52	—	—	—
Legislators, senior officials, and managers	7	0.86	0.26	46	54	0.86
Professional and technical workers	1	1.00	0.64	63	37	1.70



Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	97	95	1.02
Enrolment in primary education.....	1	1.00	0.98	92	90	1.02
Enrolment in secondary education.....	1	1.00	0.90	87	83	1.05
Enrolment in tertiary education.....	1	1.00	0.86	22	8	2.70



Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	1	1.06	1.04	68	63	1.08



Political Empowerment..... 117 0.043 0.185

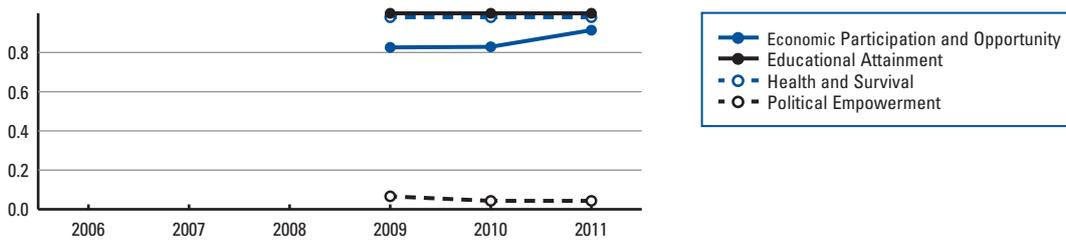
Women in parliament.....	94	0.14	0.22	12	88	0.14
Women in ministerial positions	129	0.00	0.18	0	100	0.00
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Bahamas

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	22	0.734	1	0.914	1	1.000	1	0.980	117	0.043
Gender Gap Index 2010 (out of 134 countries)	36	0.713	4	0.829	1	1.000	1	0.980	115	0.043
Gender Gap Index 2009 (out of 134 countries)	28	0.718	2	0.826	1	1.000	1	0.980	109	0.066
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	14
Male adult unemployment rate (% of male labour force)	8
Women in non-agricultural paid labour (% of total labour force)	49
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	—

Education

Female teachers, primary education (%)	87
Female teachers, secondary education (%)	70
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	27
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	2.00
Adolescent fertility rate (births per 1,000 women, aged 15–19)	44
Antenatal care coverage, at least one visit (%)	98
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	49 [38-57]
Contraceptive prevalence, married women (%)	62
Female HIV prevalence, aged 15–49 (%)	3.70
Male HIV prevalence, aged 15–49 (%)	2.40
Infant mortality rate (per 1,000 live births)	8
Overall population sex ratio (male/female)	0.96

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1961, 1964
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	13 weeks
Maternity leave benefits (% of wages paid)	100;
benefits by the National Insurance Board are paid for 13 weeks, by the Employer for 12 weeks	
Provider of maternity coverage	National Insurance Board (2/3) and employer (1/3)
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	Public daycare assistance with allowance; private daycare assistance without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

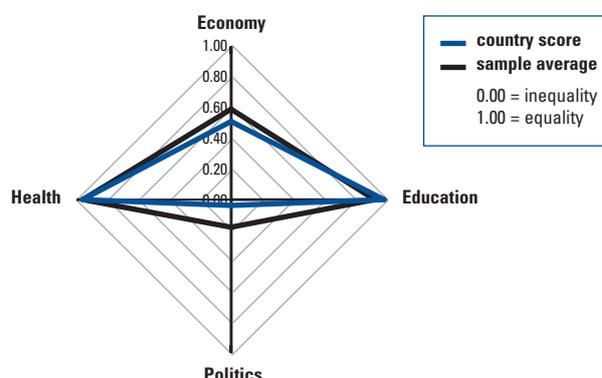
Bahrain

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **110** **0.623**

Key Indicators

Total population (millions)	0.81
Population growth (%)	1.96
GDP (US\$ billions)	13.16
GDP (PPP) per capita	32,233

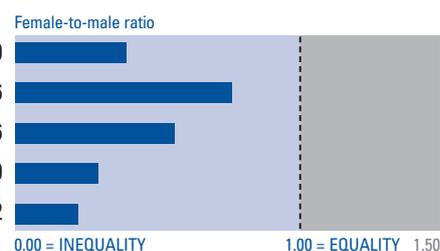


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 115 0.508 0.588

Labour force participation.....	124	0.39	0.68	34	86	0.39
Wage equality for similar work (survey).....	20	0.76	0.65	—	—	0.76
Estimated earned income (PPP US\$).....	75	0.56	0.52	22,378	40,000	0.56
Legislators, senior officials, and managers	82	0.29	0.26	22	78	0.29
Professional and technical workers	114	0.22	0.64	18	82	0.22



Educational Attainment..... 81 0.986 0.928

Literacy rate.....	70	0.98	0.86	90	92	0.98
Enrolment in primary education.....	99	0.98	0.98	97	98	0.98
Enrolment in secondary education.....	1	1.00	0.90	91	87	1.05
Enrolment in tertiary education.....	90	0.98	0.86	51	52	0.98



Health and Survival..... 111 0.961 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	118	1.00	1.04	66	66	1.00



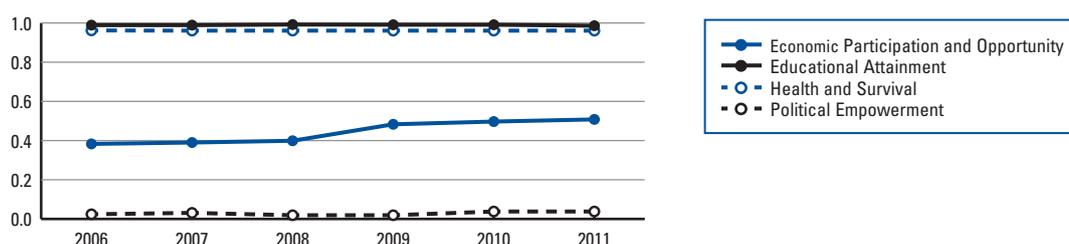
Political Empowerment..... 122 0.038 0.185

Women in parliament.....	127	0.03	0.22	3	98	0.03
Women in ministerial positions	85	0.12	0.18	11	89	0.12
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	110	0.623	115	0.508	81	0.986	111	0.961	122	0.038
Gender Gap Index 2010 (out of 134 countries)	110	0.622	115	0.497	60	0.991	110	0.961	120	0.038
Gender Gap Index 2009 (out of 134 countries)	116	0.614	118	0.483	69	0.991	116	0.961	131	0.019
Gender Gap Index 2008 (out of 130 countries)	121	0.593	126	0.399	66	0.992	112	0.961	127	0.019
Gender Gap Index 2007 (out of 128 countries)	115	0.593	124	0.390	59	0.989	110	0.961	121	0.031
Gender Gap Index 2006 (out of 115 countries)	102	0.589	111	0.383	54	0.989	104	0.962	110	0.024

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	10
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	10
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	30
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	5.23

Education

Female teachers, primary education (%)	76
Female teachers, secondary education (%)	54
Female teachers, tertiary education (%)	33
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	26
Early marriage (% women, aged 15–19)	7
Fertility rate (births per woman)	2.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	14
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	97
Maternal mortality ratio (per 100,000 live births) ⁴	19 [11–30]
Contraceptive prevalence, married women (%)	62
Female HIV prevalence, aged 15–49 (%)	—
Male HIV prevalence, aged 15–49 (%)	—
Infant mortality rate (per 1,000 live births)	9
Overall population sex ratio (male/female)	1.34

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1973, 2002
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	45 days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

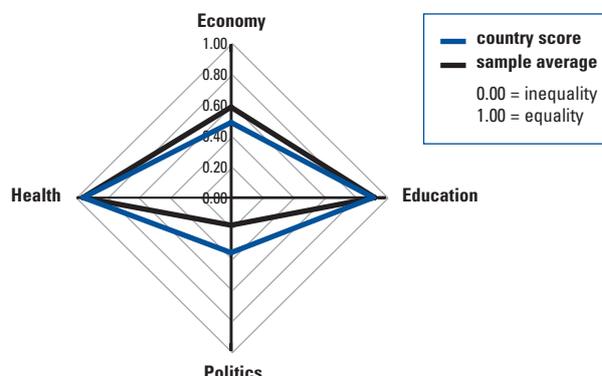
Bangladesh

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **69** **0.681**

Key Indicators

Total population (millions)	164.43
Population growth (%)	1.35
GDP (US\$ billions)	82.80
GDP (PPP) per capita	1,343

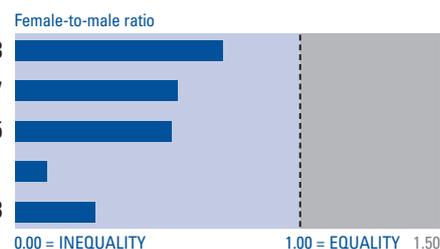


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

Economic Participation and Opportunity 118 0.493 0.588

Labour force participation.....	83	0.73	0.68	62	85	0.73
Wage equality for similar work (survey).....	105	0.57	0.65	—	—	0.57
Estimated earned income (PPP US\$).....	80	0.55	0.52	1,000	1,823	0.55
Legislators, senior officials, and managers	109	0.11	0.26	10	90	0.11
Professional and technical workers	108	0.28	0.64	22	78	0.28



Educational Attainment..... 108 0.917 0.928

Literacy rate.....	108	0.84	0.86	51	61	0.84
Enrolment in primary education.....	1	1.00	0.98	90	83	1.08
Enrolment in secondary education.....	1	1.00	0.90	43	40	1.05
Enrolment in tertiary education.....	116	0.56	0.86	6	10	0.56



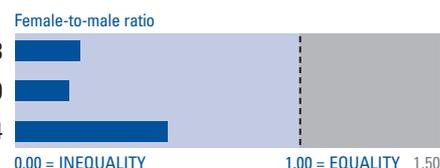
Health and Survival..... 123 0.956 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.96
Healthy life expectancy.....	131	0.98	1.04	55	56	0.98



Political Empowerment..... 11 0.359 0.185

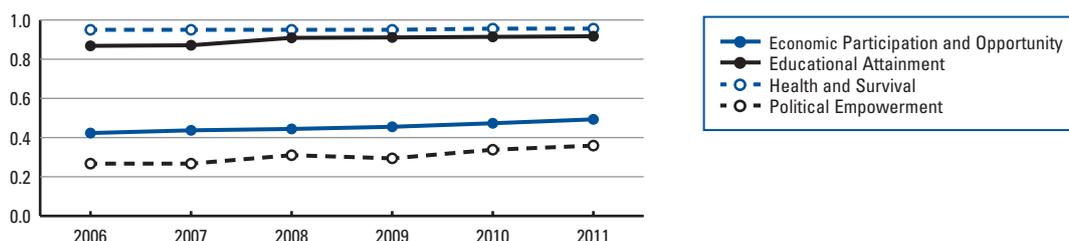
Women in parliament.....	66	0.23	0.22	19	81	0.23
Women in ministerial positions	65	0.19	0.18	16	84	0.19
Years with female head of state (last 50)	5	0.54	0.16	18	32	0.54



Bangladesh

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	69	0.681	118	0.493	108	0.917	123	0.956	11	0.359
Gender Gap Index 2010 (out of 134 countries)	82	0.670	117	0.473	108	0.914	122	0.956	12	0.338
Gender Gap Index 2009 (out of 134 countries)	93	0.653	121	0.455	105	0.911	127	0.950	17	0.294
Gender Gap Index 2008 (out of 130 countries)	90	0.653	119	0.444	104	0.909	124	0.950	13	0.310
Gender Gap Index 2007 (out of 128 countries)	100	0.631	116	0.437	105	0.871	122	0.950	17	0.267
Gender Gap Index 2006 (out of 115 countries)	91	0.627	107	0.423	95	0.868	113	0.950	17	0.267

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	7
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	20
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	32
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	4.05

Education

Female teachers, primary education (%)	43
Female teachers, secondary education (%)	20
Female teachers, tertiary education (%)	20
Female school life expectancy, primary to secondary (years)	8
Male school life expectancy, primary to secondary (years)	7

Marriage and Childbearing

Mean age of marriage for women (years)	19
Early marriage (% women, aged 15–19)	48
Fertility rate (births per woman)	2.30
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	133
Antenatal care coverage, at least one visit (%)	52
Births attended by skilled health staff (%)	18
Maternal mortality ratio (per 100,000 live births) ⁴	340 [170-660]
Contraceptive prevalence, married women (%)	56
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	<0.10
Infant mortality rate (per 1,000 live births)	41
Overall population sex ratio (male/female)	1.02

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.08
Year women received right to vote	1935, 1972
Quota type	Reserved seats at single/lower house
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	16 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

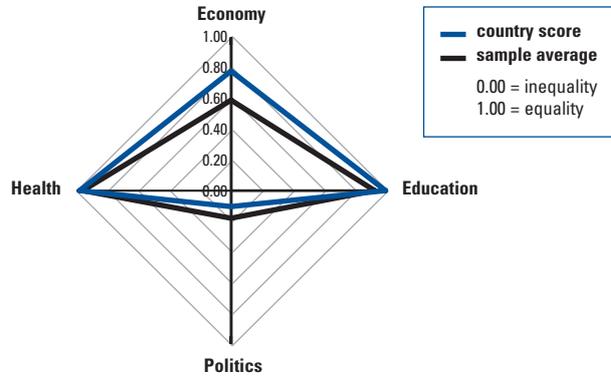
Barbados

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **33** **0.717**

Key Indicators

Total population (millions)	0.26
Population growth (%)	0.27
GDP (US\$ billions)	2.52
GDP (PPP) per capita	18,723



Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

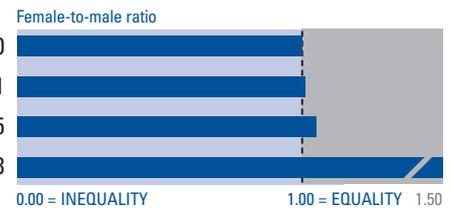
Economic Participation and Opportunity 8 0.784 0.588

Labour force participation	23	0.90	0.68	76	85	0.90
Wage equality for similar work (survey).....	34	0.74	0.65	—	—	0.74
Estimated earned income (PPP US\$).....	46	0.64	0.52	15,119	23,507	0.64
Legislators, senior officials, and managers	9	0.77	0.26	43	57	0.77
Professional and technical workers	1	1.00	0.64	52	48	1.09



Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	97	96	1.01
Enrolment in secondary education.....	1	1.00	0.90	93	88	1.05
Enrolment in tertiary education.....	1	1.00	0.86	73	34	2.18



Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.99
Healthy life expectancy	1	1.06	1.04	69	65	1.06



Political Empowerment..... 82 0.104 0.185

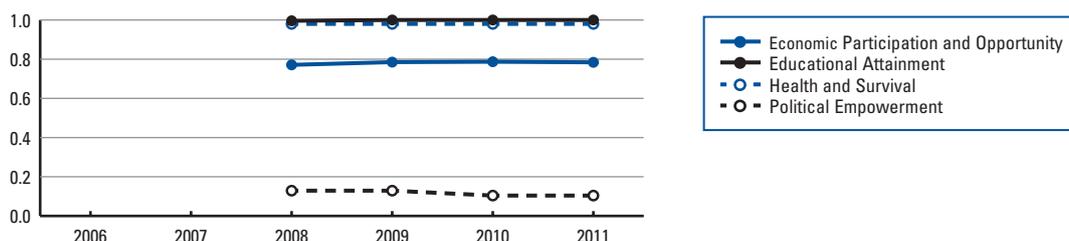
Women in parliament.....	103	0.11	0.22	10	90	0.11
Women in ministerial positions	118	0.06	0.18	6	94	0.06
Years with female head of state (last 50)	15	0.12	0.16	6	44	0.12



Barbados

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	33	0.717	8	0.784	1	1.000	1	0.980	82	0.104
Gender Gap Index 2010 (out of 134 countries)	31	0.718	7	0.787	1	1.000	1	0.980	80	0.104
Gender Gap Index 2009 (out of 134 countries)	21	0.724	5	0.785	1	1.000	1	0.980	67	0.129
Gender Gap Index 2008 (out of 130 countries)	26	0.719	9	0.771	44	0.996	1	0.980	62	0.129
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	9
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	51
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	5.44

Education

Female teachers, primary education (%)	78
Female teachers, secondary education (%)	59
Female teachers, tertiary education (%)	49
Female school life expectancy, primary to secondary (years)	—
Male school life expectancy, primary to secondary (years)	—

Marriage and Childbearing

Mean age of marriage for women (years)	32
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.50
Adolescent fertility rate (births per 1,000 women, aged 15–19)	53
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	64 [55–72]
Contraceptive prevalence, married women (%)	55
Female HIV prevalence, aged 15–49 (%)	1.10
Male HIV prevalence, aged 15–49 (%)	1.70
Infant mortality rate (per 1,000 live births)	10
Overall population sex ratio (male/female)	0.94

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1950
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	National insurance system
Length of paternity leave	No
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

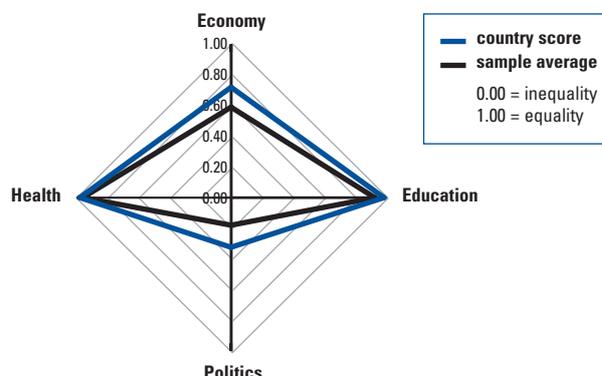
Belgium

Rank (out of 135 countries) **13** Score (0.00 = inequality, 1.00 = equality) **0.753**

Gender Gap Index 2011

Key Indicators

Total population (millions)	10.87
Population growth (%)	0.72
GDP (US\$ billions)	266.51
GDP (PPP) per capita	32,863

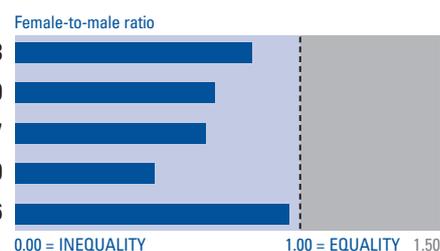


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

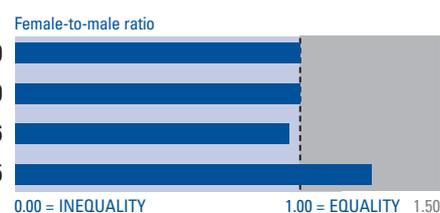
Economic Participation and Opportunity 36 0.719 0.588

Labour force participation.....	53	0.83	0.68	61	73	0.83
Wage equality for similar work (survey).....	44	0.70	0.65	—	—	0.70
Estimated earned income (PPP US\$).....	32	0.67	0.52	26,943	40,000	0.67
Legislators, senior officials, and managers.....	41	0.49	0.26	33	67	0.49
Professional and technical workers.....	65	0.96	0.64	49	51	0.96



Educational Attainment..... 63 0.991 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	99	99	1.00
Enrolment in secondary education.....	99	0.96	0.90	85	89	0.96
Enrolment in tertiary education.....	1	1.00	0.86	74	59	1.25



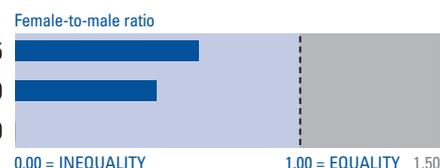
Health and Survival..... 46 0.979 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.96
Healthy life expectancy.....	58	1.06	1.04	74	70	1.06



Political Empowerment..... 17 0.324 0.185

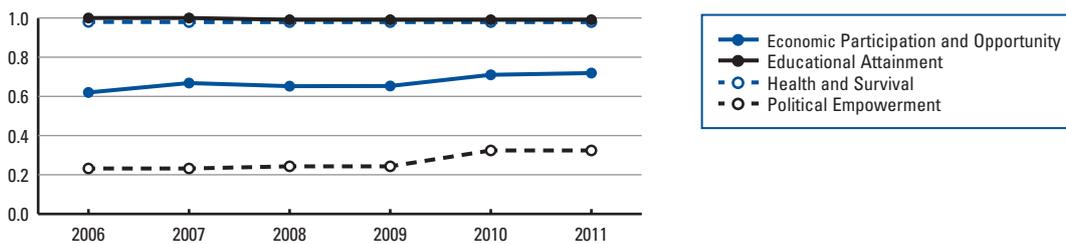
Women in parliament.....	7	0.65	0.22	39	61	0.65
Women in ministerial positions.....	15	0.50	0.18	33	67	0.50
Years with female head of state (last 50).....	52	0.00	0.16	0	50	0.00



Belgium

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	13	0.753	36	0.719	63	0.991	46	0.979	17	0.324
Gender Gap Index 2010 (out of 134 countries)	14	0.751	39	0.710	62	0.991	44	0.979	16	0.324
Gender Gap Index 2009 (out of 134 countries)	33	0.717	64	0.653	71	0.991	55	0.979	29	0.243
Gender Gap Index 2008 (out of 130 countries)	28	0.716	60	0.652	67	0.991	52	0.979	27	0.243
Gender Gap Index 2007 (out of 128 countries)	19	0.720	46	0.668	1	1.000	50	0.979	20	0.232
Gender Gap Index 2006 (out of 115 countries)	20	0.708	54	0.620	1	1.000	1	0.980	19	0.232

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	8
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	47
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	4.99

Education

Female teachers, primary education (%)	80
Female teachers, secondary education (%)	57
Female teachers, tertiary education (%)	42
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	13

Marriage and Childbearing

Mean age of marriage for women (years)	30
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.80
Adolescent fertility rate (births per 1,000 women, aged 15–19)	11
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	5 [4-7]
Contraceptive prevalence, married women (%)	75
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.30
Infant mortality rate (per 1,000 live births)	4
Overall population sex ratio (male/female)	0.96

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1919, 1948
Quota type	Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	15 weeks
Maternity leave benefits (% of wages paid)	82%
for the first 30 days and 75% for the remaining period (up to a ceiling)	
Provider of maternity coverage	Social security
Length of paternity leave	2 weeks within 4 months after the birth of the child; not mandatory; not applicable to independent male workers
Paternity leave benefits (% of wages paid)	100% for the first 3 days; 82% for the remaining period (up to a ceiling)
Daycare options	Public daycare with allowance; private daycare with and without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

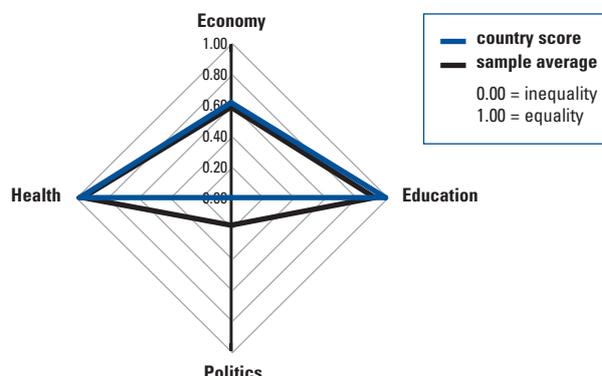
Belize

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **100** **0.649**

Key Indicators

Total population (millions)	0.34
Population growth (%)	3.39
GDP (US\$ billions)	1.21
GDP (PPP) per capita	5,934

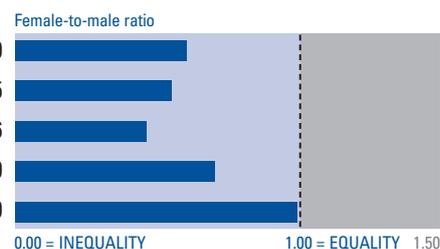


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

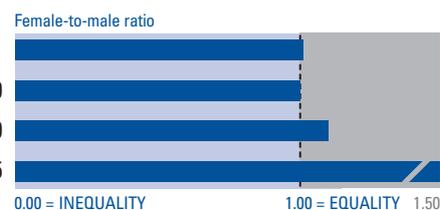
Economic Participation and Opportunity 81 0.616 0.588

Labour force participation.....	102	0.60	0.68	50	83	0.60
Wage equality for similar work (survey).....	114	0.55	0.65	—	—	0.55
Estimated earned income (PPP US\$).....	101	0.46	0.52	4,136	9,081	0.46
Legislators, senior officials, and managers	12	0.70	0.26	41	59	0.70
Professional and technical workers	60	0.99	0.64	50	50	0.99



Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	77	77	1.01
Enrolment in primary education.....	1	1.00	0.98	97	97	1.00
Enrolment in secondary education.....	1	1.00	0.90	68	62	1.10
Enrolment in tertiary education.....	1	1.00	0.86	15	8	1.85



Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	63	57	1.11



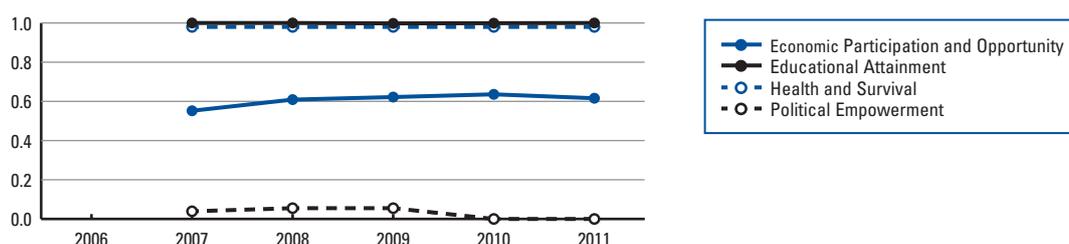
Political Empowerment..... 132 0.000 0.185

Women in parliament.....	130	0.00	0.22	0	100	0.00
Women in ministerial positions	129	0.00	0.18	0	100	0.00
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	100	0.649	81	0.616	1	1.000	1	0.980	132	0.000
Gender Gap Index 2010 (out of 134 countries)	93	0.654	72	0.636	32	0.999	1	0.980	131	0.000
Gender Gap Index 2009 (out of 134 countries)	87	0.664	79	0.622	35	0.998	1	0.980	121	0.055
Gender Gap Index 2008 (out of 130 countries)	86	0.661	79	0.609	1	1.000	1	0.980	116	0.055
Gender Gap Index 2007 (out of 128 countries)	94	0.643	96	0.552	1	1.000	1	0.980	114	0.039
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	13
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	38
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	4.30

Education

Female teachers, primary education (%)	72
Female teachers, secondary education (%)	60
Female teachers, tertiary education (%)	49
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	21
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	2.90
Adolescent fertility rate (births per 1,000 women, aged 15–19)	96
Antenatal care coverage, at least one visit (%)	94
Births attended by skilled health staff (%)	95
Maternal mortality ratio (per 100,000 live births) ⁴	94 [56-140]
Contraceptive prevalence, married women (%)	34
Female HIV prevalence, aged 15–49 (%)	2.80
Male HIV prevalence, aged 15–49 (%)	1.90
Infant mortality rate (per 1,000 live births)	16
Overall population sex ratio (male/female)	1.02

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1954
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social security or employer (for women who are not entitled to receive benefits from social security)
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

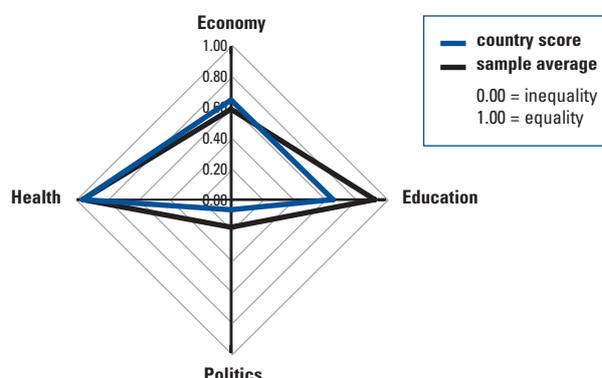
Benin

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **128** **0.583**

Key Indicators

Total population (millions)	9.21
Population growth (%)	3.05
GDP (US\$ billions)	3.34
GDP (PPP) per capita	1,368

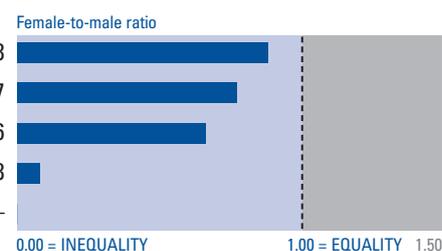


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

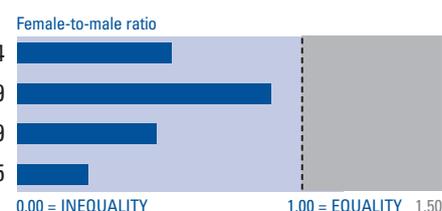
Economic Participation and Opportunity 67 0.649 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	31	0.88	0.68	69	78	0.88
Wage equality for similar work (survey).....	19	0.77	0.65	—	—	0.77
Estimated earned income (PPP US\$).....	37	0.66	0.52	1,202	1,808	0.66
Legislators, senior officials, and managers	119	0.08	0.26	7	93	0.08
Professional and technical workers	—	—	0.64	—	—	—



Educational Attainment..... 133 0.656 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	132	0.54	0.86	29	54	0.54
Enrolment in primary education.....	126	0.89	0.98	86	97	0.89
Enrolment in secondary education.....	130	0.49	0.90	13	26	0.49
Enrolment in tertiary education.....	132	0.25	0.86	2	7	0.25



Health and Survival..... 111 0.961 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	118	1.00	1.04	50	50	1.00



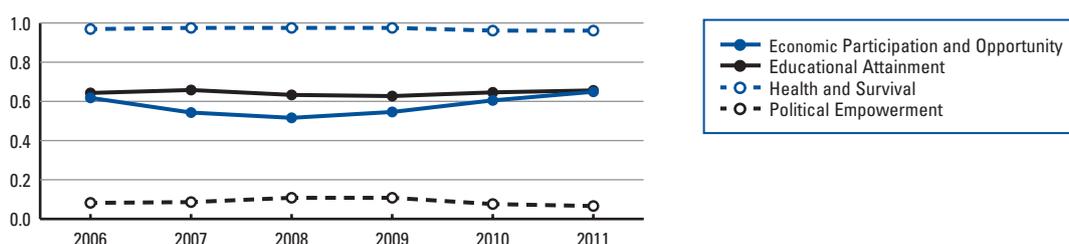
Political Empowerment..... 104 0.066 0.185

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	113	0.09	0.22	8	92	0.09
Women in ministerial positions	72	0.15	0.18	13	87	0.15
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	128	0.583	67	0.649	133	0.656	111	0.961	104	0.066
Gender Gap Index 2010 (out of 134 countries)	128	0.572	85	0.605	133	0.646	110	0.961	100	0.076
Gender Gap Index 2009 (out of 134 countries)	131	0.564	110	0.546	132	0.627	70	0.975	79	0.108
Gender Gap Index 2008 (out of 130 countries)	126	0.558	105	0.516	128	0.633	67	0.975	75	0.108
Gender Gap Index 2007 (out of 128 countries)	123	0.566	102	0.543	125	0.658	65	0.975	81	0.086
Gender Gap Index 2006 (out of 115 countries)	110	0.578	55	0.618	113	0.643	86	0.969	76	0.082

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	0
Male adult unemployment rate (% of male labour force)	1
Women in non-agricultural paid labour (% of total labour force)	24
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	1.00
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	4.84

Education

Female teachers, primary education (%)	19
Female teachers, secondary education (%)	12
Female teachers, tertiary education (%)	9
Female school life expectancy, primary to secondary (years)	7
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	21
Early marriage (% women, aged 15–19)	29
Fertility rate (births per woman)	5.50
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	114
Antenatal care coverage, at least one visit (%)	84
Births attended by skilled health staff (%)	78
Maternal mortality ratio (per 100,000 live births) ⁴	410 [250-690]
Contraceptive prevalence, married women (%)	17
Female HIV prevalence, aged 15–49 (%)	1.40
Male HIV prevalence, aged 15–49 (%)	0.90
Infant mortality rate (per 1,000 live births)	75
Overall population sex ratio (male/female)	1.02

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.17
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1956
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social security (1/2) and employer (1/2)
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

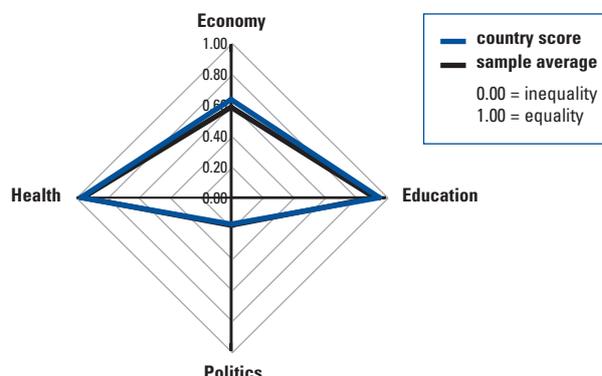
Bolivia

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **62** **0.686**

Key Indicators

Total population (millions)	10.03
Population growth (%)	1.69
GDP (US\$ billions)	12.25
GDP (PPP) per capita	4,309

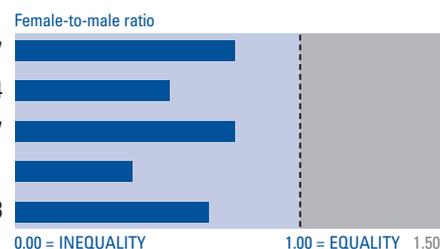


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 72 0.635 0.588

Labour force participation.....	69	0.77	0.68	64	83	0.77
Wage equality for similar work (survey).....	115	0.54	0.65	—	—	0.54
Estimated earned income (PPP US\$).....	14	0.77	0.52	3,856	4,986	0.77
Legislators, senior officials, and managers	63	0.41	0.26	29	71	0.41
Professional and technical workers	88	0.68	0.64	40	60	0.68



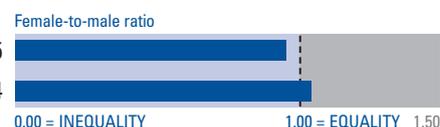
Educational Attainment..... 95 0.965 0.928

Literacy rate.....	98	0.91	0.86	87	95	0.91
Enrolment in primary education.....	1	1.00	0.98	94	93	1.01
Enrolment in secondary education.....	1	1.00	0.90	69	69	1.00
Enrolment in tertiary education.....	100	0.84	0.86	35	42	0.84



Health and Survival..... 84 0.972 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	90	1.04	1.04	59	57	1.04



Political Empowerment..... 45 0.173 0.185

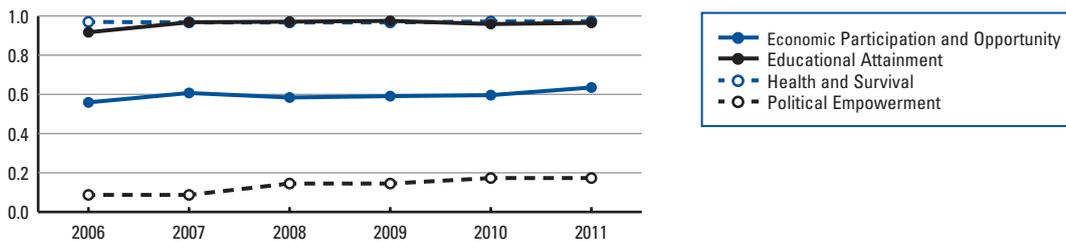
Women in parliament.....	31	0.34	0.22	25	75	0.34
Women in ministerial positions	54	0.25	0.18	20	80	0.25
Years with female head of state (last 50)	42	0.01	0.16	1	49	0.01



Bolivia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	62	0.686	72	0.635	95	0.965	84	0.972	45	0.173
Gender Gap Index 2010 (out of 134 countries)	76	0.675	91	0.596	97	0.959	82	0.972	46	0.173
Gender Gap Index 2009 (out of 134 countries)	82	0.669	94	0.591	91	0.975	112	0.967	56	0.145
Gender Gap Index 2008 (out of 130 countries)	80	0.667	88	0.584	90	0.971	108	0.967	51	0.145
Gender Gap Index 2007 (out of 128 countries)	80	0.657	77	0.607	85	0.968	107	0.967	79	0.087
Gender Gap Index 2006 (out of 115 countries)	87	0.634	77	0.559	89	0.917	79	0.970	71	0.087

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	6
Male adult unemployment rate (% of male labour force)	5
Women in non-agricultural paid labour (% of total labour force)	38
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	11
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	3.83

Education

Female teachers, primary education (%)	61
Female teachers, secondary education (%)	53
Female teachers, tertiary education (%)	29
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	12
Fertility rate (births per woman)	3.50
Adolescent fertility rate (births per 1,000 women, aged 15–19)	89
Antenatal care coverage, at least one visit (%)	86
Births attended by skilled health staff (%)	71
Maternal mortality ratio (per 100,000 live births) ⁴	180 [120-280]
Contraceptive prevalence, married women (%)	61
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.30
Infant mortality rate (per 1,000 live births)	40
Overall population sex ratio (male/female)	0.99

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.42
Year women received right to vote	1938, 1952
Quota type	Legislated candidate quotas; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100% of national minimum wage plus 70% of wages above minimum wage
Provider of maternity coverage	Social insurance
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

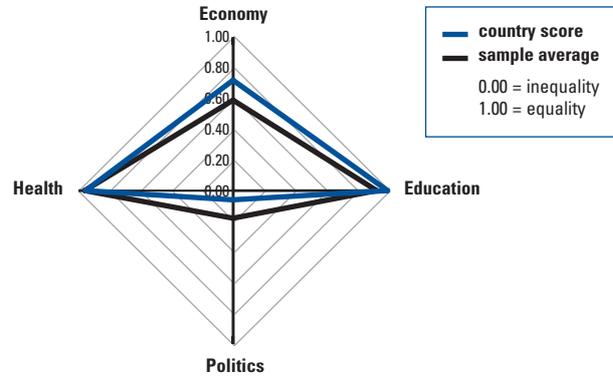
Botswana

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **66** **0.683**

Key Indicators

Total population (millions)	1.98
Population growth (%)	1.42
GDP (US\$ billions)	8.41
GDP (PPP) per capita	12,644

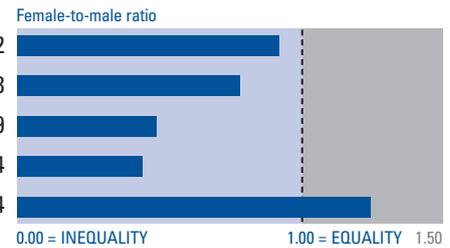


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

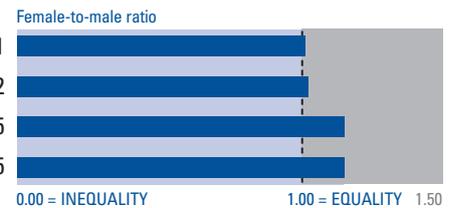
Economic Participation and Opportunity 37 0.719 0.588

Labour force participation.....	12	0.92	0.68	76	82	0.92
Wage equality for similar work (survey).....	11	0.78	0.65	—	—	0.78
Estimated earned income (PPP US\$).....	93	0.49	0.52	8,823	17,952	0.49
Legislators, senior officials, and managers	55	0.44	0.26	30	70	0.44
Professional and technical workers	1	1.00	0.64	55	45	1.24



Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	84	84	1.01
Enrolment in primary education.....	1	1.00	0.98	88	86	1.02
Enrolment in secondary education.....	1	1.00	0.90	64	56	1.15
Enrolment in tertiary education.....	1	1.00	0.86	8	7	1.15



Health and Survival..... 126 0.955 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy	133	0.98	1.04	48	49	0.98



Political Empowerment..... 111 0.060 0.185

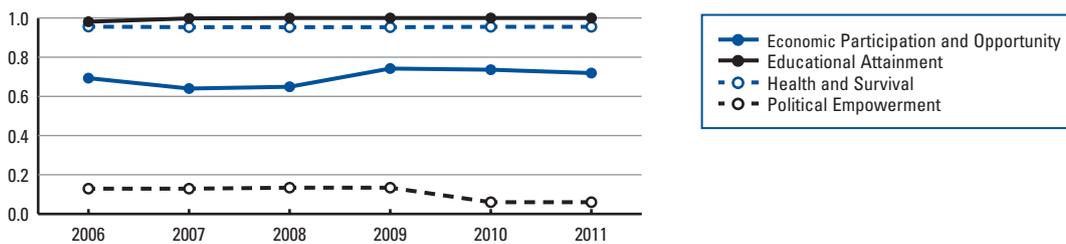
Women in parliament.....	116	0.09	0.22	8	92	0.09
Women in ministerial positions	79	0.13	0.18	12	88	0.13
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Botswana

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	66	0.683	37	0.719	1	1.000	126	0.955	111	0.060
Gender Gap Index 2010 (out of 134 countries)	62	0.688	29	0.736	1	1.000	125	0.955	108	0.060
Gender Gap Index 2009 (out of 134 countries)	39	0.707	22	0.742	27	1.000	124	0.953	66	0.134
Gender Gap Index 2008 (out of 130 countries)	63	0.684	61	0.649	26	1.000	120	0.953	61	0.134
Gender Gap Index 2007 (out of 128 countries)	53	0.680	63	0.640	30	0.998	118	0.953	53	0.129
Gender Gap Index 2006 (out of 115 countries)	34	0.690	23	0.693	67	0.981	109	0.956	47	0.129

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	20
Male adult unemployment rate (% of male labour force)	15
Women in non-agricultural paid labour (% of total labour force)	43
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	5.36

Education

Female teachers, primary education (%)	76
Female teachers, secondary education (%)	50
Female teachers, tertiary education (%)	37
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	27
Early marriage (% women, aged 15–19)	5
Fertility rate (births per woman)	2.90
Adolescent fertility rate (births per 1,000 women, aged 15–19)	51
Antenatal care coverage, at least one visit (%)	94
Births attended by skilled health staff (%)	95
Maternal mortality ratio (per 100,000 live births) ⁴	190 [84–380]
Contraceptive prevalence, married women (%)	44
Female HIV prevalence, aged 15–49 (%)	29.20
Male HIV prevalence, aged 15–49 (%)	20.60
Infant mortality rate (per 1,000 live births)	43
Overall population sex ratio (male/female)	1.00

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.33
Year women received right to vote	1965
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	25
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

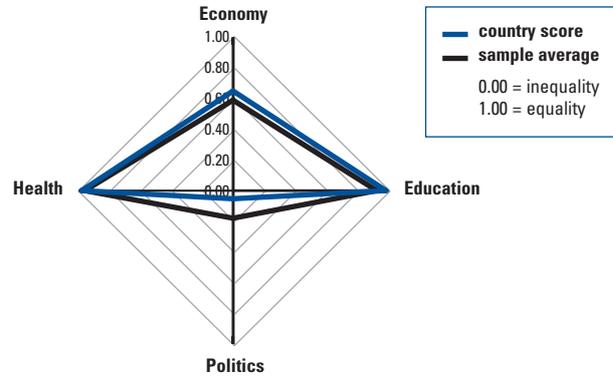
Brazil

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **82** **0.668**

Key Indicators

Total population (millions)	194.95
Population growth (%)	0.88
GDP (US\$ billions)	916.13
GDP (PPP) per capita	10,056

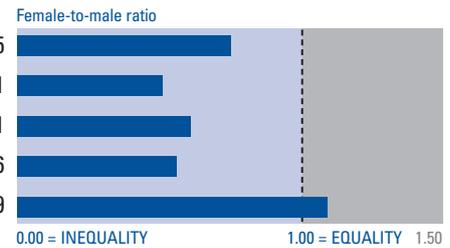


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

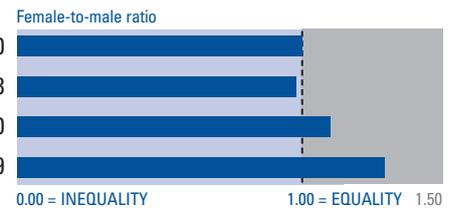
Economic Participation and Opportunity 68 0.649 0.588

Labour force participation.....	74	0.75	0.68	64	85	0.75
Wage equality for similar work (survey).....	124	0.51	0.65	—	—	0.51
Estimated earned income (PPP US\$).....	58	0.61	0.52	7,865	12,946	0.61
Legislators, senior officials, and managers	29	0.56	0.26	36	64	0.56
Professional and technical workers	1	1.00	0.64	52	48	1.09



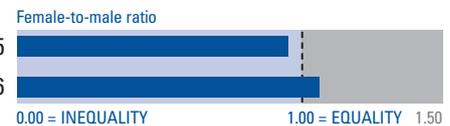
Educational Attainment..... 66 0.990 0.928

Literacy rate.....	1	1.00	0.86	90	90	1.00
Enrolment in primary education.....	105	0.98	0.98	93	95	0.98
Enrolment in secondary education.....	1	1.00	0.90	85	78	1.10
Enrolment in tertiary education.....	1	1.00	0.86	39	30	1.29



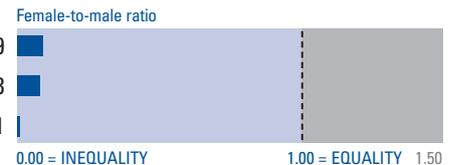
Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	66	62	1.06



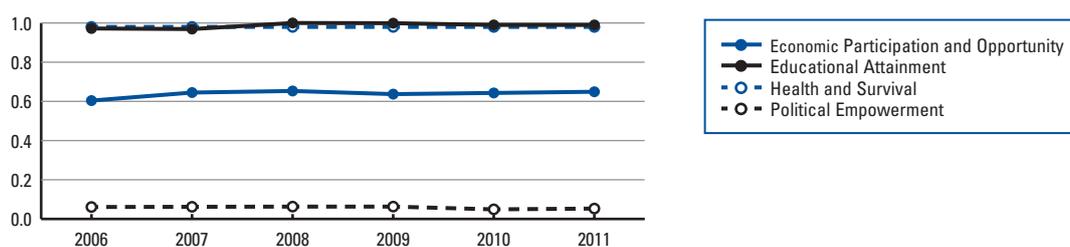
Political Empowerment..... 114 0.053 0.185

Women in parliament.....	111	0.09	0.22	9	91	0.09
Women in ministerial positions	103	0.08	0.18	7	93	0.08
Years with female head of state (last 50)	43	0.01	0.16	1	50	0.01



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	82	0.668	68	0.649	66	0.990	1	0.980	114	0.053
Gender Gap Index 2010 (out of 134 countries)	85	0.665	66	0.643	63	0.990	1	0.980	112	0.049
Gender Gap Index 2009 (out of 134 countries)	81	0.670	75	0.637	32	0.999	1	0.980	114	0.063
Gender Gap Index 2008 (out of 130 countries)	73	0.674	59	0.653	1	1.000	1	0.980	110	0.063
Gender Gap Index 2007 (out of 128 countries)	74	0.664	62	0.645	84	0.969	1	0.980	96	0.062
Gender Gap Index 2006 (out of 115 countries)	67	0.654	63	0.604	74	0.972	1	0.980	86	0.061

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	11
Male adult unemployment rate (% of male labour force)	5
Women in non-agricultural paid labour (% of total labour force)	42
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	16
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	4.06

Education

Female teachers, primary education (%)	91
Female teachers, secondary education (%)	68
Female teachers, tertiary education (%)	44
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	17
Fertility rate (births per woman)	1.90
Adolescent fertility rate (births per 1,000 women, aged 15–19)	56
Antenatal care coverage, at least one visit (%)	97
Births attended by skilled health staff (%)	98
Maternal mortality ratio (per 100,000 live births) ⁴	58 [38-87]
Contraceptive prevalence, married women (%)	77
Female HIV prevalence, aged 15–49 (%)	—
Male HIV prevalence, aged 15–49 (%)	—
Infant mortality rate (per 1,000 live births)	17
Overall population sex ratio (male/female)	0.97

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.58
Year women received right to vote	1932
Quota type	Legislated candidate quotas; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	120 days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social insurance
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

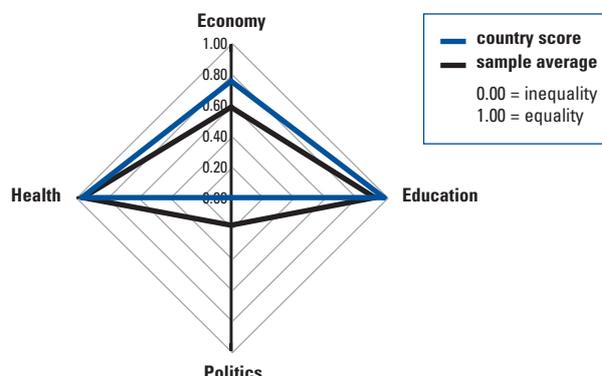
Brunei Darussalam

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **76** **0.679**

Key Indicators

Total population (millions)	0.41
Population growth (%)	1.82
GDP (US\$ billions)	6.70
GDP (PPP) per capita	44,269

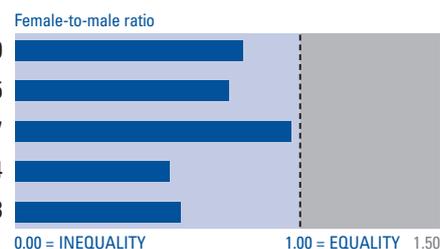


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

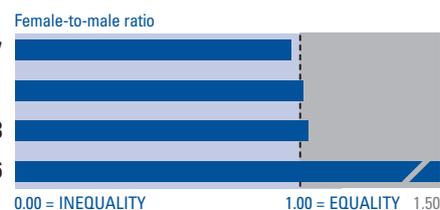
Economic Participation and Opportunity20 **0.755** **0.588**

Labour force participation.....	63	0.80	0.68	62	78	0.80
Wage equality for similar work (survey).....	27	0.75	0.65	—	—	0.75
Estimated earned income (PPP US\$).....	3	0.97	0.52	38,656	40,000	0.97
Legislators, senior officials, and managers	34	0.54	0.26	35	65	0.54
Professional and technical workers	91	0.58	0.64	37	63	0.58



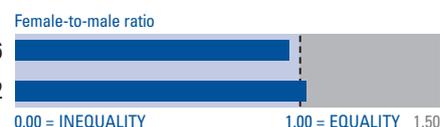
Educational Attainment.....52 **0.994** **0.928**

Literacy rate.....	78	0.97	0.86	94	97	0.97
Enrolment in primary education.....	1	1.00	0.98	93	92	1.01
Enrolment in secondary education.....	1	1.00	0.90	91	88	1.03
Enrolment in tertiary education.....	1	1.00	0.86	22	13	1.76



Health and Survival.....108 **0.966** **0.956**

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.96
Healthy life expectancy	116	1.02	1.04	67	66	1.02



Political Empowerment.....132 **0.000** **0.185**

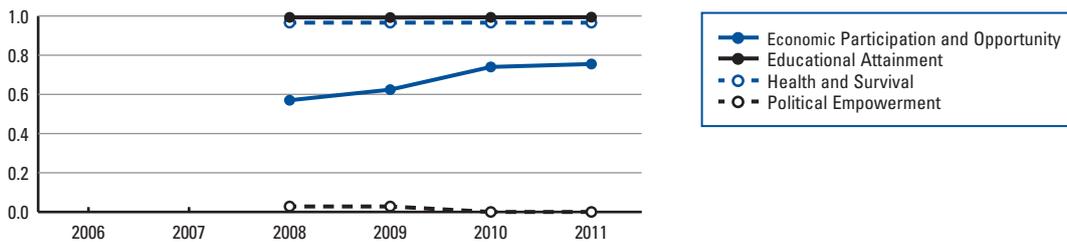
Women in parliament.....	—	—	0.22	—	—	—
Women in ministerial positions	129	0.00	0.18	0	100	0.00
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Brunei Darussalam

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	76	0.679	20	0.755	52	0.994	108	0.966	132	0.000
Gender Gap Index 2010 (out of 134 countries)	77	0.675	26	0.740	56	0.993	107	0.966	131	0.000
Gender Gap Index 2009 (out of 134 countries)	94	0.652	78	0.624	65	0.992	113	0.966	127	0.028
Gender Gap Index 2008 (out of 130 countries)	99	0.639	91	0.570	62	0.993	109	0.966	122	0.028
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	—
Male adult unemployment rate (% of male labour force)	—
Women in non-agricultural paid labour (% of total labour force)	30
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	5.38

Education

Female teachers, primary education (%)	76
Female teachers, secondary education (%)	63
Female teachers, tertiary education (%)	42
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	13

Marriage and Childbearing

Mean age of marriage for women (years)	25
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	2.10
Adolescent fertility rate (births per 1,000 women, aged 15–19)	31
Antenatal care coverage, at least one visit (%)	99
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	21 [13–34]
Contraceptive prevalence, married women (%)	—
Female HIV prevalence, aged 15–49 (%)	—
Male HIV prevalence, aged 15–49 (%)	—
Infant mortality rate (per 1,000 live births)	5
Overall population sex ratio (male/female)	1.06

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	—
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	—
Maternity leave benefits (% of wages paid)	—
Provider of maternity coverage	—
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

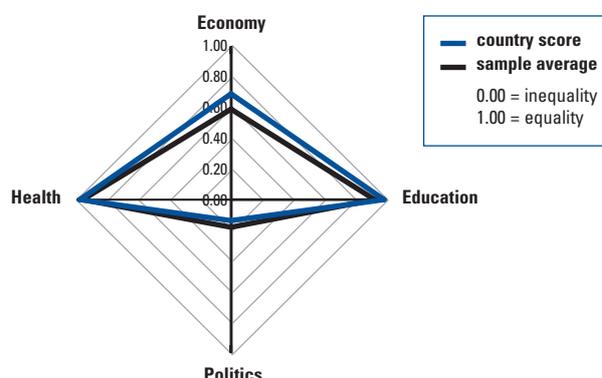
Bulgaria

Rank (out of 135 countries) **51** Score (0.00 = inequality, 1.00 = equality) **0.699**

Gender Gap Index 2011

Key Indicators

Total population (millions)	7.56
Population growth (%)	-0.31
GDP (US\$ billions)	19.21
GDP (PPP) per capita	11,447

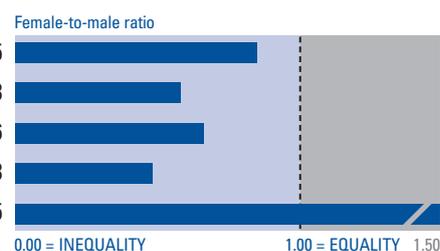


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

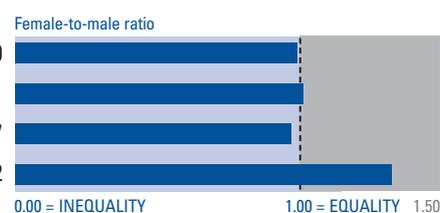
Economic Participation and Opportunity 48 0.687 0.588

Labour force participation.....	42	0.85	0.68	62	73	0.85
Wage equality for similar work (survey).....	104	0.58	0.65	—	—	0.58
Estimated earned income (PPP US\$).....	39	0.66	0.52	11,105	16,823	0.66
Legislators, senior officials, and managers	42	0.48	0.26	32	68	0.48
Professional and technical workers	1	1.00	0.64	61	39	1.55



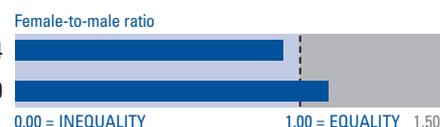
Educational Attainment..... 58 0.992 0.928

Literacy rate.....	61	0.99	0.86	98	99	0.99
Enrolment in primary education.....	1	1.00	0.98	97	96	1.01
Enrolment in secondary education.....	94	0.97	0.90	81	84	0.97
Enrolment in tertiary education.....	1	1.00	0.86	61	46	1.32



Health and Survival..... 41 0.979 0.956

Sex ratio at birth (female/male).....	106	0.94	0.92	—	—	0.94
Healthy life expectancy.....	1	1.06	1.04	69	63	1.10



Political Empowerment..... 67 0.137 0.185

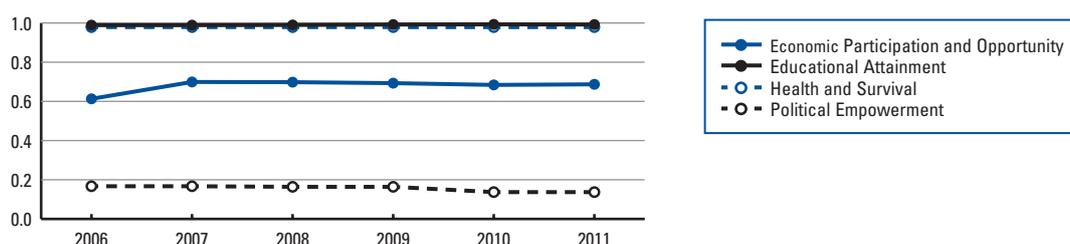
Women in parliament.....	51	0.26	0.22	21	79	0.26
Women in ministerial positions	58	0.21	0.18	18	82	0.21
Years with female head of state (last 50)	47	0.01	0.16	0	50	0.01



Bulgaria

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	51	0.699	48	0.687	58	0.992	41	0.979	67	0.137
Gender Gap Index 2010 (out of 134 countries)	50	0.698	50	0.684	58	0.993	40	0.979	64	0.137
Gender Gap Index 2009 (out of 134 countries)	38	0.707	40	0.693	66	0.992	41	0.979	42	0.164
Gender Gap Index 2008 (out of 130 countries)	36	0.708	35	0.698	73	0.990	38	0.979	43	0.164
Gender Gap Index 2007 (out of 128 countries)	25	0.708	30	0.699	62	0.989	37	0.979	32	0.167
Gender Gap Index 2006 (out of 115 countries)	37	0.687	58	0.613	56	0.989	36	0.979	30	0.167

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	7
Male adult unemployment rate (% of male labour force)	5
Women in non-agricultural paid labour (% of total labour force)	51
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	4
Ability of women to rise to positions of enterprise leadership ¹	4.68

Education

Female teachers, primary education (%)	93
Female teachers, secondary education (%)	79
Female teachers, tertiary education (%)	47
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	24
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	42
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	13 [11-15]
Contraceptive prevalence, married women (%)	63
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	10
Overall population sex ratio (male/female)	0.93

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1937, 1945
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	135 days
Maternity leave benefits (% of wages paid)	90
Provider of maternity coverage	Public social insurance (the General Sickness and Maternity Fund)
Length of paternity leave	15 days
Paternity leave benefits (% of wages paid)	90
Daycare options	Public and private daycare with and without allowance; homecare assistance with and without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

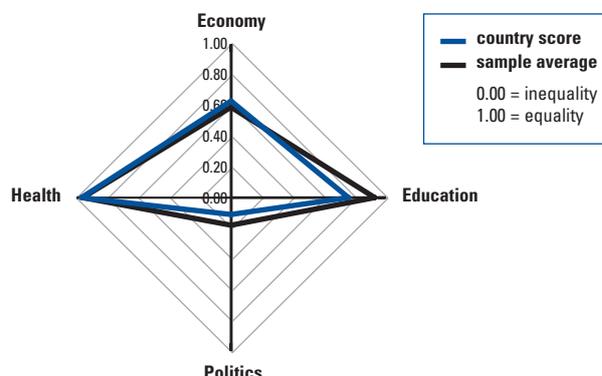
Burkina Faso

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **115** **0.615**

Key Indicators

Total population (millions)	16.29
Population growth (%)	3.31
GDP (US\$ billions)	4.55
GDP (PPP) per capita	1,139

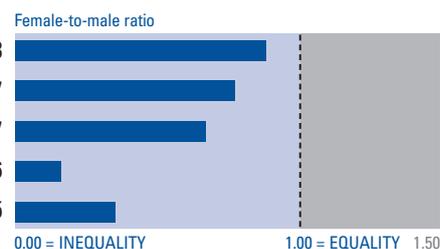


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 76 0.627 0.588

Labour force participation.....	33	0.88	0.68	80	91	0.88
Wage equality for similar work (survey).....	16	0.77	0.65	—	—	0.77
Estimated earned income (PPP US\$).....	36	0.67	0.52	950	1,424	0.67
Legislators, senior officials, and managers	98	0.16	0.26	14	86	0.16
Professional and technical workers	105	0.35	0.64	26	74	0.35



Educational Attainment..... 129 0.756 0.928

Literacy rate.....	129	0.59	0.86	22	37	0.59
Enrolment in primary education.....	127	0.89	0.98	59	67	0.89
Enrolment in secondary education.....	123	0.78	0.90	14	18	0.78
Enrolment in tertiary education.....	122	0.49	0.86	2	5	0.49



Health and Survival..... 98 0.968 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	104	1.02	1.04	43	42	1.02



Political Empowerment..... 77 0.110 0.185

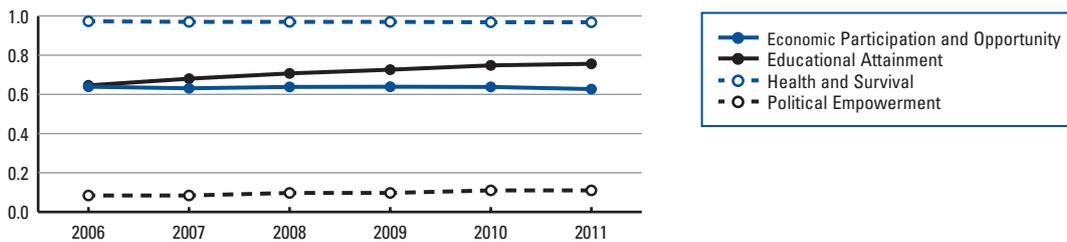
Women in parliament.....	76	0.18	0.22	15	85	0.18
Women in ministerial positions	57	0.22	0.18	18	82	0.22
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Burkina Faso

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	115	0.615	76	0.627	129	0.756	98	0.968	77	0.110
Gender Gap Index 2010 (out of 134 countries)	111	0.616	69	0.638	128	0.748	98	0.968	77	0.110
Gender Gap Index 2009 (out of 134 countries)	120	0.608	72	0.639	129	0.726	98	0.970	88	0.097
Gender Gap Index 2008 (out of 130 countries)	115	0.603	67	0.638	125	0.707	93	0.970	82	0.097
Gender Gap Index 2007 (out of 128 countries)	117	0.591	67	0.631	124	0.680	92	0.970	84	0.084
Gender Gap Index 2006 (out of 115 countries)	104	0.585	49	0.639	112	0.646	68	0.973	74	0.084

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	—
Male adult unemployment rate (% of male labour force)	2
Women in non-agricultural paid labour	
(% of total labour force)	13
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	2
Ability of women to rise to positions of	
enterprise leadership ¹	4.91

Education

Female teachers, primary education (%)	36
Female teachers, secondary education (%)	17
Female teachers, tertiary education (%)	8
Female school life expectancy, primary to secondary (years)	6
Male school life expectancy, primary to secondary (years)	7

Marriage and Childbearing

Mean age of marriage for women (years)	19
Early marriage (% women, aged 15–19)	35
Fertility rate (births per woman)	5.90
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	131
Antenatal care coverage, at least one visit (%)	85
Births attended by skilled health staff (%)	54
Maternal mortality ratio (per 100,000 live births) ⁴	560 [330-950]
Contraceptive prevalence, married women (%)	17
Female HIV prevalence, aged 15–49 (%)	1.50
Male HIV prevalence, aged 15–49 (%)	0.90
Infant mortality rate (per 1,000 live births)	91
Overall population sex ratio (male/female)	1.00

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.77
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts	
of violence against women ²	0.50
Year women received right to vote	1958
Quota type	Legislated candidate quotas
Existence of legislation prohibiting	
gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social security
(if necessary, the employer adds up to the full wage)	
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
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 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

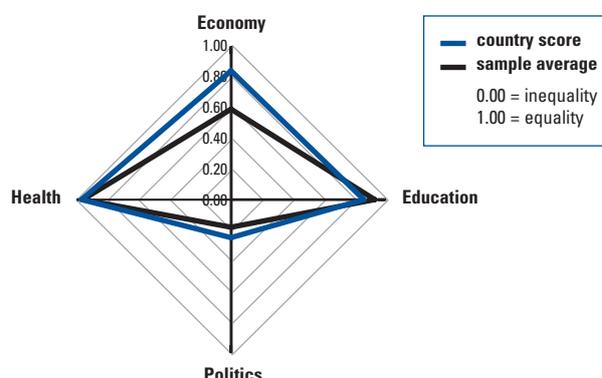
Burundi

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **24** **0.727**

Key Indicators

Total population (millions)	8.52
Population growth (%)	2.56
GDP (US\$ billions)	0.97
GDP (PPP) per capita	361

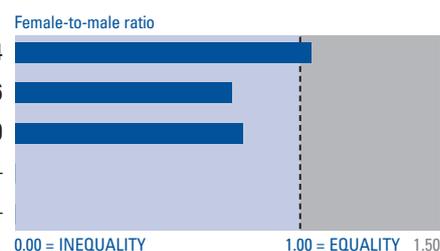


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

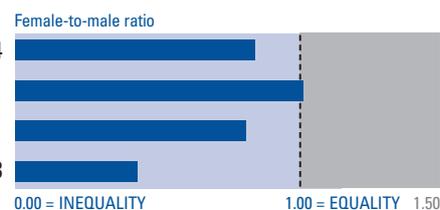
Economic Participation and Opportunity 4 0.836 0.588

Labour force participation.....	1	1.00	0.68	92	88	1.04
Wage equality for similar work (survey).....	24	0.76	0.65	—	—	0.76
Estimated earned income (PPP US\$).....	13	0.80	0.52	349	437	0.80
Legislators, senior officials, and managers	—	—	0.26	—	—	—
Professional and technical workers	—	—	0.64	—	—	—



Educational Attainment..... 119 0.857 0.928

Literacy rate.....	109	0.84	0.86	61	73	0.84
Enrolment in primary education.....	1	1.00	0.98	100	98	1.01
Enrolment in secondary education.....	119	0.81	0.90	8	10	0.81
Enrolment in tertiary education.....	125	0.43	0.86	1	3	0.43



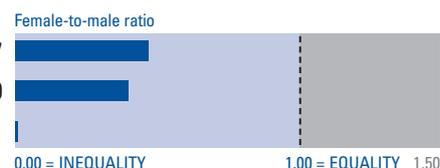
Health and Survival..... 98 0.968 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	104	1.02	1.04	43	42	1.02



Political Empowerment..... 32 0.248 0.185

Women in parliament.....	21	0.47	0.22	32	68	0.47
Women in ministerial positions	26	0.40	0.18	29	71	0.40
Years with female head of state (last 50)	47	0.01	0.16	0	50	0.01



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	24	0.727	4	0.836	119	0.857	98	0.968	32	0.248
Gender Gap Index 2010 (out of 134 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2009 (out of 134 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	—
Male adult unemployment rate (% of male labour force)	—
Women in non-agricultural paid labour (% of total labour force)	14
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	53
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	4.91

Education

Female teachers, primary education (%)	53
Female teachers, secondary education (%)	19
Female teachers, tertiary education (%)	10
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	24
Early marriage (% women, aged 15–19)	7
Fertility rate (births per woman)	4.60
Adolescent fertility rate (births per 1,000 women, aged 15–19)	27
Antenatal care coverage, at least one visit (%)	93
Births attended by skilled health staff (%)	34
Maternal mortality ratio (per 100,000 live births) ⁴	970 [410-2,300]
Contraceptive prevalence, married women (%)	20
Female HIV prevalence, aged 15–49 (%)	4.00
Male HIV prevalence, aged 15–49 (%)	2.60
Infant mortality rate (per 1,000 live births)	101
Overall population sex ratio (male/female)	0.96

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1961
Quota type	Reserved seats at single/lower house
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	50
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

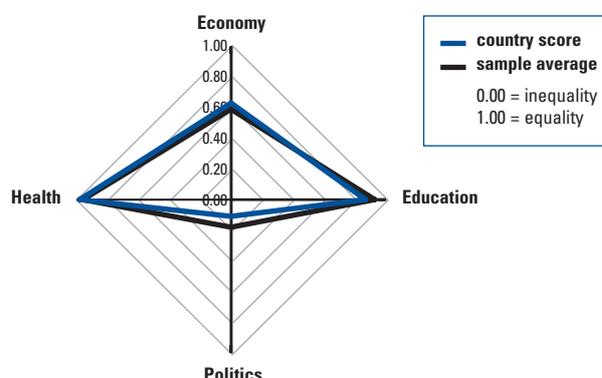
Cambodia

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **102** **0.646**

Key Indicators

Total population (millions)	14.14
Population growth (%)	1.14
GDP (US\$ billions)	7.79
GDP (PPP) per capita	1,943

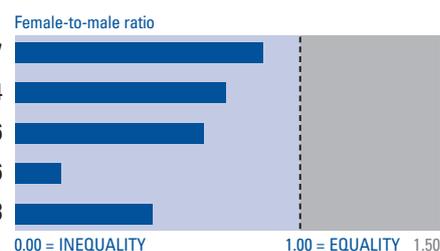


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

Economic Participation and Opportunity 75 0.632 0.588

Labour force participation.....	35	0.87	0.68	76	87	0.87
Wage equality for similar work (survey).....	33	0.74	0.65	—	—	0.74
Estimated earned income (PPP US\$).....	38	0.66	0.52	1,532	2,315	0.66
Legislators, senior officials, and managers	101	0.16	0.26	14	86	0.16
Professional and technical workers	101	0.48	0.64	33	67	0.48



Educational Attainment..... 116 0.865 0.928

Literacy rate.....	110	0.83	0.86	71	85	0.83
Enrolment in primary education.....	119	0.96	0.98	87	90	0.96
Enrolment in secondary education.....	115	0.87	0.90	32	36	0.87
Enrolment in tertiary education.....	117	0.54	0.86	5	9	0.54



Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.96
Healthy life expectancy.....	1	1.06	1.04	55	51	1.08



Political Empowerment..... 78 0.109 0.185

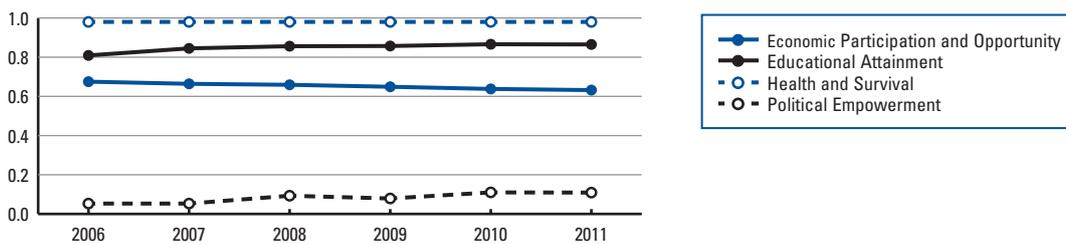
Women in parliament.....	50	0.27	0.22	21	79	0.27
Women in ministerial positions	90	0.11	0.18	10	90	0.11
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Cambodia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	102	0.646	75	0.632	116	0.865	1	0.980	78	0.109
Gender Gap Index 2010 (out of 134 countries)	97	0.648	68	0.638	115	0.866	1	0.980	78	0.110
Gender Gap Index 2009 (out of 134 countries)	104	0.641	65	0.649	117	0.857	1	0.980	98	0.079
Gender Gap Index 2008 (out of 130 countries)	94	0.647	56	0.659	114	0.856	1	0.980	87	0.093
Gender Gap Index 2007 (out of 128 countries)	98	0.635	52	0.664	112	0.845	1	0.980	105	0.053
Gender Gap Index 2006 (out of 115 countries)	89	0.629	29	0.675	105	0.809	1	0.980	94	0.053

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	2
Male adult unemployment rate (% of male labour force)	1
Women in non-agricultural paid labour (% of total labour force)	44
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	5.17

Education

Female teachers, primary education (%)	45
Female teachers, secondary education (%)	32
Female teachers, tertiary education (%)	11
Female school life expectancy, primary to secondary (years)	9
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	12
Fertility rate (births per woman)	2.90
Adolescent fertility rate (births per 1,000 women, aged 15–19)	52
Antenatal care coverage, at least one visit (%)	69
Births attended by skilled health staff (%)	44
Maternal mortality ratio (per 100,000 live births) ⁴	290 [180-480]
Contraceptive prevalence, married women (%)	40
Female HIV prevalence, aged 15–49 (%)	0.70
Male HIV prevalence, aged 15–49 (%)	0.40
Infant mortality rate (per 1,000 live births)	68
Overall population sex ratio (male/female)	0.96

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.58
Year women received right to vote	1955
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	90 days
Maternity leave benefits (% of wages paid)	50
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

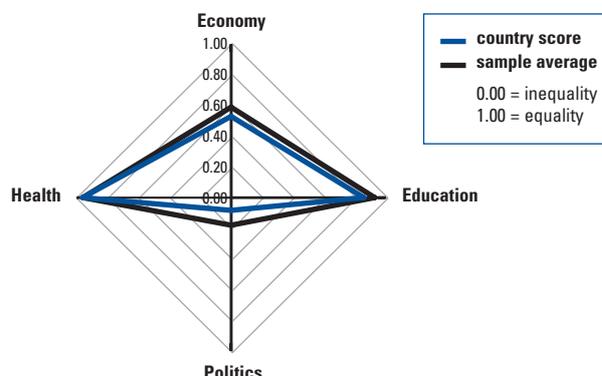
Cameroon

Rank (out of 135 countries) **119** Score (0.00 = inequality, 1.00 = equality) **0.607**

Gender Gap Index 2011

Key Indicators

Total population (millions)	19.96
Population growth (%)	2.21
GDP (US\$ billions)	13.91
GDP (PPP) per capita	2,009

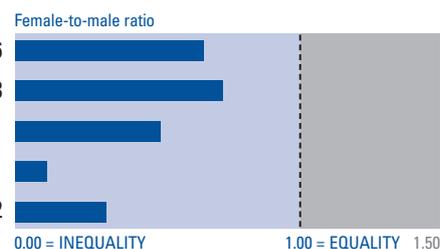


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

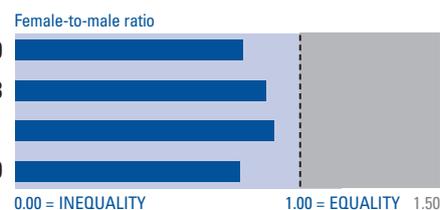
Economic Participation and Opportunity 112 0.525 0.588

Labour force participation.....	91	0.66	0.68	54	82	0.66
Wage equality for similar work (survey).....	36	0.73	0.65	—	—	0.73
Estimated earned income (PPP US\$).....	88	0.51	0.52	1,484	2,926	0.51
Legislators, senior officials, and managers	107	0.11	0.26	10	90	0.11
Professional and technical workers	106	0.32	0.64	24	76	0.32



Educational Attainment..... 118 0.860 0.928

Literacy rate.....	114	0.80	0.86	63	79	0.80
Enrolment in primary education.....	128	0.88	0.98	86	97	0.88
Enrolment in secondary education.....	109	0.91	0.90	—	—	0.91
Enrolment in tertiary education.....	102	0.79	0.86	8	10	0.79



Health and Survival..... 111 0.961 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	118	1.00	1.04	45	45	1.00



Political Empowerment..... 96 0.083 0.185

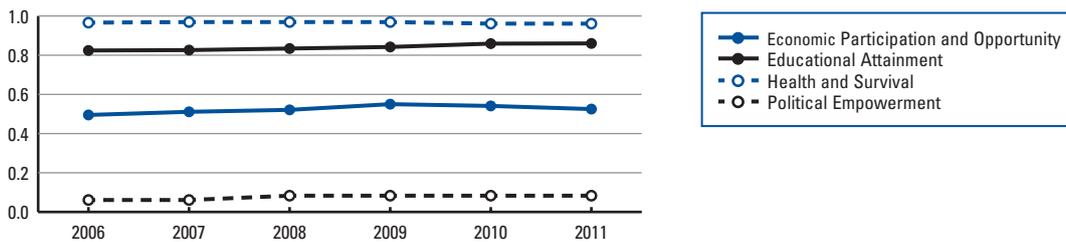
Women in parliament.....	86	0.16	0.22	14	86	0.16
Women in ministerial positions	79	0.13	0.18	12	88	0.13
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Cameroon

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	119	0.607	112	0.525	118	0.860	111	0.961	96	0.083
Gender Gap Index 2010 (out of 134 countries)	114	0.611	105	0.541	117	0.859	110	0.961	93	0.083
Gender Gap Index 2009 (out of 134 countries)	118	0.611	107	0.550	122	0.842	106	0.969	95	0.083
Gender Gap Index 2008 (out of 130 countries)	117	0.602	104	0.521	119	0.834	101	0.969	97	0.083
Gender Gap Index 2007 (out of 128 countries)	116	0.592	107	0.511	115	0.826	100	0.969	97	0.061
Gender Gap Index 2006 (out of 115 countries)	103	0.587	94	0.495	101	0.824	97	0.966	85	0.061

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	3
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	22
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	1.00
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	4.83

Education

Female teachers, primary education (%)	46
Female teachers, secondary education (%)	26
Female teachers, tertiary education (%)	18
Female school life expectancy, primary to secondary (years)	9
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	20
Early marriage (% women, aged 15–19)	36
Fertility rate (births per woman)	4.60
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	136
Antenatal care coverage, at least one visit (%)	82
Births attended by skilled health staff (%)	59
Maternal mortality ratio (per 100,000 live births) ⁴	600 [360-960]
Contraceptive prevalence, married women (%)	29
Female HIV prevalence, aged 15–49 (%)	6.40
Male HIV prevalence, aged 15–49 (%)	4.30
Infant mortality rate (per 1,000 live births)	95
Overall population sex ratio (male/female)	1.00

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.20
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1946
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	National Social Insurance Fund
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
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 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

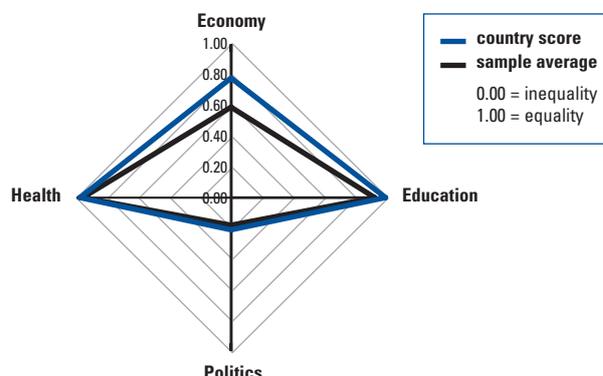
Canada

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **18** **0.741**

Key Indicators

Total population (millions)	34.17
Population growth (%)	1.28
GDP (US\$ billions)	872.85
GDP (PPP) per capita	35,176

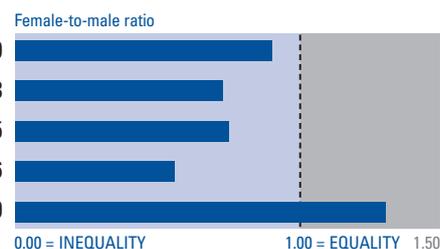


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

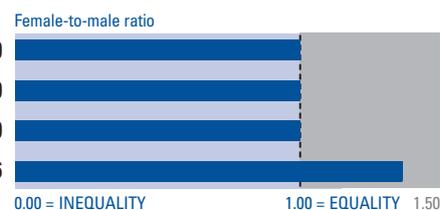
Economic Participation and Opportunity 10 0.776 0.588

Labour force participation.....	20	0.90	0.68	75	83	0.90
Wage equality for similar work (survey).....	38	0.73	0.65	—	—	0.73
Estimated earned income (PPP US\$).....	16	0.75	0.52	30,005	40,000	0.75
Legislators, senior officials, and managers	30	0.56	0.26	36	64	0.56
Professional and technical workers	1	1.00	0.64	57	43	1.30



Educational Attainment..... 31 0.999 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	100	99	1.00
Enrolment in secondary education.....	83	1.00	0.90	94	95	1.00
Enrolment in tertiary education.....	1	1.00	0.86	72	53	1.36



Health and Survival..... 49 0.978 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	60	1.06	1.04	75	71	1.06



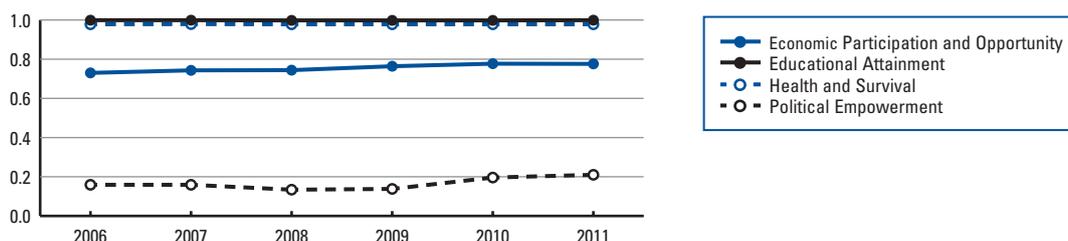
Political Empowerment..... 36 0.210 0.185

Women in parliament.....	32	0.33	0.22	25	75	0.33
Women in ministerial positions	25	0.42	0.18	30	70	0.42
Years with female head of state (last 50)	45	0.01	0.16	0	50	0.01



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	18	0.741	10	0.776	31	0.999	49	0.978	36	0.210
Gender Gap Index 2010 (out of 134 countries)	20	0.737	8	0.777	35	0.998	47	0.978	36	0.196
Gender Gap Index 2009 (out of 134 countries)	25	0.720	10	0.764	38	0.998	60	0.978	62	0.138
Gender Gap Index 2008 (out of 130 countries)	31	0.714	15	0.744	37	0.998	57	0.978	60	0.134
Gender Gap Index 2007 (out of 128 countries)	18	0.720	13	0.743	26	0.999	51	0.979	36	0.159
Gender Gap Index 2006 (out of 115 countries)	14	0.716	10	0.730	21	0.999	51	0.978	33	0.159

Evolution 2006–2011



Additional Data

Canada

Economic Empowerment

Female adult unemployment rate (% of female labour force)	7
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	50
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	5.38

Education

Female teachers, primary education (%)	68
Female teachers, secondary education (%)	68
Female teachers, tertiary education (%)	41
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	27
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.60
Adolescent fertility rate (births per 1,000 women, aged 15–19)	14
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	12 [7-20]
Contraceptive prevalence, married women (%)	74
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.50
Infant mortality rate (per 1,000 live births)	5
Overall population sex ratio (male/female)	0.98

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1917, 1960
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	17 weeks
Maternity leave benefits (% of wages paid)	55, up to a ceiling; benefits paid vary by province and jurisdiction
Provider of maternity coverage	Federal and state employment insurance
Length of paternity leave	5 weeks for biological fathers (Quebec only)
Paternity leave benefits (% of wages paid)	—
Daycare options	Public and private daycare with allowance; homecare with allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

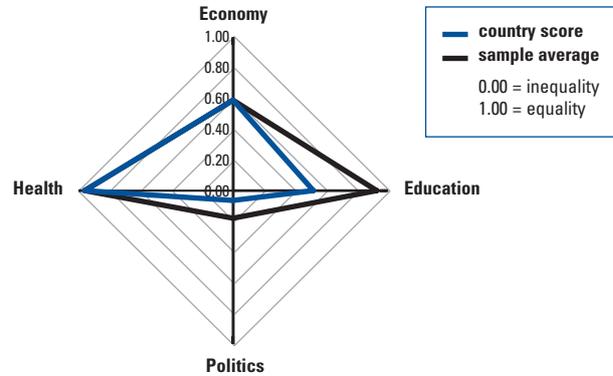
Chad

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **134** **0.533**

Key Indicators

Total population (millions)	11.51
Population growth (%)	2.64
GDP (US\$ billions)	3.10
GDP (PPP) per capita	1,199

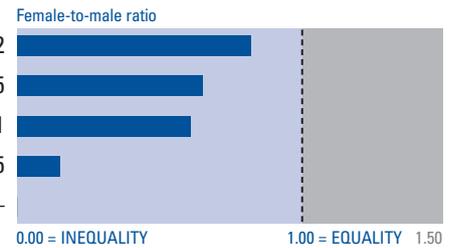


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

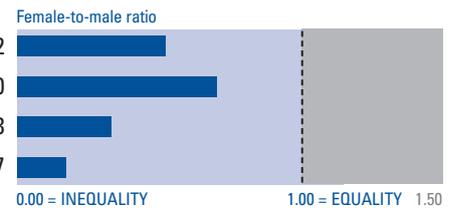
Economic Participation and Opportunity 98 0.593 0.588

Labour force participation.....	54	0.82	0.68	63	78	0.82
Wage equality for similar work (survey).....	73	0.65	0.65	—	—	0.65
Estimated earned income (PPP US\$).....	57	0.61	0.52	988	1,616	0.61
Legislators, senior officials, and managers	103	0.15	0.26	13	87	0.15
Professional and technical workers	—	—	0.64	—	—	—



Educational Attainment..... 135 0.516 0.928

Literacy rate.....	134	0.52	0.86	23	44	0.52
Enrolment in primary education.....	135	0.70	0.98	50	72	0.70
Enrolment in secondary education.....	132	0.33	0.90	5	16	0.33
Enrolment in tertiary education.....	134	0.17	0.86	1	3	0.17



Health and Survival..... 111 0.961 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.96
Healthy life expectancy.....	118	1.00	1.04	40	40	1.00



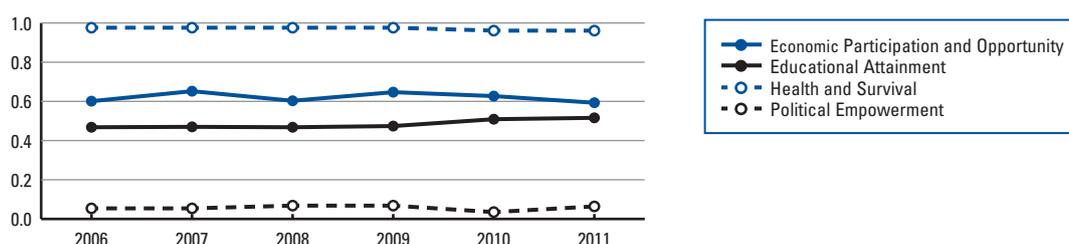
Political Empowerment..... 107 0.064 0.185

Women in parliament.....	89	0.15	0.22	13	87	0.15
Women in ministerial positions	105	0.07	0.18	7	93	0.07
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	134	0.533	98	0.593	135	0.516	111	0.961	107	0.064
Gender Gap Index 2010 (out of 134 countries)	133	0.533	77	0.627	134	0.509	110	0.961	122	0.035
Gender Gap Index 2009 (out of 134 countries)	133	0.542	66	0.647	134	0.474	65	0.976	106	0.068
Gender Gap Index 2008 (out of 130 countries)	129	0.529	81	0.603	130	0.468	62	0.976	105	0.068
Gender Gap Index 2007 (out of 128 countries)	127	0.538	58	0.652	128	0.470	60	0.976	102	0.054
Gender Gap Index 2006 (out of 115 countries)	113	0.525	65	0.601	115	0.468	56	0.976	91	0.054

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	—
Male adult unemployment rate (% of male labour force)	—
Women in non-agricultural paid labour (% of total labour force)	6
Inheritance practices in favour of male heirs ²	1.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	1.00
Women's access to bank loans ²	1.00
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	4.36

Education

Female teachers, primary education (%)	14
Female teachers, secondary education (%)	5
Female teachers, tertiary education (%)	4
Female school life expectancy, primary to secondary (years)	5
Male school life expectancy, primary to secondary (years)	9

Marriage and Childbearing

Mean age of marriage for women (years)	18
Early marriage (% women, aged 15–19)	49
Fertility rate (births per woman)	6.20
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	146
Antenatal care coverage, at least one visit (%)	39
Births attended by skilled health staff (%)	21
Maternal mortality ratio (per 100,000 live births) ⁴	1200 [670-2,100]
Contraceptive prevalence, married women (%)	3
Female HIV prevalence, aged 15–49 (%)	4.00
Male HIV prevalence, aged 15–49 (%)	2.70
Infant mortality rate (per 1,000 live births)	124
Overall population sex ratio (male/female)	0.99

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.36
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.50
Year women received right to vote	1958
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	50
Provider of maternity coverage	Social security
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

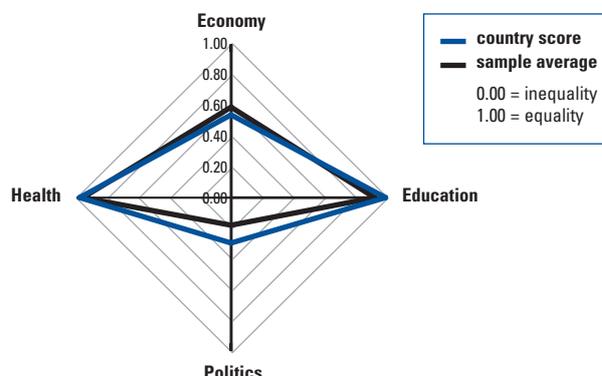
Chile

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **46** **0.703**

Key Indicators

Total population (millions)	17.13
Population growth (%)	0.96
GDP (US\$ billions)	108.40
GDP (PPP) per capita	13,579

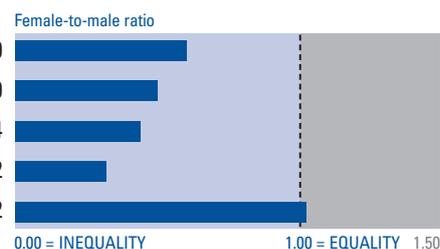


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

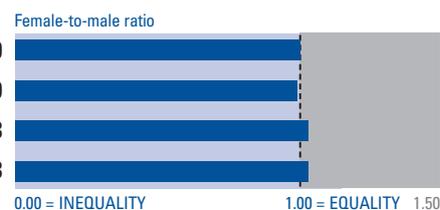
Economic Participation and Opportunity 106 0.541 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	103	0.60	0.68	47	78	0.60
Wage equality for similar work (survey).....	128	0.50	0.65	—	—	0.50
Estimated earned income (PPP US\$).....	104	0.44	0.52	8,845	19,897	0.44
Legislators, senior officials, and managers	74	0.32	0.26	24	76	0.32
Professional and technical workers	1	1.00	0.64	50	50	1.02



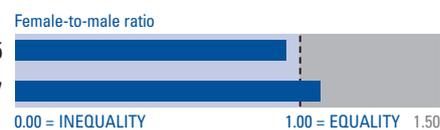
Educational Attainment..... 40 0.996 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	46	1.00	0.86	98	99	1.00
Enrolment in primary education.....	88	0.99	0.98	94	95	0.99
Enrolment in secondary education.....	1	1.00	0.90	86	83	1.03
Enrolment in tertiary education.....	1	1.00	0.86	56	54	1.03



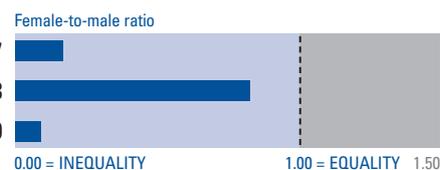
Health and Survival..... 1 0.980 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	72	67	1.07



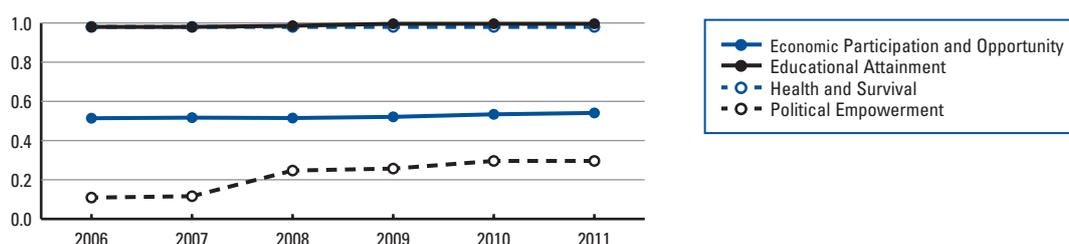
Political Empowerment..... 22 0.296 0.185

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	82	0.17	0.22	14	86	0.17
Women in ministerial positions	4	0.83	0.18	45	55	0.83
Years with female head of state (last 50)	21	0.09	0.16	4	46	0.09



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	46	0.703	106	0.541	40	0.996	1	0.980	22	0.296
Gender Gap Index 2010 (out of 134 countries)	48	0.701	108	0.534	42	0.996	1	0.980	21	0.296
Gender Gap Index 2009 (out of 134 countries)	64	0.688	112	0.521	44	0.996	1	0.980	26	0.257
Gender Gap Index 2008 (out of 130 countries)	65	0.682	106	0.515	81	0.986	1	0.980	26	0.247
Gender Gap Index 2007 (out of 128 countries)	86	0.648	105	0.517	78	0.980	1	0.980	58	0.116
Gender Gap Index 2006 (out of 115 countries)	78	0.645	90	0.514	69	0.980	1	0.980	56	0.109

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	11
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	36
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	3.73

Education

Female teachers, primary education (%)	78
Female teachers, secondary education (%)	63
Female teachers, tertiary education (%)	39
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	25
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.90
Adolescent fertility rate (births per 1,000 women, aged 15–19)	51
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	26 [15-43]
Contraceptive prevalence, married women (%)	64
Female HIV prevalence, aged 15–49 (%)	0.20
Male HIV prevalence, aged 15–49 (%)	0.50
Infant mortality rate (per 1,000 live births)	7
Overall population sex ratio (male/female)	0.98

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1949
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	18 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social security
Length of paternity leave	5 working days
Paternity leave benefits (% of wages paid)	100
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

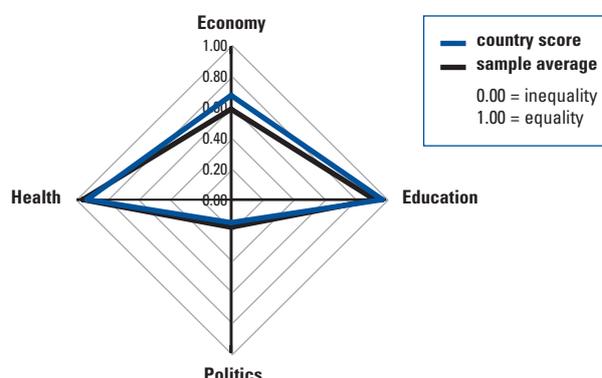
China

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **61** **0.687**

Key Indicators

Total population (millions)	1,338.30
Population growth (%)	0.51
GDP (US\$ billions)	3,243.07
GDP (PPP) per capita	6,810

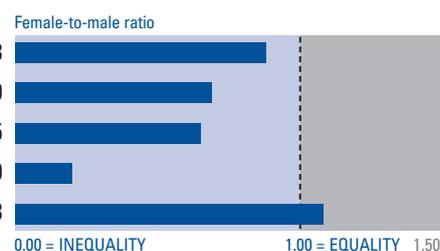


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

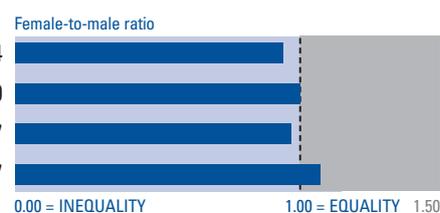
Economic Participation and Opportunity 50 0.683 0.588

Labour force participation.....	34	0.88	0.68	74	85	0.88
Wage equality for similar work (survey).....	50	0.69	0.65	—	—	0.69
Estimated earned income (PPP US\$).....	43	0.65	0.52	5,331	8,215	0.65
Legislators, senior officials, and managers	90	0.20	0.26	17	83	0.20
Professional and technical workers	1	1.00	0.64	52	48	1.08



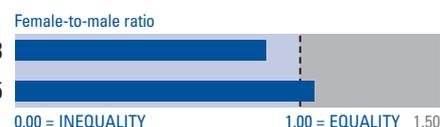
Educational Attainment..... 85 0.981 0.928

Literacy rate.....	91	0.94	0.86	91	97	0.94
Enrolment in primary education.....	1	1.00	0.98	97	97	1.00
Enrolment in secondary education.....	95	0.97	0.90	—	—	0.97
Enrolment in tertiary education.....	1	1.00	0.86	25	24	1.07



Health and Survival..... 133 0.933 0.956

Sex ratio at birth (female/male).....	135	0.88	0.92	—	—	0.88
Healthy life expectancy.....	74	1.05	1.04	68	65	1.05



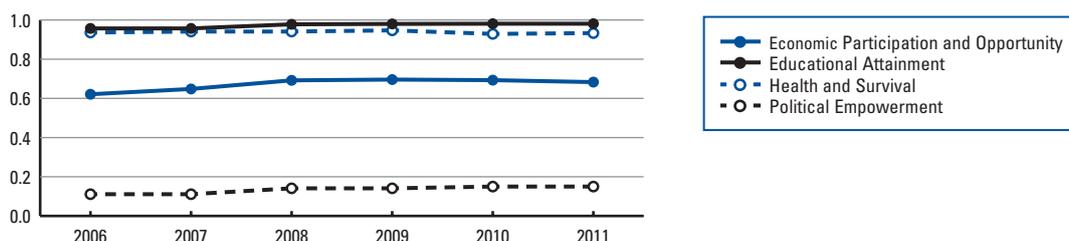
Political Empowerment..... 57 0.150 0.185

Women in parliament.....	48	0.27	0.22	21	79	0.27
Women in ministerial positions	82	0.13	0.18	12	88	0.13
Years with female head of state (last 50)	22	0.08	0.16	4	46	0.08



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	61	0.687	50	0.683	85	0.981	133	0.933	57	0.150
Gender Gap Index 2010 (out of 134 countries)	61	0.688	46	0.693	88	0.981	133	0.929	56	0.150
Gender Gap Index 2009 (out of 134 countries)	60	0.691	38	0.696	87	0.980	130	0.947	60	0.141
Gender Gap Index 2008 (out of 130 countries)	57	0.688	43	0.692	87	0.978	126	0.941	54	0.141
Gender Gap Index 2007 (out of 128 countries)	73	0.664	60	0.648	91	0.957	124	0.941	59	0.111
Gender Gap Index 2006 (out of 115 countries)	63	0.656	53	0.621	78	0.957	114	0.936	52	0.111

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	—
Male adult unemployment rate (% of male labour force)	—
Women in non-agricultural paid labour (% of total labour force)	39
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	31
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	4.62

Education

Female teachers, primary education (%)	57
Female teachers, secondary education (%)	47
Female teachers, tertiary education (%)	44
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	1
Fertility rate (births per woman)	1.80
Adolescent fertility rate (births per 1,000 women, aged 15–19)	5
Antenatal care coverage, at least one visit (%)	92
Births attended by skilled health staff (%)	96
Maternal mortality ratio (per 100,000 live births) ⁴	38 [23-60]
Contraceptive prevalence, married women (%)	87
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	17
Overall population sex ratio (male/female)	1.08

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.58
Year women received right to vote	1949
Quota type	Reserved seats at single/lower house
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	90 days
Maternity leave benefits (% of wages paid)	100.
The social insurance program applies to urban areas and the maternity insurance program covers all employees in urban enterprises, including all state-owned enterprises, regardless of their location	
Provider of maternity coverage	Social insurance
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

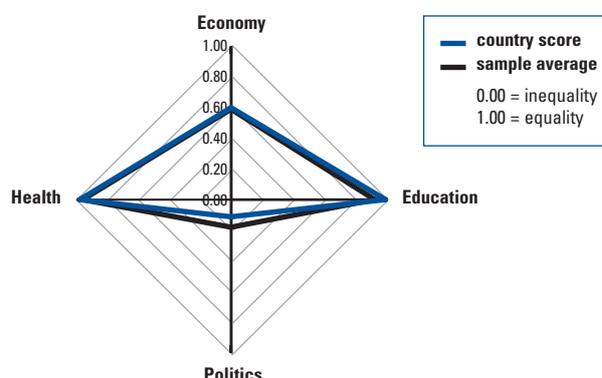
Colombia

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **80** **0.671**

Key Indicators

Total population (millions)	46.30
Population growth (%)	1.39
GDP (US\$ billions)	149.84
GDP (PPP) per capita	8,487

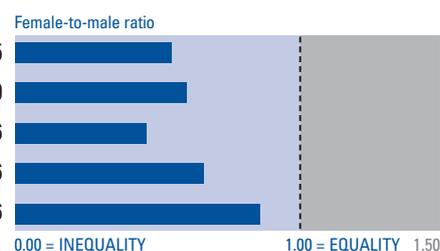


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

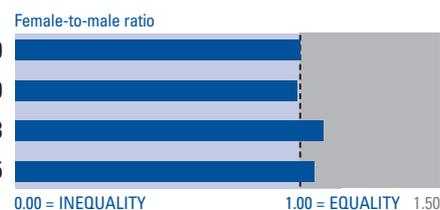
Economic Participation and Opportunity 89 0.598 0.588

Labour force participation.....	114	0.55	0.68	43	80	0.55
Wage equality for similar work (survey).....	94	0.60	0.65	—	—	0.60
Estimated earned income (PPP US\$).....	99	0.46	0.52	5,718	12,302	0.46
Legislators, senior officials, and managers	18	0.66	0.26	40	60	0.66
Professional and technical workers	75	0.86	0.64	46	54	0.86



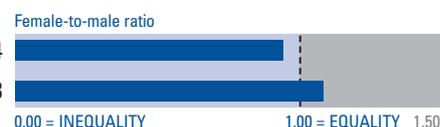
Educational Attainment..... 42 0.996 0.928

Literacy rate.....	1	1.00	0.86	93	93	1.00
Enrolment in primary education.....	90	0.99	0.98	89	90	0.99
Enrolment in secondary education.....	1	1.00	0.90	77	71	1.08
Enrolment in tertiary education.....	1	1.00	0.86	38	36	1.05



Health and Survival..... 41 0.979 0.956

Sex ratio at birth (female/male).....	106	0.94	0.92	—	—	0.94
Healthy life expectancy.....	1	1.06	1.04	69	64	1.08



Political Empowerment..... 74 0.112 0.185

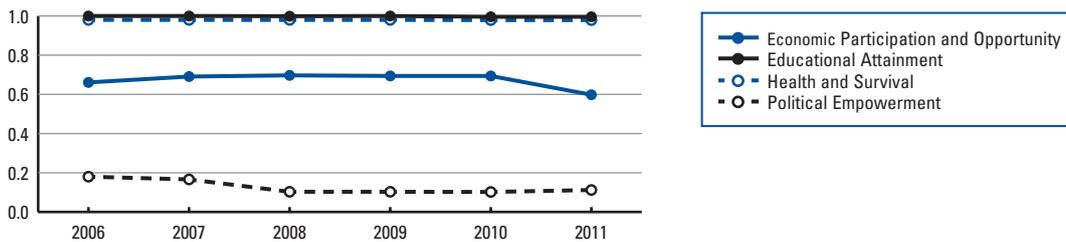
Women in parliament.....	90	0.15	0.22	13	87	0.15
Women in ministerial positions	49	0.27	0.18	21	79	0.27
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Colombia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	80	0.671	89	0.598	42	0.996	41	0.979	74	0.112
Gender Gap Index 2010 (out of 134 countries)	55	0.693	45	0.694	44	0.996	40	0.979	83	0.102
Gender Gap Index 2009 (out of 134 countries)	56	0.694	39	0.694	28	1.000	1	0.980	84	0.103
Gender Gap Index 2008 (out of 130 countries)	50	0.694	37	0.697	32	0.999	1	0.980	79	0.103
Gender Gap Index 2007 (out of 128 countries)	24	0.709	35	0.691	16	1.000	1	0.980	33	0.166
Gender Gap Index 2006 (out of 115 countries)	22	0.705	39	0.661	14	1.000	1	0.980	27	0.180

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	16
Male adult unemployment rate (% of male labour force)	9
Women in non-agricultural paid labour (% of total labour force)	48
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	41
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	4.40

Education

Female teachers, primary education (%)	78
Female teachers, secondary education (%)	50
Female teachers, tertiary education (%)	66
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	18
Fertility rate (births per woman)	2.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	96
Antenatal care coverage, at least one visit (%)	94
Births attended by skilled health staff (%)	96
Maternal mortality ratio (per 100,000 live births) ⁴	85 [74–94]
Contraceptive prevalence, married women (%)	78
Female HIV prevalence, aged 15–49 (%)	0.30
Male HIV prevalence, aged 15–49 (%)	0.70
Infant mortality rate (per 1,000 live births)	16
Overall population sex ratio (male/female)	0.97

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.33
Year women received right to vote	1954
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social security
Length of paternity leave	8 days
Paternity leave benefits (% of wages paid)	100
Daycare options	Public daycare with allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

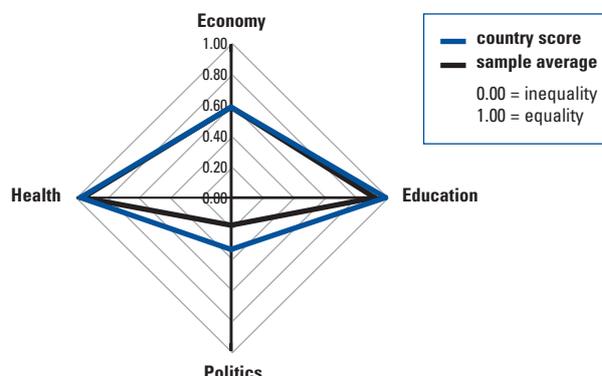
Costa Rica

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **25** **0.727**

Key Indicators

Total population (millions)	4.64
Population growth (%)	1.32
GDP (US\$ billions)	23.90
GDP (PPP) per capita	10,301

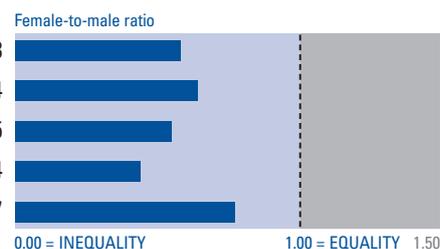


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

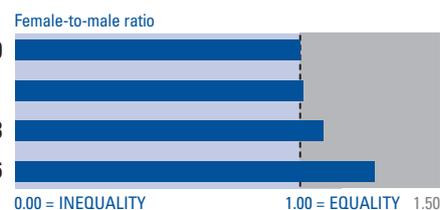
Economic Participation and Opportunity 97 0.594 0.588

Labour force participation.....	105	0.58	0.68	49	84	0.58
Wage equality for similar work (survey).....	78	0.64	0.65	—	—	0.64
Estimated earned income (PPP US\$).....	78	0.55	0.52	7,849	14,261	0.55
Legislators, senior officials, and managers.....	57	0.44	0.26	30	70	0.44
Professional and technical workers.....	81	0.77	0.64	43	57	0.77



Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	96	96	1.00
Enrolment in primary education.....	1	1.00	0.98	88	87	1.01
Enrolment in secondary education.....	1	1.00	0.90	39	36	1.08
Enrolment in tertiary education.....	1	1.00	0.86	28	23	1.26



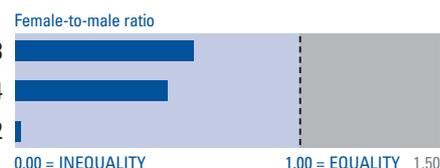
Health and Survival..... 66 0.975 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	76	1.04	1.04	71	68	1.04



Political Empowerment..... 14 0.338 0.185

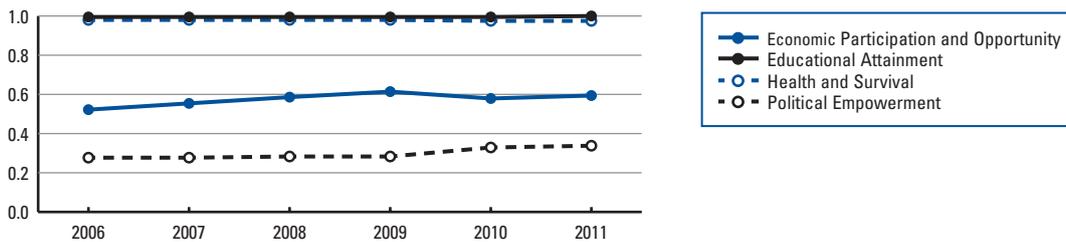
Women in parliament.....	10	0.63	0.22	39	61	0.63
Women in ministerial positions.....	12	0.54	0.18	35	65	0.54
Years with female head of state (last 50).....	34	0.02	0.16	1	49	0.02



Costa Rica

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	25	0.727	97	0.594	1	1.000	66	0.975	14	0.338
Gender Gap Index 2010 (out of 134 countries)	28	0.719	98	0.579	46	0.995	66	0.975	14	0.329
Gender Gap Index 2009 (out of 134 countries)	27	0.718	84	0.614	48	0.995	1	0.980	20	0.283
Gender Gap Index 2008 (out of 130 countries)	32	0.711	86	0.586	51	0.995	1	0.980	20	0.283
Gender Gap Index 2007 (out of 128 countries)	28	0.701	95	0.554	36	0.995	1	0.980	16	0.277
Gender Gap Index 2006 (out of 115 countries)	30	0.694	89	0.522	32	0.995	1	0.980	15	0.277

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	6
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	42
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	59
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	4.73

Education

Female teachers, primary education (%)	80
Female teachers, secondary education (%)	59
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	24
Early marriage (% women, aged 15–19)	20
Fertility rate (births per woman)	2.00
Adolescent fertility rate (births per 1,000 women, aged 15–19)	69
Antenatal care coverage, at least one visit (%)	92
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	44 [24–82]
Contraceptive prevalence, married women (%)	80
Female HIV prevalence, aged 15–49 (%)	0.20
Male HIV prevalence, aged 15–49 (%)	0.40
Infant mortality rate (per 1,000 live births)	10
Overall population sex ratio (male/female)	1.03

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.33
Year women received right to vote	1949
Quota type	Legislated candidate quotas; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	4 months
Maternity leave benefits (% of wages paid)	100; in cases where the employee does not fulfill the prerequisites to receive social security benefits, the employer shall pay two-thirds of the remuneration
Provider of maternity coverage	50% social security, 50% employer
Length of paternity leave	No
Paternity leave benefits (% of wages paid)	—
Daycare options	Public daycare with allowance (amount depending on child's age); private daycare; homecare with allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

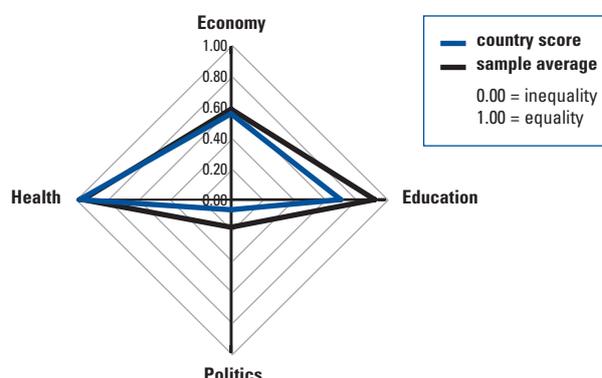
Côte d'Ivoire

Rank (out of 135 countries) **130** Score (0.00 = inequality, 1.00 = equality) **0.577**

Gender Gap Index 2011

Key Indicators

Total population (millions)	21.57
Population growth (%)	2.33
GDP (US\$ billions)	11.67
GDP (PPP) per capita	1,559

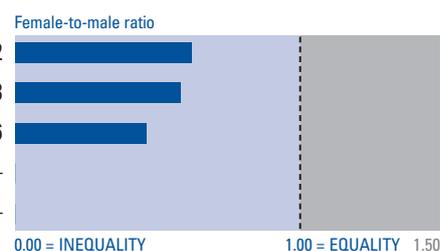


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

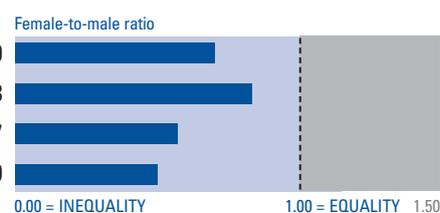
Economic Participation and Opportunity 103 0.557 0.588

Labour force participation.....	96	0.62	0.68	51	83	0.62
Wage equality for similar work (survey).....	101	0.58	0.65	—	—	0.58
Estimated earned income (PPP US\$).....	100	0.46	0.52	1,067	2,312	0.46
Legislators, senior officials, and managers	—	—	0.26	—	—	—
Professional and technical workers	—	—	0.64	—	—	—



Educational Attainment..... 130 0.707 0.928

Literacy rate.....	120	0.70	0.86	45	65	0.70
Enrolment in primary education.....	132	0.83	0.98	52	62	0.83
Enrolment in secondary education.....	129	0.57	0.90	15	27	0.57
Enrolment in tertiary education.....	119	0.50	0.86	6	11	0.50



Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	1	1.06	1.04	48	45	1.07



Political Empowerment..... 105 0.066 0.185

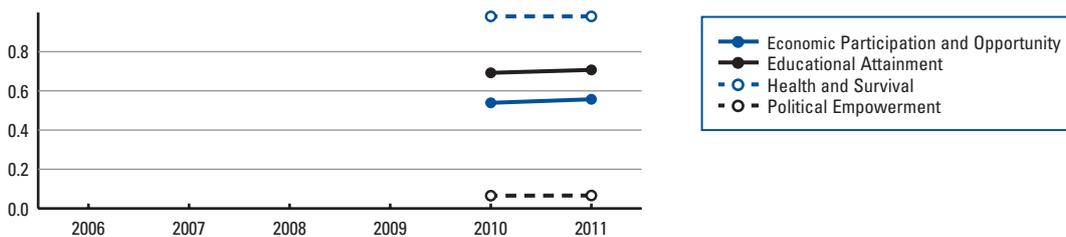
Women in parliament.....	109	0.10	0.22	9	91	0.10
Women in ministerial positions	75	0.14	0.18	13	88	0.14
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Côte d'Ivoire

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	130	0.577	103	0.557	130	0.707	1	0.980	105	0.066
Gender Gap Index 2010 (out of 134 countries)	130	0.569	106	0.539	130	0.692	1	0.980	104	0.065
Gender Gap Index 2009 (out of 134 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	—
Male adult unemployment rate (% of male labour force)	—
Women in non-agricultural paid labour (% of total labour force)	21
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.00
Women's access to bank loans ²	1.00
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	4.40

Education

Female teachers, primary education (%)	23
Female teachers, secondary education (%)	—
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	5
Male school life expectancy, primary to secondary (years)	8

Marriage and Childbearing

Mean age of marriage for women (years)	22
Early marriage (% women, aged 15–19)	25
Fertility rate (births per woman)	4.60
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	111
Antenatal care coverage, at least one visit (%)	85
Births attended by skilled health staff (%)	57
Maternal mortality ratio (per 100,000 live births) ⁴	470 [290-730]
Contraceptive prevalence, married women (%)	13
Female HIV prevalence, aged 15–49 (%)	4.10
Male HIV prevalence, aged 15–49 (%)	2.80
Infant mortality rate (per 1,000 live births)	83
Overall population sex ratio (male/female)	1.04

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.45
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.42
Year women received right to vote	1952
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social insurance
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

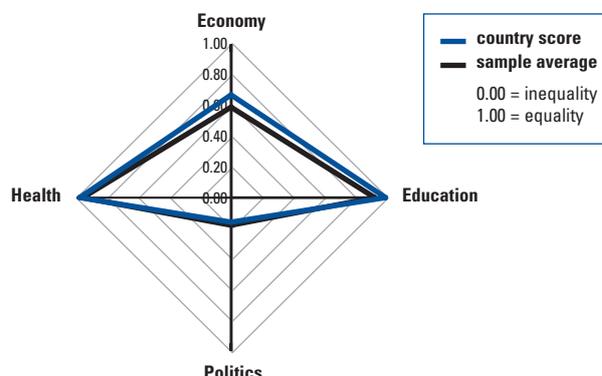
Croatia

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **50** **0.701**

Key Indicators

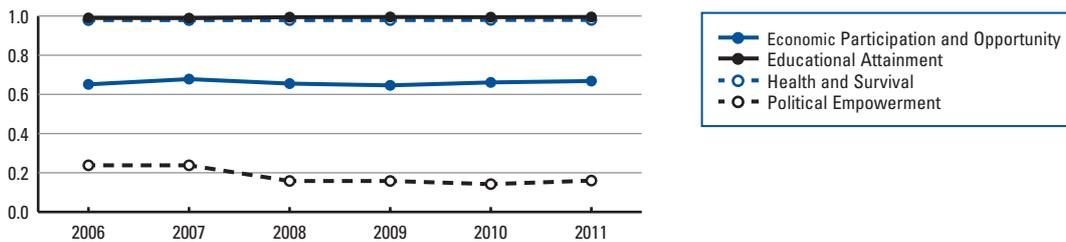
Total population (millions)	4.43
Population growth (%)	-0.05
GDP (US\$ billions)	27.97
GDP (PPP) per capita	16,085



	Rank	Score	Sample average	Female	Male	Female-to-male ratio	
Gender Gap Subindexes							
Economic Participation and Opportunity	56	0.668	0.588				
Labour force participation.....	51	0.83	0.68	59	71	0.83	
Wage equality for similar work (survey).....	113	0.55	0.65	—	—	0.55	
Estimated earned income (PPP US\$).....	24	0.70	0.52	16,600	23,629	0.70	
Legislators, senior officials, and managers	71	0.36	0.26	27	73	0.36	
Professional and technical workers	1	1.00	0.64	51	49	1.04	
Educational Attainment	44	0.995	0.928				
Literacy rate.....	67	0.99	0.86	98	99	0.99	
Enrolment in primary education.....	75	1.00	0.98	89	89	1.00	
Enrolment in secondary education.....	1	1.00	0.90	94	91	1.03	
Enrolment in tertiary education.....	1	1.00	0.86	55	43	1.27	
Health and Survival	1	0.980	0.956				
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95	
Healthy life expectancy	1	1.06	1.04	70	66	1.06	
Political Empowerment	53	0.160	0.185				
Women in parliament.....	37	0.31	0.22	24	77	0.31	
Women in ministerial positions	66	0.19	0.18	16	84	0.19	
Years with female head of state (last 50)	29	0.04	0.16	2	48	0.04	

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	50	0.701	56	0.668	44	0.995	1	0.980	53	0.160
Gender Gap Index 2010 (out of 134 countries)	53	0.694	61	0.661	53	0.994	1	0.980	57	0.142
Gender Gap Index 2009 (out of 134 countries)	54	0.694	69	0.646	55	0.995	41	0.979	49	0.158
Gender Gap Index 2008 (out of 130 countries)	46	0.697	57	0.655	56	0.994	38	0.979	47	0.158
Gender Gap Index 2007 (out of 128 countries)	16	0.721	40	0.678	61	0.989	37	0.979	18	0.238
Gender Gap Index 2006 (out of 115 countries)	16	0.714	42	0.651	51	0.990	36	0.979	18	0.238

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	10
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	45
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	34
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	4
Ability of women to rise to positions of enterprise leadership ¹	3.92

Education

Female teachers, primary education (%)	91
Female teachers, secondary education (%)	69
Female teachers, tertiary education (%)	42
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	26
Early marriage (% women, aged 15–19)	2
Fertility rate (births per woman)	1.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	14
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	14 [11-17]
Contraceptive prevalence, married women (%)	—
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	<0.10
Infant mortality rate (per 1,000 live births)	5
Overall population sex ratio (male/female)	0.93

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.25
Year women received right to vote	1945
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	45 days before delivery and 1 year after
Maternity leave benefits (% of wages paid)	100% until the child reaches the age of six months, then at a flat rate for the remaining period
Provider of maternity coverage	Health Insurance Fund (until the child reaches the age of 6 months), and the rest is paid from the State Budget
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	Public daycare with and without allowance/subvention to kindergartens; homecare assistance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

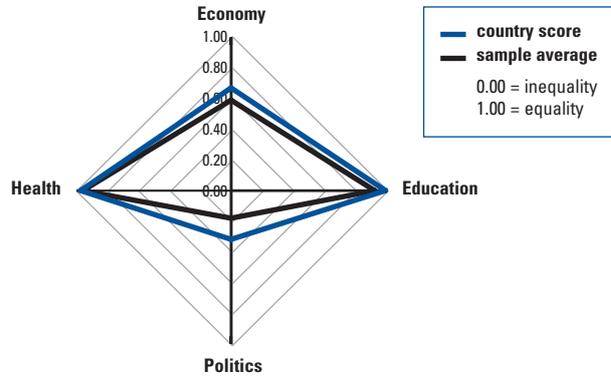
Cuba

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **20** **0.739**

Key Indicators

Total population (millions)	11.20
Population growth (%)	0.00
GDP (US\$ billions)	48.96
GDP (PPP) per capita	—

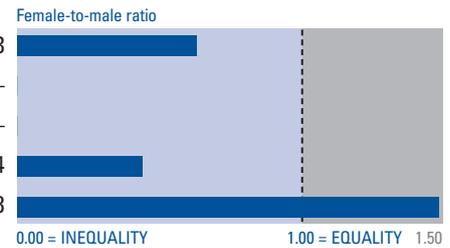


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

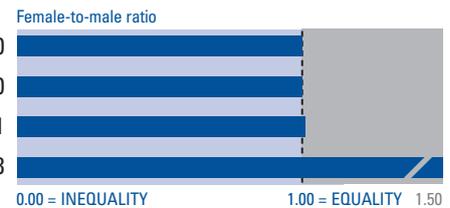
Economic Participation and Opportunity 57 0.666 0.588

Labour force participation.....	95	0.63	0.68	48	76	0.63
Wage equality for similar work (survey).....	—	—	0.65	—	—	—
Estimated earned income (PPP US\$).....	—	—	0.52	—	—	—
Legislators, senior officials, and managers	56	0.44	0.26	30	70	0.44
Professional and technical workers	1	1.00	0.64	60	40	1.48



Educational Attainment..... 23 1.000 0.928

Literacy rate.....	43	1.00	0.86	100	100	1.00
Enrolment in primary education.....	1	1.00	0.98	99	99	1.00
Enrolment in secondary education.....	1	1.00	0.90	83	82	1.01
Enrolment in tertiary education.....	1	1.00	0.86	149	88	1.68



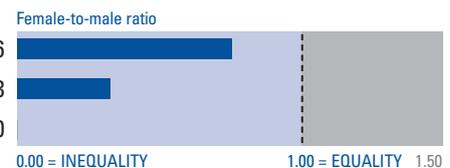
Health and Survival..... 69 0.974 0.956

Sex ratio at birth (female/male).....	106	0.94	0.92	—	—	0.94
Healthy life expectancy	76	1.04	1.04	71	68	1.04



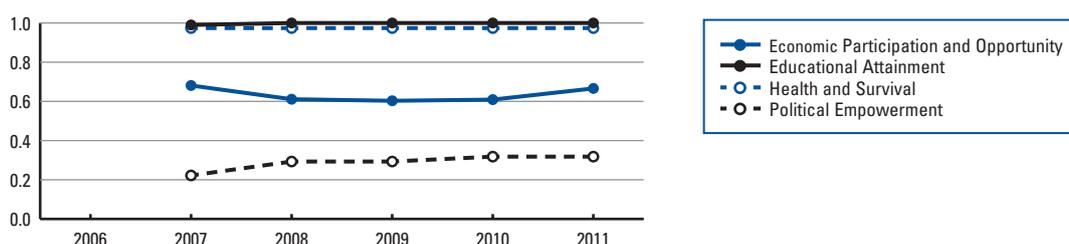
Political Empowerment..... 18 0.318 0.185

Women in parliament.....	3	0.76	0.22	43	57	0.76
Women in ministerial positions	37	0.33	0.18	25	75	0.33
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	20	0.739	57	0.666	23	1.000	69	0.974	18	0.318
Gender Gap Index 2010 (out of 134 countries)	24	0.725	84	0.609	1	1.000	69	0.974	18	0.318
Gender Gap Index 2009 (out of 134 countries)	29	0.718	88	0.603	1	1.000	74	0.974	18	0.293
Gender Gap Index 2008 (out of 130 countries)	25	0.720	77	0.611	25	1.000	71	0.974	19	0.293
Gender Gap Index 2007 (out of 128 countries)	22	0.717	39	0.681	55	0.990	69	0.974	23	0.222
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	2
Male adult unemployment rate (% of male labour force)	1
Women in non-agricultural paid labour (% of total labour force)	43
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	19
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	—

Education

Female teachers, primary education (%)	78
Female teachers, secondary education (%)	55
Female teachers, tertiary education (%)	59
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	21
Early marriage (% women, aged 15–19)	29
Fertility rate (births per woman)	1.50
Adolescent fertility rate (births per 1,000 women, aged 15–19)	44
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	53 [36-76]
Contraceptive prevalence, married women (%)	73
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	5
Overall population sex ratio (male/female)	1.00

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.50
Year women received right to vote	1934
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	18 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social security
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

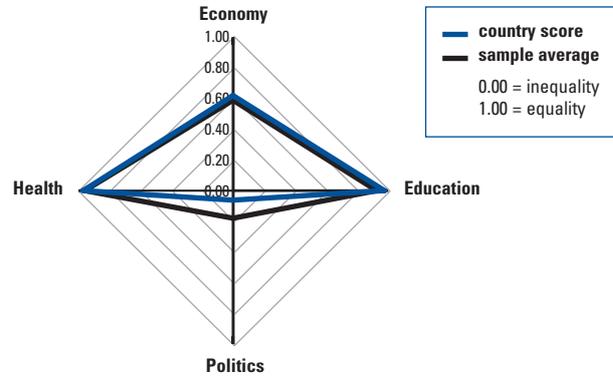
Cyprus

Rank (out of 135 countries) **93** Score (0.00 = inequality, 1.00 = equality) **0.657**

Gender Gap Index 2011

Key Indicators

Total population (millions)	0.88
Population growth (%)	0.99
GDP (US\$ billions)	12.17
GDP (PPP) per capita	25,764

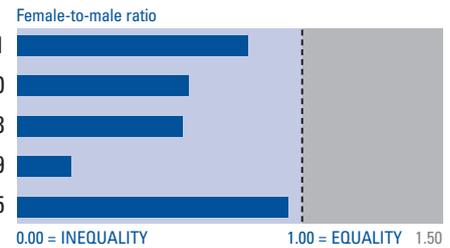


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

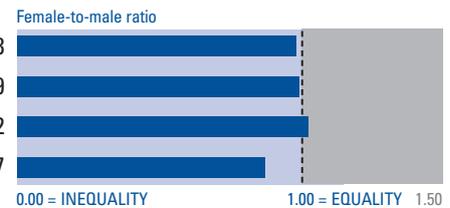
Economic Participation and Opportunity 80 0.617 0.588

Labour force participation.....	56	0.81	0.68	64	80	0.81
Wage equality for similar work (survey).....	97	0.60	0.65	—	—	0.60
Estimated earned income (PPP US\$).....	63	0.58	0.52	22,737	39,394	0.58
Legislators, senior officials, and managers	92	0.19	0.26	16	84	0.19
Professional and technical workers	66	0.95	0.64	49	51	0.95



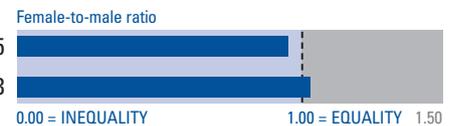
Educational Attainment..... 89 0.978 0.928

Literacy rate.....	71	0.98	0.86	97	99	0.98
Enrolment in primary education.....	78	0.99	0.98	98	99	0.99
Enrolment in secondary education.....	1	1.00	0.90	96	95	1.02
Enrolment in tertiary education.....	98	0.87	0.86	48	56	0.87



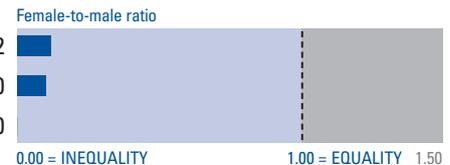
Health and Survival..... 90 0.970 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy	96	1.03	1.04	71	69	1.03



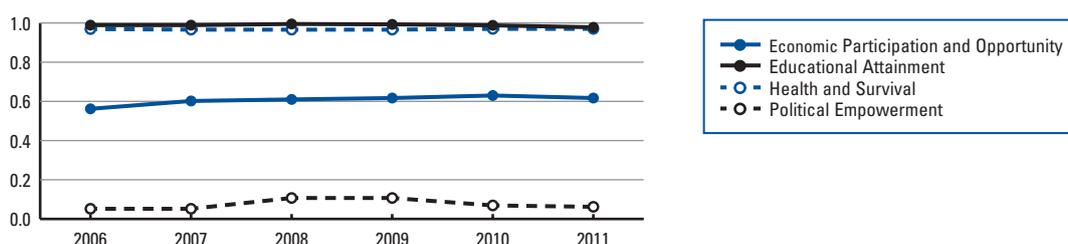
Political Empowerment..... 109 0.062 0.185

Women in parliament.....	100	0.12	0.22	11	89	0.12
Women in ministerial positions	95	0.10	0.18	9	91	0.10
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	93	0.657	80	0.617	89	0.978	90	0.970	109	0.062
Gender Gap Index 2010 (out of 134 countries)	86	0.664	75	0.630	77	0.988	88	0.970	102	0.069
Gender Gap Index 2009 (out of 134 countries)	79	0.671	82	0.617	61	0.993	114	0.966	80	0.107
Gender Gap Index 2008 (out of 130 countries)	76	0.669	78	0.610	50	0.995	110	0.966	76	0.107
Gender Gap Index 2007 (out of 128 countries)	82	0.652	81	0.602	60	0.989	108	0.966	107	0.052
Gender Gap Index 2006 (out of 115 countries)	83	0.643	75	0.562	55	0.989	84	0.969	95	0.052

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	6
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	49
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	4.20

Education

Female teachers, primary education (%)	82
Female teachers, secondary education (%)	63
Female teachers, tertiary education (%)	40
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	25
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.50
Adolescent fertility rate (births per 1,000 women, aged 15–19)	5
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	10 [4-23]
Contraceptive prevalence, married women (%)	—
Female HIV prevalence, aged 15–49 (%)	—
Male HIV prevalence, aged 15–49 (%)	—
Infant mortality rate (per 1,000 live births)	3
Overall population sex ratio (male/female)	0.95

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1960
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	18 weeks
Maternity leave benefits (% of wages paid)	75; the rate is increased to 80% if claimant has one dependant, to 90% if she has two dependants and to 100% if she has three dependants
Provider of maternity coverage	Social security
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	Public and private daycare with allowance; homecare with and without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

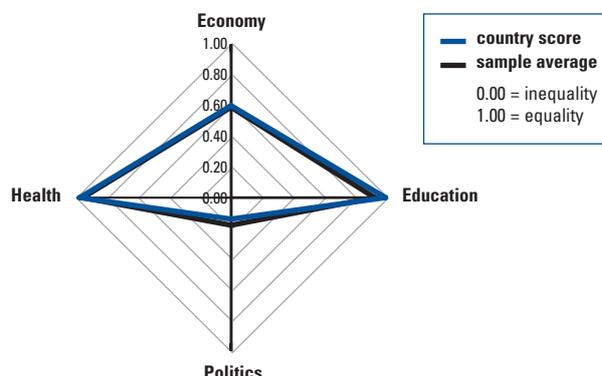
Czech Republic

Rank (out of 135 countries) **75** Score (0.00 = inequality, 1.00 = equality) **0.679**

Gender Gap Index 2011

Key Indicators

Total population (millions)	10.53
Population growth (%)	0.43
GDP (US\$ billions)	77.63
GDP (PPP) per capita	22,536

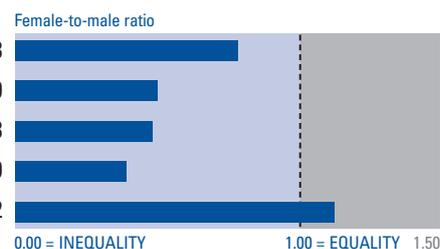


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 94 0.596 0.588

Labour force participation.....	67	0.78	0.68	61	78	0.78
Wage equality for similar work (survey).....	127	0.50	0.65	—	—	0.50
Estimated earned income (PPP US\$).....	96	0.48	0.52	16,651	34,848	0.48
Legislators, senior officials, and managers	67	0.39	0.26	28	72	0.39
Professional and technical workers	1	1.00	0.64	53	47	1.12



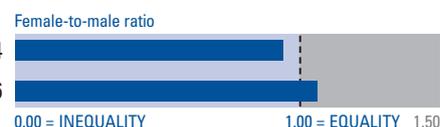
Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	91	88	1.03
Enrolment in secondary education.....	1	1.00	0.90	83	79	1.04
Enrolment in tertiary education.....	1	1.00	0.86	71	51	1.38



Health and Survival..... 39 0.979 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.94
Healthy life expectancy.....	54	1.06	1.04	72	68	1.06



Political Empowerment..... 60 0.140 0.185

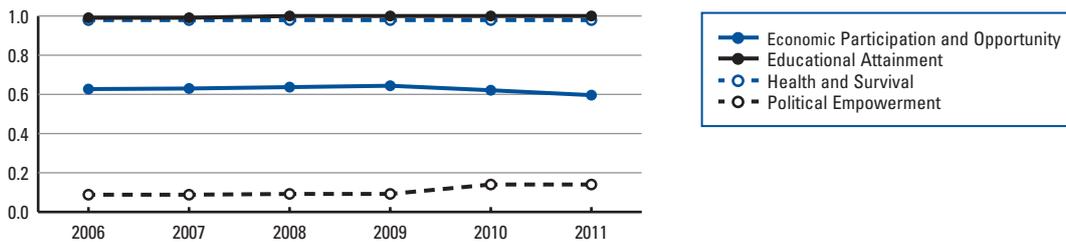
Women in parliament.....	45	0.28	0.22	22	78	0.28
Women in ministerial positions	58	0.21	0.18	18	82	0.21
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Czech Republic

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	75	0.679	94	0.596	1	1.000	39	0.979	60	0.140
Gender Gap Index 2010 (out of 134 countries)	65	0.685	80	0.621	1	1.000	38	0.979	59	0.140
Gender Gap Index 2009 (out of 134 countries)	74	0.679	70	0.644	1	1.000	41	0.979	91	0.092
Gender Gap Index 2008 (out of 130 countries)	69	0.677	68	0.637	1	1.000	38	0.979	88	0.092
Gender Gap Index 2007 (out of 128 countries)	64	0.672	71	0.630	53	0.991	37	0.979	78	0.088
Gender Gap Index 2006 (out of 115 countries)	53	0.671	52	0.627	47	0.991	36	0.979	70	0.088

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	8
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	46
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	4.27

Education

Female teachers, primary education (%)	98
Female teachers, secondary education (%)	66
Female teachers, tertiary education (%)	38
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	13

Marriage and Childbearing

Mean age of marriage for women (years)	29
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	11
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	8 [5-12]
Contraceptive prevalence, married women (%)	72
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	<0.10
Infant mortality rate (per 1,000 live births)	3
Overall population sex ratio (male/female)	0.97

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1920
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	28 weeks
Maternity leave benefits (% of wages paid)	69
Provider of maternity coverage	Social security
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	Public daycare with allowance; private daycare with and without allowance; homecare assistance without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

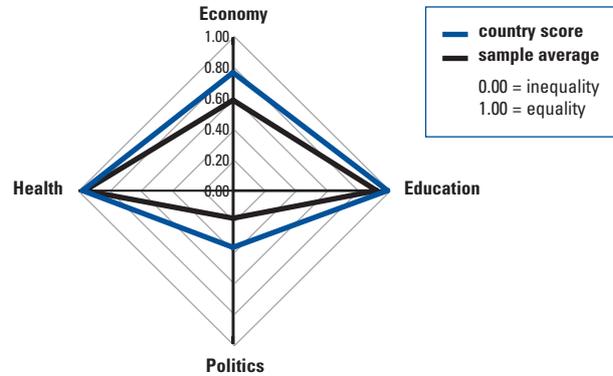
Denmark

Rank (out of 135 countries) **7** Score (0.00 = inequality, 1.00 = equality) **0.778**

Gender Gap Index 2011

Key Indicators

Total population (millions)	5.57
Population growth (%)	0.64
GDP (US\$ billions)	171.23
GDP (PPP) per capita	32,486

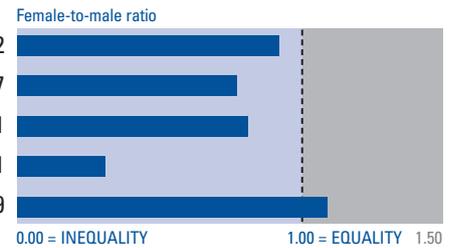


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 13 0.767 0.588

Labour force participation.....	14	0.92	0.68	76	83	0.92
Wage equality for similar work (survey).....	12	0.77	0.65	—	—	0.77
Estimated earned income (PPP US\$).....	11	0.81	0.52	32,206	40,000	0.81
Legislators, senior officials, and managers	78	0.31	0.26	24	76	0.31
Professional and technical workers	1	1.00	0.64	52	48	1.09



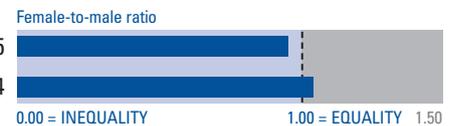
Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	96	94	1.03
Enrolment in secondary education.....	1	1.00	0.90	92	89	1.04
Enrolment in tertiary education.....	1	1.00	0.86	92	63	1.47



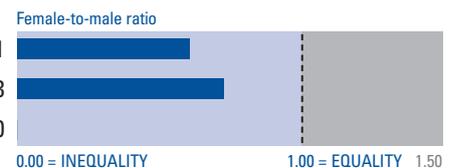
Health and Survival..... 68 0.974 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy	78	1.04	1.04	73	70	1.04



Political Empowerment..... 10 0.370 0.185

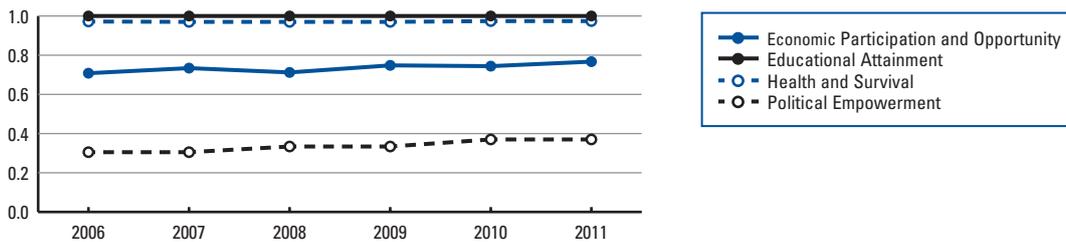
Women in parliament.....	13	0.61	0.22	38	62	0.61
Women in ministerial positions	8	0.73	0.18	42	58	0.73
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Denmark

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	7	0.778	13	0.767	1	1.000	68	0.974	10	0.370
Gender Gap Index 2010 (out of 134 countries)	7	0.772	23	0.744	1	1.000	68	0.974	10	0.370
Gender Gap Index 2009 (out of 134 countries)	7	0.763	20	0.748	1	1.000	102	0.970	11	0.334
Gender Gap Index 2008 (out of 130 countries)	7	0.754	28	0.712	1	1.000	97	0.970	10	0.334
Gender Gap Index 2007 (out of 128 countries)	8	0.752	18	0.734	1	1.000	96	0.970	13	0.305
Gender Gap Index 2006 (out of 115 countries)	8	0.746	19	0.708	1	1.000	76	0.972	13	0.305

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	5
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	49
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	5.55

Education

Female teachers, primary education (%)	64
Female teachers, secondary education (%)	48
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	13

Marriage and Childbearing

Mean age of marriage for women (years)	31
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.80
Adolescent fertility rate (births per 1,000 women, aged 15–19)	6
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	—
Maternal mortality ratio (per 100,000 live births) ⁴	5 [5-6]
Contraceptive prevalence, married women (%)	78
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.30
Infant mortality rate (per 1,000 live births)	3
Overall population sex ratio (male/female)	0.98

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1915
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave ¹⁰⁰ ; or paternity leave benefit equivalent to the unemployment benefit rate	100, up to a ceiling
Maternity leave benefits (% of wages paid)	100, up to a ceiling
Provider of maternity coverage	Municipality and employer
Length of paternity leave	2 weeks within the first 14 weeks after birth
Paternity leave benefits (% of wages paid)	100 (or paternity leave benefit equivalent to the unemployment benefit rate)
Daycare options	Public and private daycare with allowance; homecare with allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

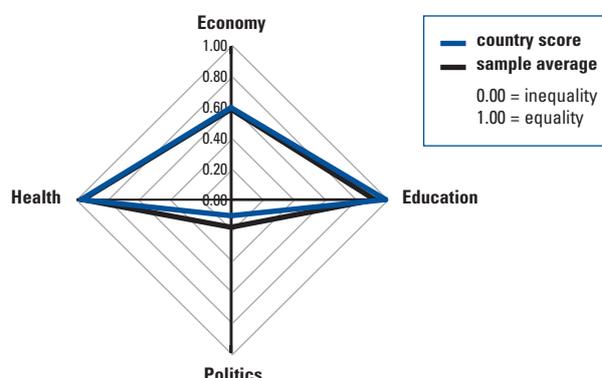
Dominican Republic

Rank (out of 135 countries) **81** Score (0.00 = inequality, 1.00 = equality) **0.668**

Gender Gap Index 2011

Key Indicators

Total population (millions)	10.23
Population growth (%)	1.33
GDP (US\$ billions)	40.20
GDP (PPP) per capita	8,142

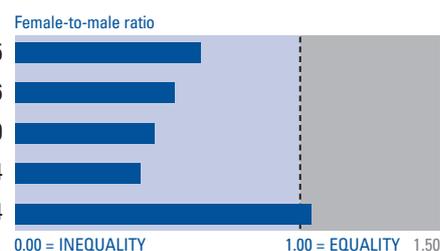


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

Economic Participation and Opportunity 92 0.597 0.588

Labour force participation.....	93	0.65	0.68	55	84	0.65
Wage equality for similar work (survey).....	112	0.56	0.65	—	—	0.56
Estimated earned income (PPP US\$).....	94	0.49	0.52	5,533	11,306	0.49
Legislators, senior officials, and managers	54	0.44	0.26	31	69	0.44
Professional and technical workers	1	1.00	0.64	51	49	1.04



Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	88	88	1.00
Enrolment in primary education.....	1	1.00	0.98	80	80	1.01
Enrolment in secondary education.....	1	1.00	0.90	63	52	1.22
Enrolment in tertiary education.....	1	1.00	0.86	41	26	1.59



Health and Survival..... 88 0.971 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.96
Healthy life expectancy.....	93	1.03	1.04	64	62	1.03



Political Empowerment..... 80 0.105 0.185

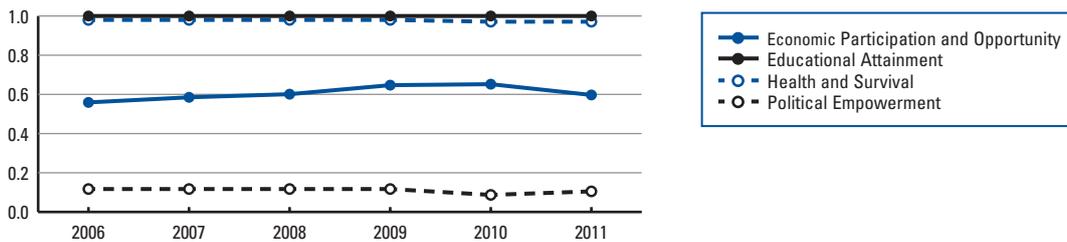
Women in parliament.....	51	0.26	0.22	21	79	0.26
Women in ministerial positions	97	0.10	0.18	9	91	0.10
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Dominican Republic

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	81	0.668	92	0.597	1	1.000	88	0.971	80	0.105
Gender Gap Index 2010 (out of 134 countries)	73	0.677	64	0.652	1	1.000	86	0.971	92	0.087
Gender Gap Index 2009 (out of 134 countries)	67	0.686	67	0.647	1	1.000	1	0.980	73	0.117
Gender Gap Index 2008 (out of 130 countries)	72	0.674	82	0.601	1	1.000	1	0.980	69	0.117
Gender Gap Index 2007 (out of 128 countries)	65	0.670	88	0.585	1	1.000	1	0.980	55	0.117
Gender Gap Index 2006 (out of 115 countries)	59	0.664	78	0.559	1	1.000	1	0.980	49	0.117

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	23
Male adult unemployment rate (% of male labour force)	9
Women in non-agricultural paid labour (% of total labour force)	39
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	35
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	4.06

Education

Female teachers, primary education (%)	78
Female teachers, secondary education (%)	68
Female teachers, tertiary education (%)	41
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	22
Early marriage (% women, aged 15–19)	29
Fertility rate (births per woman)	2.70
Adolescent fertility rate (births per 1,000 women, aged 15–19)	98
Antenatal care coverage, at least one visit (%)	99
Births attended by skilled health staff (%)	98
Maternal mortality ratio (per 100,000 live births) ⁴	100 [62-170]
Contraceptive prevalence, married women (%)	73
Female HIV prevalence, aged 15–49 (%)	1.00
Male HIV prevalence, aged 15–49 (%)	0.70
Infant mortality rate (per 1,000 live births)	27
Overall population sex ratio (male/female)	1.01

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.50
Year women received right to vote	1942
Quota type	Legislated candidate quotas; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100;
if the worker is not entitled to social security benefits, the employer shall cover the full cost of benefit	
Provider of maternity coverage	50%
Social security, 50% employer	
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

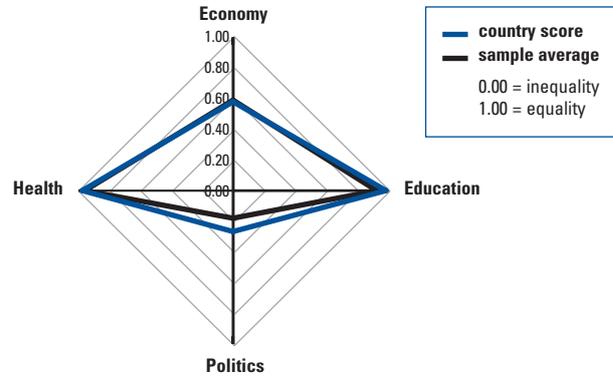
Ecuador

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **45** **0.704**

Key Indicators

Total population (millions)	13.77
Population growth (%)	1.09
GDP (US\$ billions)	25.00
GDP (PPP) per capita	7,692

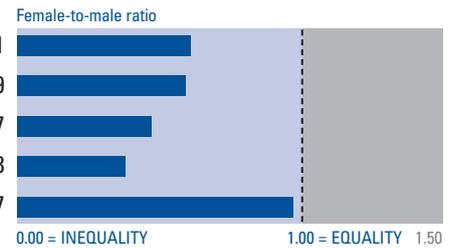


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 99 0.584 0.588

Labour force participation.....	101	0.61	0.68	48	79	0.61
Wage equality for similar work (survey).....	98	0.59	0.65	—	—	0.59
Estimated earned income (PPP US\$).....	98	0.47	0.52	5,275	11,249	0.47
Legislators, senior officials, and managers	69	0.38	0.26	28	72	0.38
Professional and technical workers	62	0.97	0.64	49	51	0.97



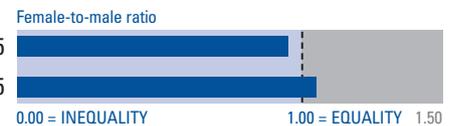
Educational Attainment..... 77 0.988 0.928

Literacy rate.....	92	0.93	0.86	81	87	0.93
Enrolment in primary education.....	1	1.00	0.98	96	94	1.02
Enrolment in secondary education.....	1	1.00	0.90	60	59	1.02
Enrolment in tertiary education.....	1	1.00	0.86	45	39	1.15



Health and Survival..... 58 0.976 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy	69	1.05	1.04	66	63	1.05



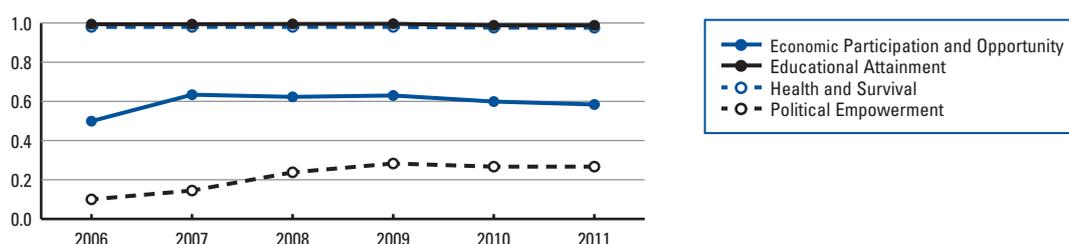
Political Empowerment..... 29 0.267 0.185

Women in parliament.....	20	0.48	0.22	32	68	0.48
Women in ministerial positions	18	0.48	0.18	33	68	0.48
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	45	0.704	99	0.584	77	0.988	58	0.976	29	0.267
Gender Gap Index 2010 (out of 134 countries)	40	0.707	90	0.599	78	0.988	57	0.976	28	0.267
Gender Gap Index 2009 (out of 134 countries)	23	0.722	77	0.630	45	0.996	1	0.980	21	0.283
Gender Gap Index 2008 (out of 130 countries)	35	0.709	74	0.623	52	0.995	1	0.980	28	0.238
Gender Gap Index 2007 (out of 128 countries)	44	0.688	65	0.634	42	0.994	1	0.980	44	0.145
Gender Gap Index 2006 (out of 115 countries)	82	0.643	92	0.499	39	0.994	1	0.980	64	0.100

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	8
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	39
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	4.22

Education

Female teachers, primary education (%)	63
Female teachers, secondary education (%)	63
Female teachers, tertiary education (%)	31
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	22
Early marriage (% women, aged 15–19)	22
Fertility rate (births per woman)	2.60
Adolescent fertility rate (births per 1,000 women, aged 15–19)	92
Antenatal care coverage, at least one visit (%)	84
Births attended by skilled health staff (%)	80
Maternal mortality ratio (per 100,000 live births) ⁴	140 [81-230]
Contraceptive prevalence, married women (%)	73
Female HIV prevalence, aged 15–49 (%)	0.30
Male HIV prevalence, aged 15–49 (%)	0.60
Infant mortality rate (per 1,000 live births)	20
Overall population sex ratio (male/female)	1.00

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.17
Year women received right to vote	1929
Quota type	Legislated candidate quotas; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	75% Social security, 25% employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

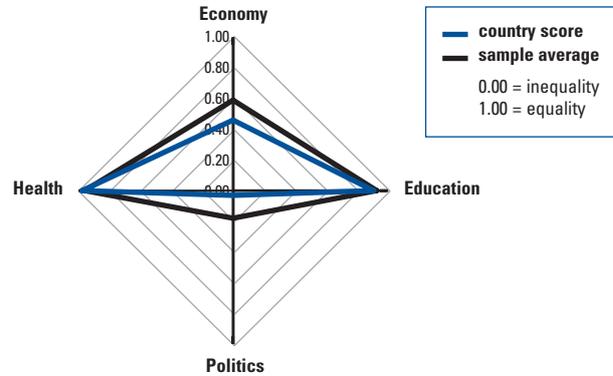
Egypt

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **123** **0.593**

Key Indicators

Total population (millions)	84.47
Population growth (%)	1.76
GDP (US\$ billions)	164.09
GDP (PPP) per capita	5,451



Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 122 0.457 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	131	0.30	0.68	24	79	0.30
Wage equality for similar work (survey).....	1	0.85	0.65	—	—	0.85
Estimated earned income (PPP US\$).....	127	0.24	0.52	2,167	9,138	0.24
Legislators, senior officials, and managers	105	0.12	0.26	11	89	0.12
Professional and technical workers	97	0.51	0.64	34	66	0.51

Educational Attainment..... 110 0.908 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	117	0.77	0.86	58	75	0.77
Enrolment in primary education.....	113	0.97	0.98	92	95	0.97
Enrolment in secondary education.....	96	0.97	0.90	64	66	0.97
Enrolment in tertiary education.....	105	0.77	0.86	24	31	0.77

Health and Survival..... 52 0.977 0.956

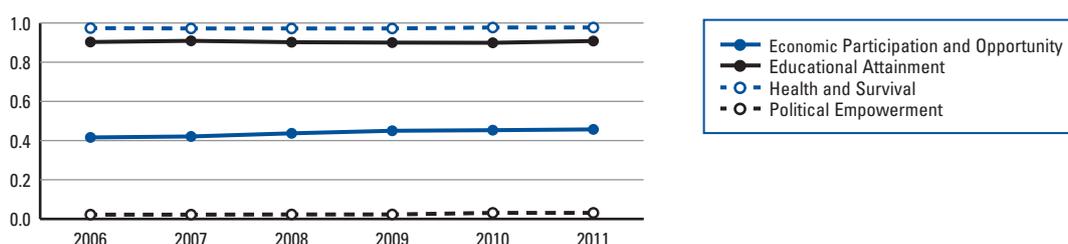
Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy	64	1.05	1.04	62	59	1.05

Political Empowerment..... 126 0.031 0.185

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	128	0.02	0.22	2	98	0.02
Women in ministerial positions	93	0.10	0.18	9	91	0.10
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	123	0.593	122	0.457	110	0.908	52	0.977	126	0.031
Gender Gap Index 2010 (out of 134 countries)	125	0.590	121	0.453	110	0.899	52	0.977	125	0.031
Gender Gap Index 2009 (out of 134 countries)	126	0.586	124	0.450	107	0.900	89	0.972	129	0.023
Gender Gap Index 2008 (out of 130 countries)	124	0.583	120	0.437	105	0.902	84	0.972	124	0.023
Gender Gap Index 2007 (out of 128 countries)	120	0.581	120	0.421	101	0.909	83	0.972	123	0.022
Gender Gap Index 2006 (out of 115 countries)	109	0.579	108	0.416	90	0.903	66	0.974	111	0.022

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	23
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	19
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	16
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	4
Ability of women to rise to positions of enterprise leadership ¹	5.25

Education

Female teachers, primary education (%)	56
Female teachers, secondary education (%)	42
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	15
Fertility rate (births per woman)	2.90
Adolescent fertility rate (births per 1,000 women, aged 15–19)	50
Antenatal care coverage, at least one visit (%)	74
Births attended by skilled health staff (%)	79
Maternal mortality ratio (per 100,000 live births) ⁴	82 [51-130]
Contraceptive prevalence, married women (%)	60
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	<0.10
Infant mortality rate (per 1,000 live births)	18
Overall population sex ratio (male/female)	1.01

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.90
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1956
Quota type	Reserved seats at single/lower house
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	90 days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage Social security (75%) and employer (25%)	—
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

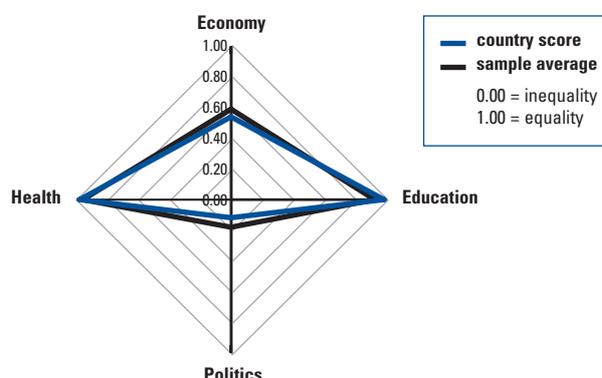
El Salvador

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **94** **0.657**

Key Indicators

Total population (millions)	6.19
Population growth (%)	0.50
GDP (US\$ billions)	15.96
GDP (PPP) per capita	6,047

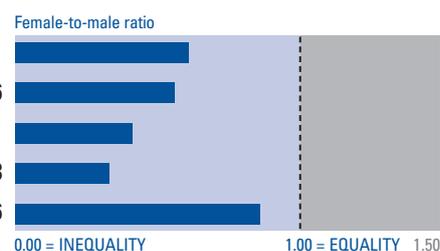


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

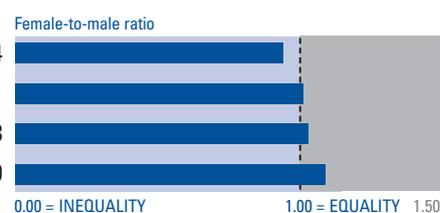
Economic Participation and Opportunity 108 0.541 0.588

Labour force participation.....	99	0.61	0.68	49	81	0.61
Wage equality for similar work (survey).....	109	0.56	0.65	—	—	0.56
Estimated earned income (PPP US\$).....	110	0.41	0.52	3,981	9,594	0.41
Legislators, senior officials, and managers	73	0.33	0.26	25	75	0.33
Professional and technical workers	76	0.86	0.64	46	54	0.86



Educational Attainment..... 72 0.989 0.928

Literacy rate.....	89	0.94	0.86	82	87	0.94
Enrolment in primary education.....	1	1.00	0.98	95	93	1.01
Enrolment in secondary education.....	1	1.00	0.90	56	54	1.03
Enrolment in tertiary education.....	1	1.00	0.86	26	23	1.09



Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	63	58	1.09



Political Empowerment..... 72 0.118 0.185

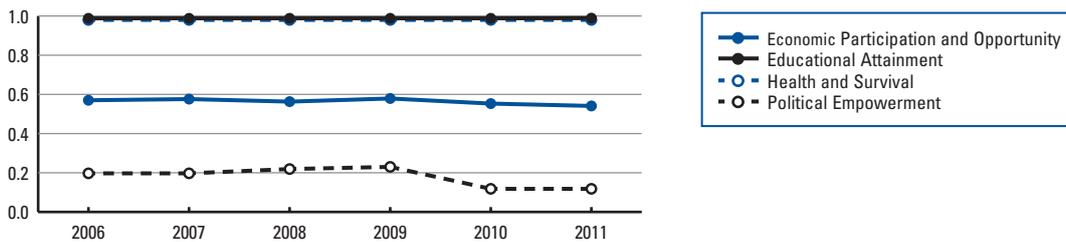
Women in parliament.....	61	0.23	0.22	19	81	0.23
Women in ministerial positions	67	0.18	0.18	15	85	0.18
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



El Salvador

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	94	0.657	108	0.541	72	0.989	1	0.980	72	0.118
Gender Gap Index 2010 (out of 134 countries)	90	0.660	102	0.553	79	0.988	1	0.980	73	0.118
Gender Gap Index 2009 (out of 134 countries)	55	0.694	98	0.579	81	0.988	1	0.980	32	0.230
Gender Gap Index 2008 (out of 130 countries)	58	0.688	97	0.563	78	0.988	1	0.980	32	0.219
Gender Gap Index 2007 (out of 128 countries)	48	0.685	91	0.576	66	0.988	1	0.980	26	0.197
Gender Gap Index 2006 (out of 115 countries)	39	0.684	73	0.570	59	0.988	1	0.980	24	0.197

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	4
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	48
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	4.14

Education

Female teachers, primary education (%)	73
Female teachers, secondary education (%)	52
Female teachers, tertiary education (%)	34
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	16
Fertility rate (births per woman)	2.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	68
Antenatal care coverage, at least one visit (%)	94
Births attended by skilled health staff (%)	84
Maternal mortality ratio (per 100,000 live births) ⁴	110 [71-170]
Contraceptive prevalence, married women (%)	73
Female HIV prevalence, aged 15–49 (%)	0.50
Male HIV prevalence, aged 15–49 (%)	1.20
Infant mortality rate (per 1,000 live births)	15
Overall population sex ratio (male/female)	0.89

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.17
Year women received right to vote	1939
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	75
Provider of maternity coverage Social security for insured workers, otherwise employer must pay	
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

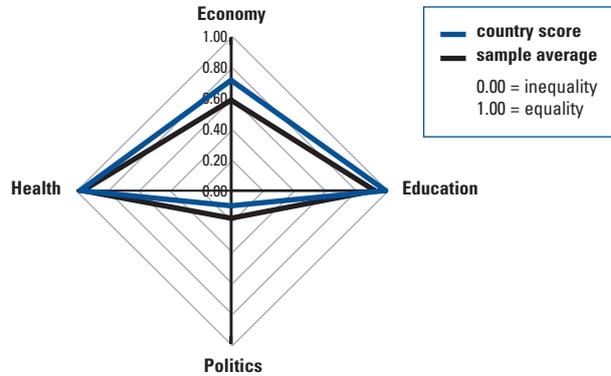
Estonia

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **52** **0.698**

Key Indicators

Total population (millions)	1.34
Population growth (%)	-0.01
GDP (US\$ billions)	8.25
GDP (PPP) per capita	16,346



Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 35 0.720 0.588

Labour force participation.....	24	0.89	0.68	69	78	0.89	
Wage equality for similar work (survey).....	74	0.65	0.65	—	—	0.65	
Estimated earned income (PPP US\$).....	52	0.62	0.52	15,318	24,808	0.62	
Legislators, senior officials, and managers	27	0.57	0.26	36	64	0.57	
Professional and technical workers	1	1.00	0.64	68	32	2.15	

Educational Attainment..... 38 0.997 0.928

Literacy rate.....	1	1.00	0.86	100	100	1.00	
Enrolment in primary education.....	83	0.99	0.98	94	95	0.99	
Enrolment in secondary education.....	1	1.00	0.90	91	88	1.03	
Enrolment in tertiary education.....	1	1.00	0.86	80	48	1.69	

Health and Survival..... 51 0.977 0.956

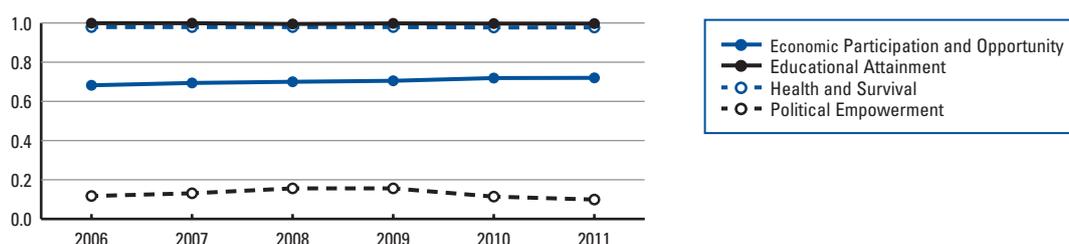
Sex ratio at birth (female/male).....	116	0.94	0.92	—	—	0.94	
Healthy life expectancy.....	1	1.06	1.04	71	61	1.16	

Political Empowerment..... 87 0.099 0.185

Women in parliament.....	58	0.25	0.22	20	80	0.25	
Women in ministerial positions	98	0.09	0.18	8	92	0.09	
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00	

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	52	0.698	35	0.720	38	0.997	51	0.977	87	0.099
Gender Gap Index 2010 (out of 134 countries)	47	0.702	35	0.719	38	0.997	50	0.977	74	0.114
Gender Gap Index 2009 (out of 134 countries)	37	0.709	36	0.705	37	0.998	41	0.979	50	0.156
Gender Gap Index 2008 (out of 130 countries)	37	0.708	33	0.700	48	0.995	38	0.979	48	0.156
Gender Gap Index 2007 (out of 128 countries)	30	0.701	34	0.694	20	0.999	37	0.979	51	0.131
Gender Gap Index 2006 (out of 115 countries)	29	0.694	27	0.682	16	0.999	36	0.979	51	0.117

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	11
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	52
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	5.11

Education

Female teachers, primary education (%)	94
Female teachers, secondary education (%)	78
Female teachers, tertiary education (%)	48
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	24
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.70
Adolescent fertility rate (births per 1,000 women, aged 15–19)	25
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	12 [9-14]
Contraceptive prevalence, married women (%)	70
Female HIV prevalence, aged 15–49 (%)	0.80
Male HIV prevalence, aged 15–49 (%)	1.70
Infant mortality rate (per 1,000 live births)	4
Overall population sex ratio (male/female)	0.86

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1918
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	140 calendar days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Health Insurance Fund
Length of paternity leave	2 weeks; can be used during the 2 months before birth or during the 2 months after birth
Paternity leave benefits (% of wages paid)	Paid on the basis of the father's average wages, up to a ceiling
Daycare options	Public daycare with allowance; private daycare with and without allowance; homecare without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

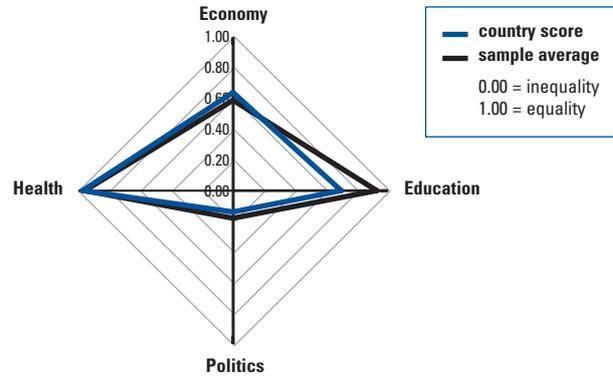
Ethiopia

Rank (out of 135 countries) **116** Score (0.00 = inequality, 1.00 = equality) **0.614**

Gender Gap Index 2011

Key Indicators

Total population (millions)	84.98
Population growth (%)	2.56
GDP (US\$ billions)	18.32
GDP (PPP) per capita	912

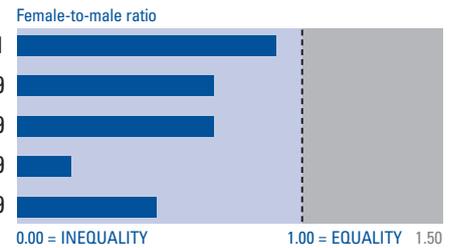


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

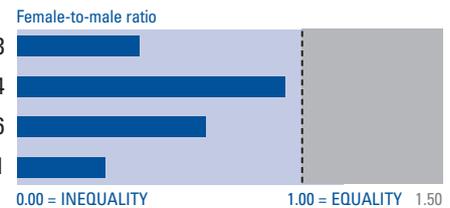
Economic Participation and Opportunity 71 0.637 0.588

Labour force participation.....	15	0.91	0.68	83	91	0.91
Wage equality for similar work (survey).....	45	0.69	0.65	—	—	0.69
Estimated earned income (PPP US\$).....	27	0.69	0.52	763	1,108	0.69
Legislators, senior officials, and managers	93	0.19	0.26	16	84	0.19
Professional and technical workers	99	0.49	0.64	33	67	0.49



Educational Attainment..... 131 0.704 0.928

Literacy rate.....	135	0.43	0.86	18	42	0.43
Enrolment in primary education.....	123	0.94	0.98	80	85	0.94
Enrolment in secondary education.....	128	0.66	0.90	11	17	0.66
Enrolment in tertiary education.....	131	0.31	0.86	2	5	0.31



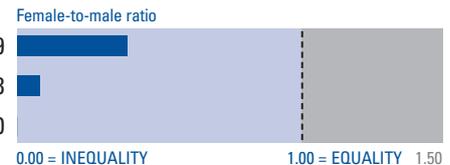
Health and Survival..... 77 0.974 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy	86	1.04	1.04	51	49	1.04



Political Empowerment..... 64 0.139 0.185

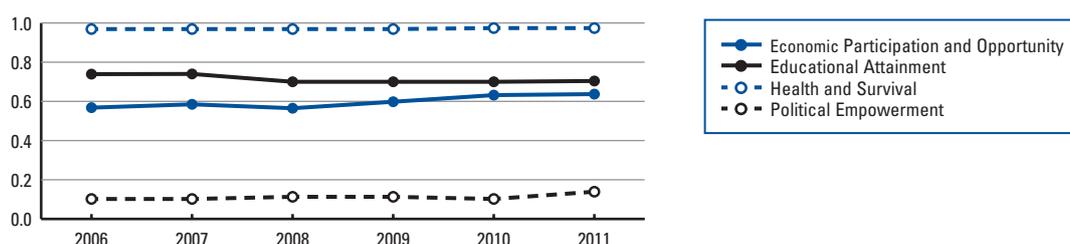
Women in parliament.....	27	0.39	0.22	28	72	0.39
Women in ministerial positions	102	0.08	0.18	7	93	0.08
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Ethiopia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	116	0.614	71	0.637	131	0.704	77	0.974	64	0.139
Gender Gap Index 2010 (out of 134 countries)	121	0.602	74	0.632	129	0.700	75	0.974	82	0.102
Gender Gap Index 2009 (out of 134 countries)	122	0.595	91	0.598	130	0.700	106	0.969	74	0.113
Gender Gap Index 2008 (out of 130 countries)	122	0.587	96	0.565	126	0.700	101	0.969	70	0.113
Gender Gap Index 2007 (out of 128 countries)	113	0.599	86	0.585	121	0.740	100	0.969	68	0.102
Gender Gap Index 2006 (out of 115 countries)	100	0.595	74	0.568	108	0.739	87	0.969	61	0.102

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	30
Male adult unemployment rate (% of male labour force)	12
Women in non-agricultural paid labour (% of total labour force)	47
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	1.00
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	4.78

Education

Female teachers, primary education (%)	38
Female teachers, secondary education (%)	19
Female teachers, tertiary education (%)	8
Female school life expectancy, primary to secondary (years)	8
Male school life expectancy, primary to secondary (years)	9

Marriage and Childbearing

Mean age of marriage for women (years)	21
Early marriage (% women, aged 15–19)	30
Fertility rate (births per woman)	5.30
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	109
Antenatal care coverage, at least one visit (%)	28
Births attended by skilled health staff (%)	6
Maternal mortality ratio (per 100,000 live births) ⁴	470 [270-790]
Contraceptive prevalence, married women (%)	15
Female HIV prevalence, aged 15–49 (%)	—
Male HIV prevalence, aged 15–49 (%)	—
Infant mortality rate (per 1,000 live births)	67
Overall population sex ratio (male/female)	0.99

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.80
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1955
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

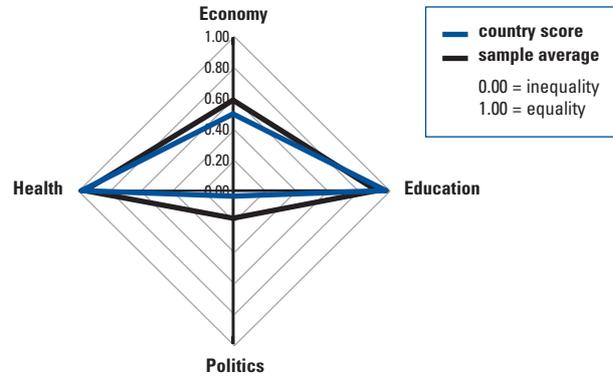
Length of maternity leave	90 days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer (for up to 45 days)
Length of paternity leave	5 days after birth
Paternity leave benefits (% of wages paid)	Unpaid
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Gender Gap Index 2011

Key Indicators

Total population (millions)	0.85
Population growth (%)	0.57
GDP (US\$ billions)	1.87
GDP (PPP) per capita	4,091

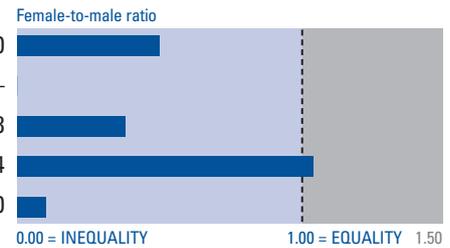


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

Economic Participation and Opportunity 116 **0.497** **0.588**

Labour force participation.....	117	0.50	0.68	40	80	0.50
Wage equality for similar work (survey).....	—	—	0.65	—	—	—
Estimated earned income (PPP US\$).....	117	0.38	0.52	2,455	6,536	0.38
Legislators, senior officials, and managers	1	1.00	0.26	51	49	1.04
Professional and technical workers	116	0.10	0.64	9	91	0.10



Educational Attainment..... 70 **0.989** **0.928**

Literacy rate.....	82	0.96	0.86	92	96	0.96
Enrolment in primary education.....	82	0.99	0.98	89	90	0.99
Enrolment in secondary education.....	1	1.00	0.90	83	76	1.10
Enrolment in tertiary education.....	1	1.00	0.86	17	14	1.20



Health and Survival..... 1 **0.980** **0.956**

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	64	60	1.07



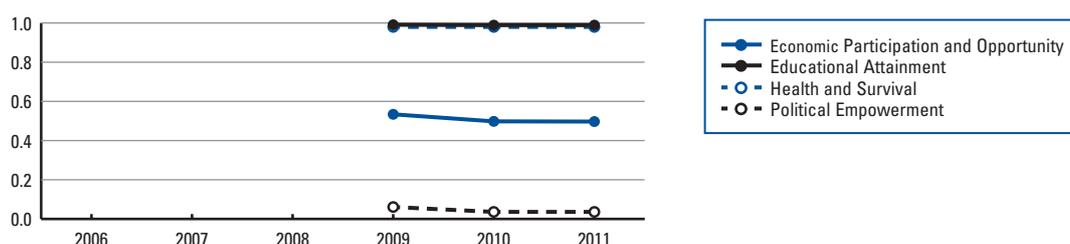
Political Empowerment..... 123 **0.036** **0.185**

Women in parliament.....	—	—	0.22	—	—	—
Women in ministerial positions	95	0.10	0.18	9	91	0.10
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	109	0.625	116	0.497	70	0.989	1	0.980	123	0.036
Gender Gap Index 2010 (out of 134 countries)	108	0.626	114	0.498	70	0.989	1	0.980	121	0.036
Gender Gap Index 2009 (out of 134 countries)	103	0.641	111	0.534	72	0.991	1	0.980	115	0.061
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	13
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	30
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	40
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	—

Education

Female teachers, primary education (%)	55
Female teachers, secondary education (%)	71
Female teachers, tertiary education (%)	36
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	10
Fertility rate (births per woman)	2.70
Adolescent fertility rate (births per 1,000 women, aged 15–19)	30
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	26 [14-48]
Contraceptive prevalence, married women (%)	—
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.20
Infant mortality rate (per 1,000 live births)	15
Overall population sex ratio (male/female)	1.03

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1963
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	84 days
Maternity leave benefits (% of wages paid)	Flat rate for the normal duration of maternity leave
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

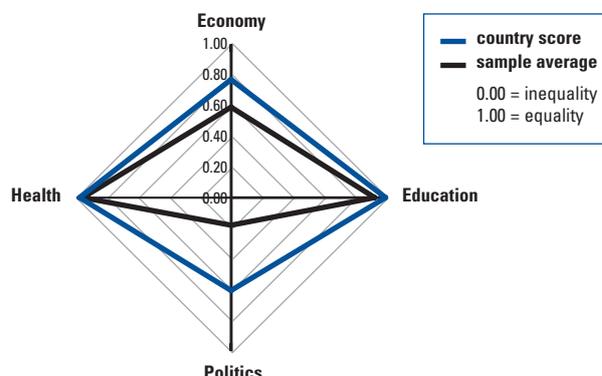
Finland

Rank (out of 135 countries) **3** Score (0.00 = inequality, 1.00 = equality) **0.838**

Gender Gap Index 2011

Key Indicators

Total population (millions)	5.36
Population growth (%)	0.45
GDP (US\$ billions)	145.57
GDP (PPP) per capita	31,539

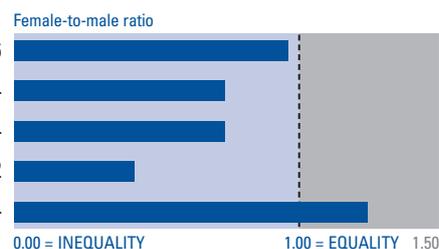


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

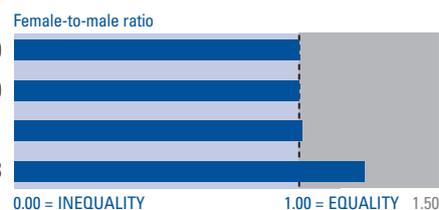
Economic Participation and Opportunity 12 0.768 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	6	0.96	0.68	74	77	0.96
Wage equality for similar work (survey).....	31	0.74	0.65	—	—	0.74
Estimated earned income (PPP US\$).....	18	0.74	0.52	29,593	40,000	0.74
Legislators, senior officials, and managers	61	0.42	0.26	30	70	0.42
Professional and technical workers	1	1.00	0.64	55	45	1.24



Educational Attainment..... 26 0.999 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	66	1.00	0.98	96	96	1.00
Enrolment in secondary education.....	1	1.00	0.90	96	95	1.01
Enrolment in tertiary education.....	1	1.00	0.86	101	82	1.23



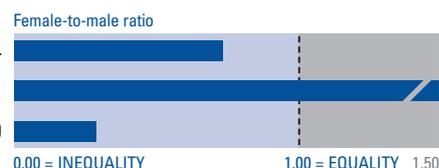
Health and Survival..... 1 0.980 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.96
Healthy life expectancy.....	1	1.06	1.04	75	70	1.07



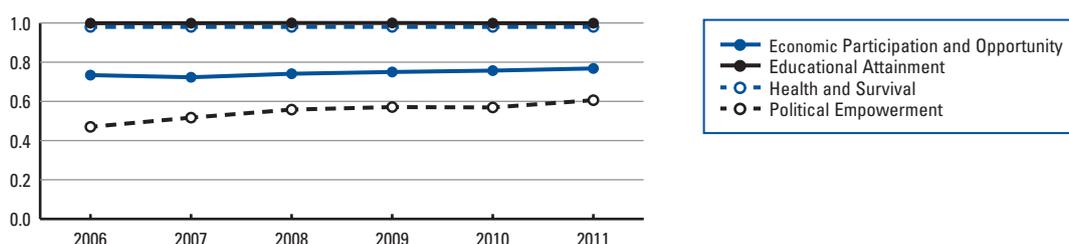
Political Empowerment..... 2 0.606 0.185

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	5	0.74	0.22	43	58	0.74
Women in ministerial positions	1	1.00	0.18	63	37	1.71
Years with female head of state (last 50)	8	0.29	0.16	11	39	0.29



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	3	0.838	12	0.768	26	0.999	1	0.980	2	0.606
Gender Gap Index 2010 (out of 134 countries)	3	0.826	16	0.757	28	0.999	1	0.980	2	0.569
Gender Gap Index 2009 (out of 134 countries)	2	0.825	15	0.750	1	1.000	1	0.980	2	0.571
Gender Gap Index 2008 (out of 130 countries)	2	0.820	19	0.741	1	1.000	1	0.980	1	0.558
Gender Gap Index 2007 (out of 128 countries)	3	0.804	22	0.723	21	0.999	1	0.980	2	0.517
Gender Gap Index 2006 (out of 115 countries)	3	0.796	8	0.734	18	0.999	1	0.980	3	0.470

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	8
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	51
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	5.66

Education

Female teachers, primary education (%)	78
Female teachers, secondary education (%)	64
Female teachers, tertiary education (%)	51
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	30
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.80
Adolescent fertility rate (births per 1,000 women, aged 15–19)	9
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	8 [7-8]
Contraceptive prevalence, married women (%)	77
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	3
Overall population sex ratio (male/female)	0.96

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1906
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	105 working days
Maternity leave benefits (% of wages paid)	70; the amount of benefit varies based on income and employment conditions, but there is a minimum flat rate
Provider of maternity coverage	Social insurance system
Length of paternity leave	Up to 18 days after birth; can be taken in up to 4 separate periods. Fathers can also take a full month of paternity leave ('daddy month'), between 13 and 36 working days; mothers not eligible for Maternity or Parental Allowance during the daddy month
Paternity leave benefits (% of wages paid)	Approximately 79%; minimum allowance
Daycare options	Public/private daycare, homecare, with and without allowance

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4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

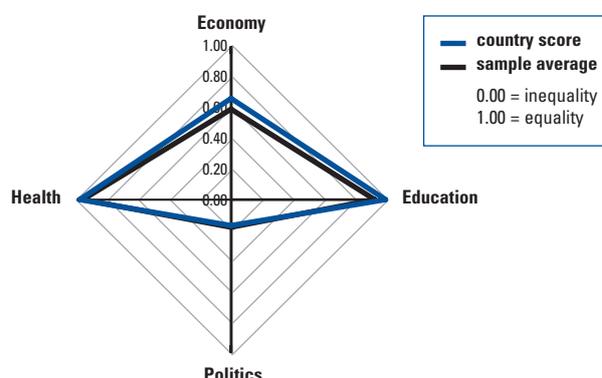
France

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **48** **0.702**

Key Indicators

Total population (millions)	64.88
Population growth (%)	0.52
GDP (US\$ billions)	1,484.69
GDP (PPP) per capita	29,648

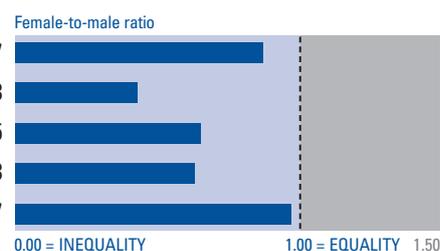


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 61 0.659 0.588

Labour force participation.....	37	0.87	0.68	65	75	0.87
Wage equality for similar work (survey).....	131	0.43	0.65	—	—	0.43
Estimated earned income (PPP US\$).....	45	0.65	0.52	25,870	40,000	0.65
Legislators, senior officials, and managers	20	0.63	0.26	39	61	0.63
Professional and technical workers	63	0.97	0.64	49	51	0.97



Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	99	98	1.00
Enrolment in secondary education.....	1	1.00	0.90	100	98	1.02
Enrolment in tertiary education.....	1	1.00	0.86	62	49	1.28



Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	76	71	1.07



Political Empowerment..... 46 0.169 0.185

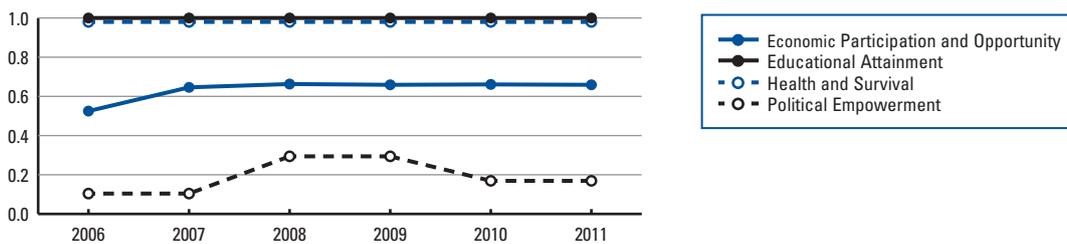
Women in parliament.....	63	0.23	0.22	19	81	0.23
Women in ministerial positions	34	0.36	0.18	26	74	0.36
Years with female head of state (last 50)	39	0.02	0.16	1	49	0.02



France

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	48	0.702	61	0.659	1	1.000	1	0.980	46	0.169
Gender Gap Index 2010 (out of 134 countries)	46	0.703	60	0.661	1	1.000	1	0.980	47	0.169
Gender Gap Index 2009 (out of 134 countries)	18	0.733	61	0.659	1	1.000	1	0.980	16	0.294
Gender Gap Index 2008 (out of 130 countries)	15	0.734	53	0.663	1	1.000	1	0.980	18	0.294
Gender Gap Index 2007 (out of 128 countries)	51	0.682	61	0.646	1	1.000	1	0.980	67	0.104
Gender Gap Index 2006 (out of 115 countries)	70	0.652	88	0.525	1	1.000	1	0.980	60	0.104

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	9
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	49
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	3.48

Education

Female teachers, primary education (%)	82
Female teachers, secondary education (%)	59
Female teachers, tertiary education (%)	39
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	13

Marriage and Childbearing

Mean age of marriage for women (years)	32
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.90
Adolescent fertility rate (births per 1,000 women, aged 15–19)	11
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	8 [5-14]
Contraceptive prevalence, married women (%)	82
Female HIV prevalence, aged 15–49 (%)	0.30
Male HIV prevalence, aged 15–49 (%)	0.50
Infant mortality rate (per 1,000 live births)	3
Overall population sex ratio (male/female)	0.95

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1944
Quota type	Legislated candidate quotas; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	16 weeks
Maternity leave benefits (% of wages paid)	100, up to a ceiling
Provider of maternity coverage	Social security
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
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 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

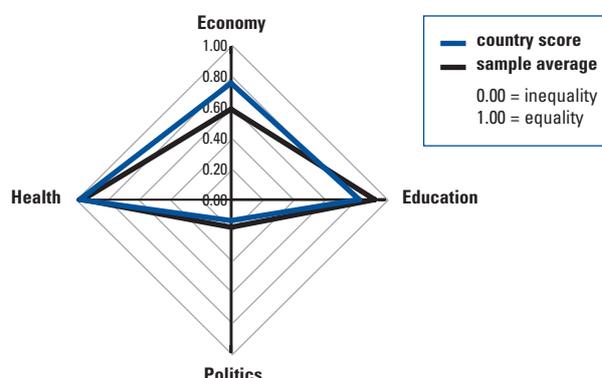
Gambia, The

Rank (out of 135 countries) **77** Score (0.00 = inequality, 1.00 = equality) **0.676**

Gender Gap Index 2011

Key Indicators

Total population (millions)	1.75
Population growth (%)	2.63
GDP (US\$ billions)	0.61
GDP (PPP) per capita	1,249



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

Economic Participation and Opportunity 19 0.756 0.588

Labour force participation.....	49	0.84	0.68	71	85	0.84
Wage equality for similar work (survey).....	9	0.79	0.65	—	—	0.79
Estimated earned income (PPP US\$).....	50	0.64	0.52	1,102	1,733	0.64
Legislators, senior officials, and managers	—	—	0.26	—	—	—
Professional and technical workers	—	—	0.64	—	—	—



Educational Attainment..... 122 0.832 0.928

Literacy rate.....	127	0.62	0.86	36	58	0.62
Enrolment in primary education.....	1	1.00	0.98	68	66	1.03
Enrolment in secondary education.....	89	0.98	0.90	41	42	0.98
Enrolment in tertiary education.....	133	0.23	0.86	0	2	0.23



Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	1	1.06	1.04	53	50	1.06



Political Empowerment..... 66 0.137 0.185

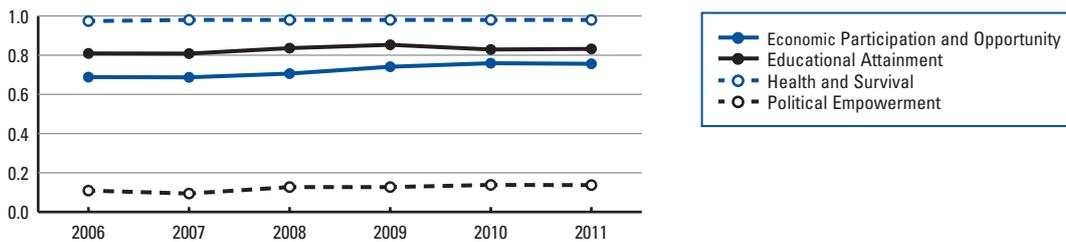
Women in parliament.....	119	0.08	0.22	8	93	0.08
Women in ministerial positions	21	0.45	0.18	31	69	0.45
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Gambia, The

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	77	0.676	19	0.756	122	0.832	1	0.980	66	0.137
Gender Gap Index 2010 (out of 134 countries)	75	0.676	14	0.759	121	0.829	1	0.980	62	0.138
Gender Gap Index 2009 (out of 134 countries)	75	0.675	23	0.741	119	0.853	1	0.980	68	0.127
Gender Gap Index 2008 (out of 130 countries)	85	0.662	32	0.706	118	0.836	1	0.980	63	0.127
Gender Gap Index 2007 (out of 128 countries)	95	0.642	37	0.687	117	0.808	1	0.980	73	0.094
Gender Gap Index 2006 (out of 115 countries)	79	0.645	25	0.688	106	0.809	64	0.974	55	0.109

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	—
Male adult unemployment rate (% of male labour force)	—
Women in non-agricultural paid labour (% of total labour force)	21
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	28
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	5.67

Education

Female teachers, primary education (%)	33
Female teachers, secondary education (%)	17
Female teachers, tertiary education (%)	6
Female school life expectancy, primary to secondary (years)	8
Male school life expectancy, primary to secondary (years)	9

Marriage and Childbearing

Mean age of marriage for women (years)	20
Early marriage (% women, aged 15–19)	39
Fertility rate (births per woman)	5.10
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	104
Antenatal care coverage, at least one visit (%)	98
Births attended by skilled health staff (%)	57
Maternal mortality ratio (per 100,000 live births) ⁴	400 [190-910]
Contraceptive prevalence, married women (%)	18
Female HIV prevalence, aged 15–49 (%)	2.40
Male HIV prevalence, aged 15–49 (%)	1.70
Infant mortality rate (per 1,000 live births)	78
Overall population sex ratio (male/female)	0.98

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.70
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.50
Year women received right to vote	1960
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—
Childcare Ecosystem	
Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
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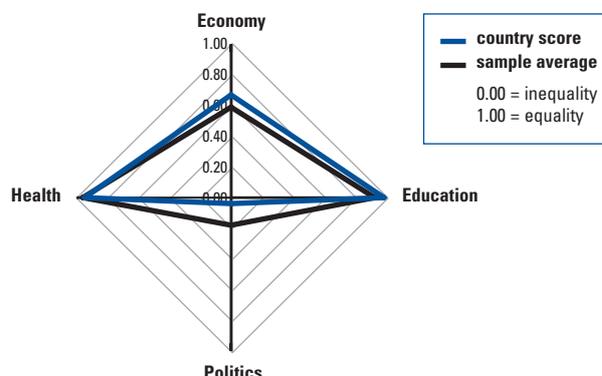
Georgia

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **86** **0.662**

Key Indicators

Total population (millions)	4.45
Population growth (%)	0.95
GDP (US\$ billions)	5.60
GDP (PPP) per capita	4,550

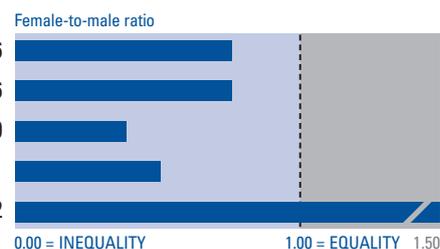


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

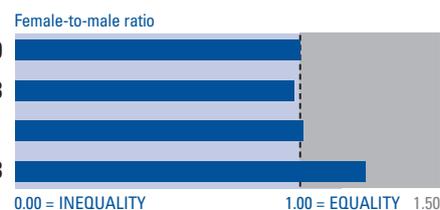
Economic Participation and Opportunity 54 0.672 0.588

Labour force participation.....	71	0.76	0.68	59	78	0.76
Wage equality for similar work (survey).....	22	0.76	0.65	—	—	0.76
Estimated earned income (PPP US\$).....	115	0.39	0.52	2,771	7,030	0.39
Legislators, senior officials, and managers	37	0.51	0.26	34	66	0.51
Professional and technical workers	1	1.00	0.64	62	38	1.62



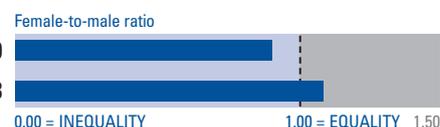
Educational Attainment..... 67 0.990 0.928

Literacy rate.....	47	1.00	0.86	100	100	1.00
Enrolment in primary education.....	106	0.98	0.98	98	100	0.98
Enrolment in secondary education.....	1	1.00	0.90	77	77	1.01
Enrolment in tertiary education.....	1	1.00	0.86	28	23	1.23



Health and Survival..... 128 0.948 0.956

Sex ratio at birth (female/male).....	129	0.90	0.92	—	—	0.90
Healthy life expectancy.....	1	1.06	1.04	67	62	1.08



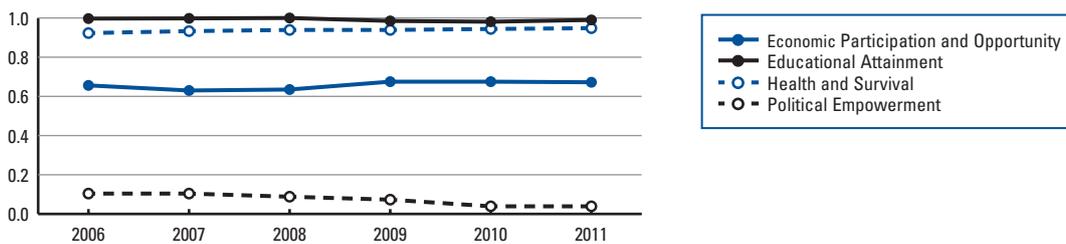
Political Empowerment..... 120 0.039 0.185

Women in parliament.....	120	0.07	0.22	7	94	0.07
Women in ministerial positions	118	0.06	0.18	6	94	0.06
Years with female head of state (last 50)	46	0.01	0.16	0	50	0.01



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	86	0.662	54	0.672	67	0.990	128	0.948	120	0.039
Gender Gap Index 2010 (out of 134 countries)	88	0.660	54	0.675	87	0.981	129	0.944	119	0.039
Gender Gap Index 2009 (out of 134 countries)	83	0.668	54	0.675	82	0.985	131	0.939	103	0.073
Gender Gap Index 2008 (out of 130 countries)	82	0.665	69	0.635	1	1.000	127	0.939	92	0.088
Gender Gap Index 2007 (out of 128 countries)	67	0.666	69	0.630	28	0.998	125	0.933	66	0.104
Gender Gap Index 2006 (out of 115 countries)	54	0.670	41	0.656	28	0.997	115	0.923	59	0.104

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	16
Male adult unemployment rate (% of male labour force)	17
Women in non-agricultural paid labour (% of total labour force)	46
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	5.10

Education

Female teachers, primary education (%)	86
Female teachers, secondary education (%)	86
Female teachers, tertiary education (%)	50
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	—
Early marriage (% women, aged 15–19)	16
Fertility rate (births per woman)	1.60
Adolescent fertility rate (births per 1,000 women, aged 15–19)	44
Antenatal care coverage, at least one visit (%)	96
Births attended by skilled health staff (%)	98
Maternal mortality ratio (per 100,000 live births) ⁴	48 [30-76]
Contraceptive prevalence, married women (%)	47
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	26
Overall population sex ratio (male/female)	0.89

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1918, 1921
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	—
Maternity leave benefits (% of wages paid)	—
Provider of maternity coverage	—
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

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 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

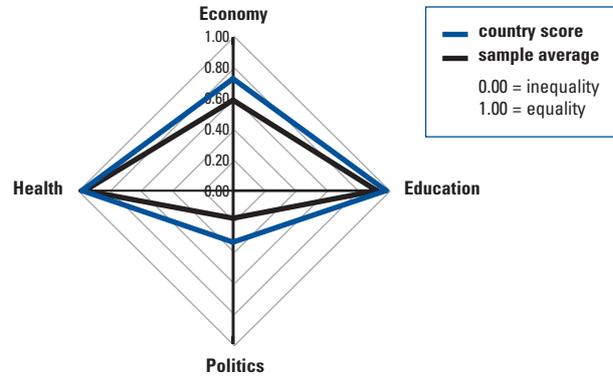
Germany

Rank (out of 135 countries) **11** Score (0.00 = inequality, 1.00 = equality) **0.759**

Gender Gap Index 2011

Key Indicators

Total population (millions)	81.64
Population growth (%)	-0.30
GDP (US\$ billions)	2,071.24
GDP (PPP) per capita	33,526



Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

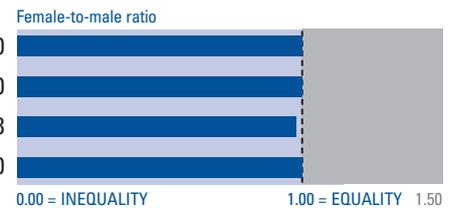
Economic Participation and Opportunity 32 0.727 0.588

Labour force participation.....	39	0.87	0.68	71	82	0.87
Wage equality for similar work (survey).....	89	0.62	0.65	—	—	0.62
Estimated earned income (PPP US\$).....	28	0.69	0.52	27,457	40,000	0.69
Legislators, senior officials, and managers	23	0.61	0.26	38	62	0.61
Professional and technical workers	1	1.00	0.64	50	50	1.01



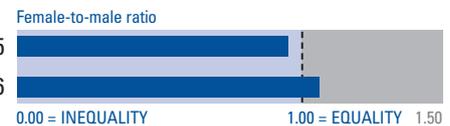
Educational Attainment..... 50 0.994 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	72	1.00	0.98	97	97	1.00
Enrolment in secondary education.....	91	0.98	0.90	—	—	0.98
Enrolment in tertiary education.....	1	1.00	0.86	—	—	1.00



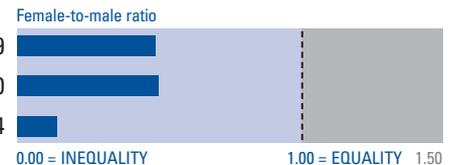
Health and Survival..... 49 0.978 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	60	1.06	1.04	75	71	1.06



Political Empowerment..... 15 0.336 0.185

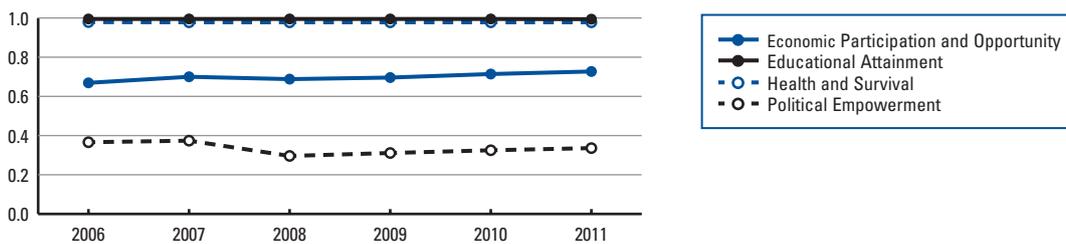
Women in parliament.....	19	0.49	0.22	33	67	0.49
Women in ministerial positions	15	0.50	0.18	33	67	0.50
Years with female head of state (last 50)	13	0.14	0.16	6	44	0.14



Germany

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	11	0.759	32	0.727	50	0.994	49	0.978	15	0.336
Gender Gap Index 2010 (out of 134 countries)	13	0.753	37	0.714	51	0.995	47	0.978	15	0.325
Gender Gap Index 2009 (out of 134 countries)	12	0.745	37	0.696	49	0.995	60	0.978	13	0.311
Gender Gap Index 2008 (out of 130 countries)	11	0.739	45	0.688	49	0.995	57	0.978	16	0.296
Gender Gap Index 2007 (out of 128 countries)	7	0.762	29	0.700	35	0.995	56	0.978	6	0.374
Gender Gap Index 2006 (out of 115 countries)	5	0.752	32	0.669	31	0.995	36	0.979	6	0.366

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	7
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	47
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	4.47

Education

Female teachers, primary education (%)	85
Female teachers, secondary education (%)	58
Female teachers, tertiary education (%)	37
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	13

Marriage and Childbearing

Mean age of marriage for women (years)	31
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	10
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	7 [6-8]
Contraceptive prevalence, married women (%)	70
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.20
Infant mortality rate (per 1,000 live births)	3
Overall population sex ratio (male/female)	0.96

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1918
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100, up to a ceiling
Provider of maternity coverage	Statutory health insurance scheme, state, employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	Public and private daycare with allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

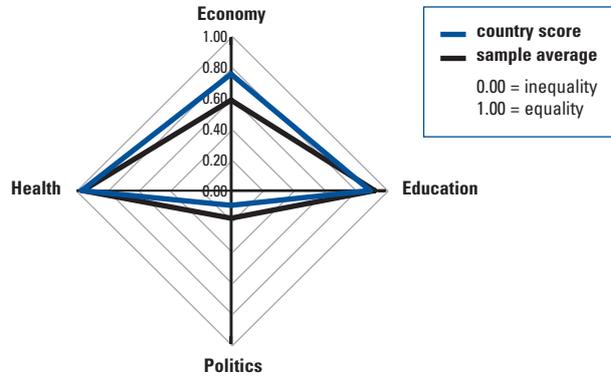
Ghana

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **70** **0.681**

Key Indicators

Total population (millions)	24.33
Population growth (%)	2.06
GDP (US\$ billions)	8.72
GDP (PPP) per capita	1,472



Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 17 0.758 0.588

Labour force participation.....	2	0.99	0.68	75	76	0.99
Wage equality for similar work (survey).....	26	0.75	0.65	—	—	0.75
Estimated earned income (PPP US\$).....	17	0.75	0.52	1,324	1,774	0.75
Legislators, senior officials, and managers	45	0.47	0.26	32	68	0.47
Professional and technical workers	—	—	0.64	—	—	—



Educational Attainment..... 111 0.903 0.928

Literacy rate.....	112	0.83	0.86	60	73	0.83
Enrolment in primary education.....	1	1.00	0.98	76	76	1.01
Enrolment in secondary education.....	108	0.92	0.90	44	48	0.92
Enrolment in tertiary education.....	114	0.62	0.86	7	11	0.62



Health and Survival..... 104 0.967 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	109	1.02	1.04	50	49	1.02



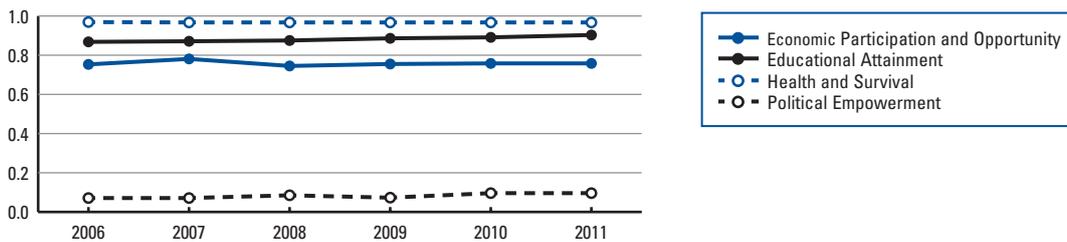
Political Empowerment..... 91 0.096 0.185

Women in parliament.....	114	0.09	0.22	8	92	0.09
Women in ministerial positions	48	0.28	0.18	22	78	0.28
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	70	0.681	17	0.758	111	0.903	104	0.967	91	0.096
Gender Gap Index 2010 (out of 134 countries)	70	0.678	15	0.758	111	0.891	103	0.967	88	0.096
Gender Gap Index 2009 (out of 134 countries)	80	0.670	13	0.755	112	0.886	111	0.967	101	0.073
Gender Gap Index 2008 (out of 130 countries)	77	0.668	14	0.745	110	0.875	106	0.967	94	0.085
Gender Gap Index 2007 (out of 128 countries)	63	0.673	3	0.781	106	0.871	105	0.967	91	0.071
Gender Gap Index 2006 (out of 115 countries)	58	0.665	5	0.753	94	0.868	89	0.969	80	0.071

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	11
Male adult unemployment rate (% of male labour force)	10
Women in non-agricultural paid labour (% of total labour force)	32
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	43
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	4.98

Education

Female teachers, primary education (%)	34
Female teachers, secondary education (%)	22
Female teachers, tertiary education (%)	17
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	22
Early marriage (% women, aged 15–19)	16
Fertility rate (births per woman)	4.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	70
Antenatal care coverage, at least one visit (%)	90
Births attended by skilled health staff (%)	59
Maternal mortality ratio (per 100,000 live births) ⁴	350 [210-600]
Contraceptive prevalence, married women (%)	24
Female HIV prevalence, aged 15–49 (%)	2.20
Male HIV prevalence, aged 15–49 (%)	1.40
Infant mortality rate (per 1,000 live births)	47
Overall population sex ratio (male/female)	1.03

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.20
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.58
Year women received right to vote	1954
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
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 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

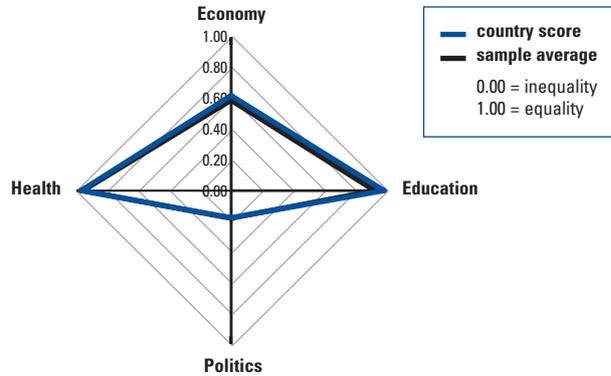
Greece

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **56** **0.692**

Key Indicators

Total population (millions)	11.33
Population growth (%)	0.41
GDP (US\$ billions)	158.67
GDP (PPP) per capita	24,968

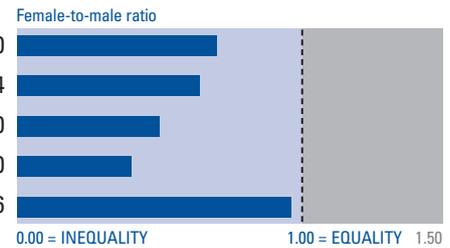


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

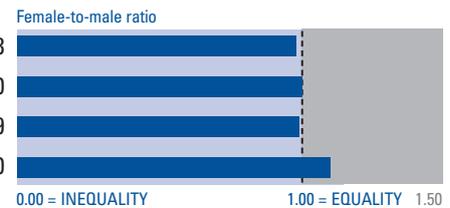
Economic Participation and Opportunity 78 0.624 0.588

Labour force participation.....	87	0.70	0.68	55	79	0.70
Wage equality for similar work (survey).....	79	0.64	0.65	—	—	0.64
Estimated earned income (PPP US\$).....	90	0.50	0.52	19,842	39,561	0.50
Legislators, senior officials, and managers	65	0.40	0.26	28	72	0.40
Professional and technical workers	64	0.96	0.64	49	51	0.96



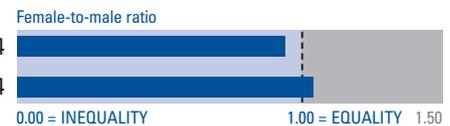
Educational Attainment..... 53 0.994 0.928

Literacy rate.....	72	0.98	0.86	96	98	0.98
Enrolment in primary education.....	1	1.00	0.98	100	99	1.00
Enrolment in secondary education.....	86	0.99	0.90	91	91	0.99
Enrolment in tertiary education.....	1	1.00	0.86	95	87	1.10



Health and Survival..... 86 0.971 0.956

Sex ratio at birth (female/male).....	117	0.94	0.92	—	—	0.94
Healthy life expectancy.....	79	1.04	1.04	74	71	1.04



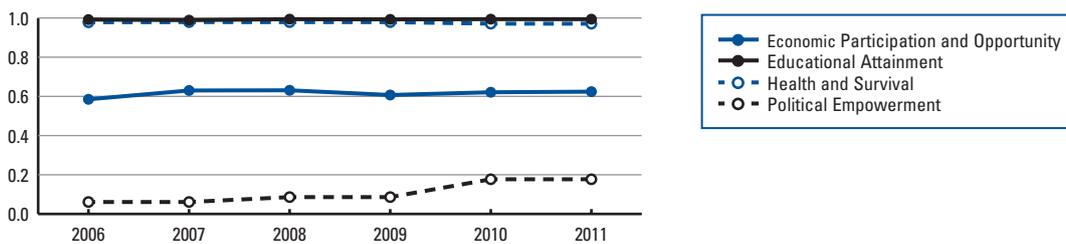
Political Empowerment..... 42 0.177 0.185

Women in parliament.....	70	0.21	0.22	17	83	0.21
Women in ministerial positions	21	0.45	0.18	31	69	0.45
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	56	0.692	78	0.624	53	0.994	86	0.971	42	0.177
Gender Gap Index 2010 (out of 134 countries)	58	0.691	79	0.621	54	0.994	84	0.971	42	0.177
Gender Gap Index 2009 (out of 134 countries)	85	0.666	86	0.607	60	0.993	57	0.979	94	0.086
Gender Gap Index 2008 (out of 130 countries)	75	0.673	72	0.631	55	0.994	54	0.979	93	0.086
Gender Gap Index 2007 (out of 128 countries)	72	0.665	70	0.630	57	0.989	53	0.979	98	0.061
Gender Gap Index 2006 (out of 115 countries)	69	0.654	70	0.585	46	0.992	53	0.978	87	0.061

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	13
Male adult unemployment rate (% of male labour force)	5
Women in non-agricultural paid labour (% of total labour force)	42
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	4.29

Education

Female teachers, primary education (%)	65
Female teachers, secondary education (%)	58
Female teachers, tertiary education (%)	35
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	27
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	11
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	—
Maternal mortality ratio (per 100,000 live births) ⁴	2 [2-3]
Contraceptive prevalence, married women (%)	76
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.20
Infant mortality rate (per 1,000 live births)	3
Overall population sex ratio (male/female)	0.98

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1952
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	119 days
Maternity leave benefits (% of wages paid)	50 plus a dependent's supplement (10% for each dependent, up to a maximum of 40%); in addition, a birth grant is paid in lump sum
Provider of maternity coverage	Social security/employer
Length of paternity leave	If the mother does not use maternity leave, the father is entitled to it
Paternity leave benefits (% of wages paid)	Varies based on income
Daycare options	Public and private daycare with allowance (civil servants)

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

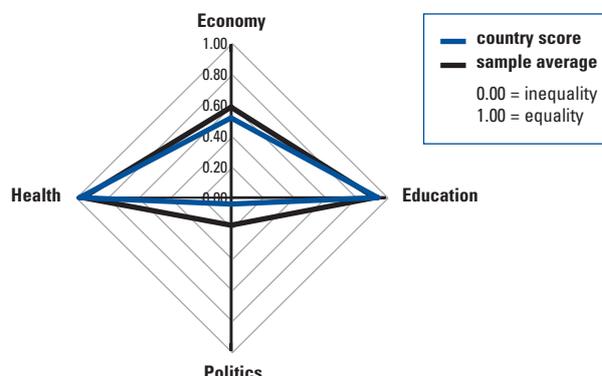
Guatemala

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **112** **0.623**

Key Indicators

Total population (millions)	14.38
Population growth (%)	2.46
GDP (US\$ billions)	26.72
GDP (PPP) per capita	4,287

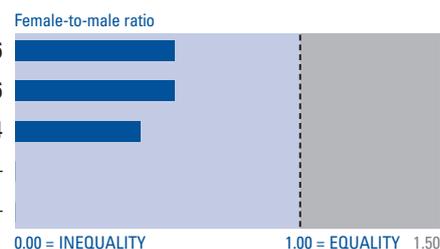


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

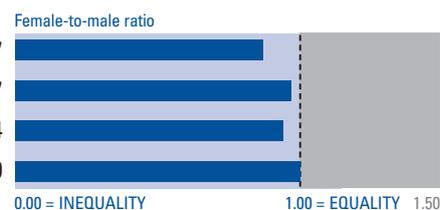
Economic Participation and Opportunity 113 0.524 0.588

Labour force participation.....	110	0.56	0.68	50	90	0.56
Wage equality for similar work (survey).....	110	0.56	0.65	—	—	0.56
Estimated earned income (PPP US\$).....	106	0.44	0.52	2,927	6,605	0.44
Legislators, senior officials, and managers	—	—	0.26	—	—	—
Professional and technical workers	—	—	0.64	—	—	—



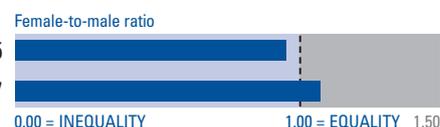
Educational Attainment..... 98 0.946 0.928

Literacy rate.....	105	0.87	0.86	69	80	0.87
Enrolment in primary education.....	114	0.97	0.98	94	97	0.97
Enrolment in secondary education.....	107	0.94	0.90	39	41	0.94
Enrolment in tertiary education.....	88	1.00	0.86	18	18	1.00



Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	62	58	1.07



Political Empowerment..... 118 0.042 0.185

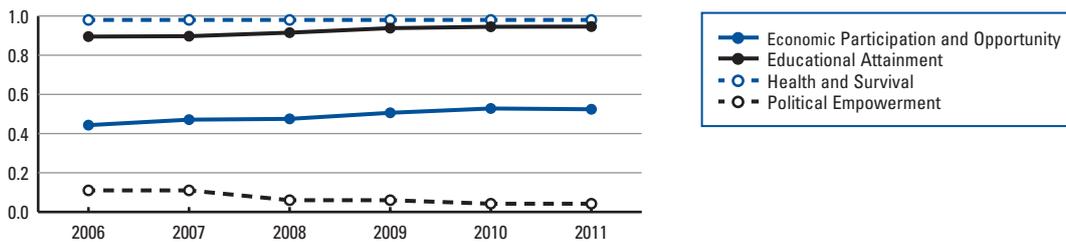
Women in parliament.....	95	0.14	0.22	12	88	0.14
Women in ministerial positions	129	0.00	0.18	0	100	0.00
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Guatemala

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	112	0.623	113	0.524	98	0.946	1	0.980	118	0.042
Gender Gap Index 2010 (out of 134 countries)	109	0.624	109	0.528	101	0.945	1	0.980	116	0.042
Gender Gap Index 2009 (out of 134 countries)	111	0.621	115	0.506	101	0.938	1	0.980	118	0.060
Gender Gap Index 2008 (out of 130 countries)	112	0.607	114	0.475	103	0.915	1	0.980	113	0.060
Gender Gap Index 2007 (out of 128 countries)	106	0.614	112	0.471	102	0.897	1	0.980	61	0.110
Gender Gap Index 2006 (out of 115 countries)	95	0.607	104	0.443	91	0.895	1	0.980	54	0.110

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	2
Male adult unemployment rate (% of male labour force)	1
Women in non-agricultural paid labour (% of total labour force)	43
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	4.07

Education

Female teachers, primary education (%)	65
Female teachers, secondary education (%)	44
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	9
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	20
Early marriage (% women, aged 15–19)	26
Fertility rate (births per woman)	4.10
Adolescent fertility rate (births per 1,000 women, aged 15–19)	92
Antenatal care coverage, at least one visit (%)	93
Births attended by skilled health staff (%)	51
Maternal mortality ratio (per 100,000 live births) ⁴	110 [56-190]
Contraceptive prevalence, married women (%)	43
Female HIV prevalence, aged 15–49 (%)	0.50
Male HIV prevalence, aged 15–49 (%)	1.10
Infant mortality rate (per 1,000 live births)	33
Overall population sex ratio (male/female)	0.95

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.67
Year women received right to vote	1946
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	84 days
Maternity leave benefits (% of wages paid)	100;
if the worker is not entitled to social security benefits, the employer shall cover the full cost of benefit	
Provider of maternity coverage	Social security (2/3), employer (1/3)
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

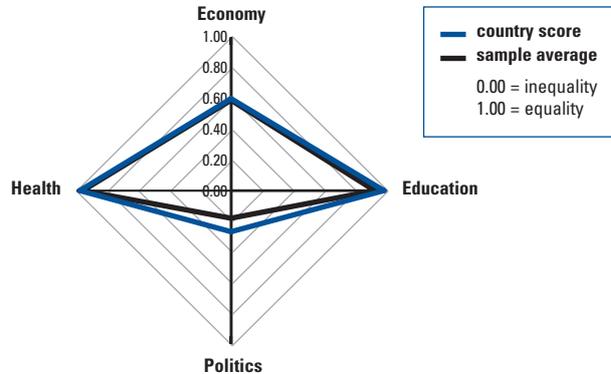
Guyana

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **38** **0.708**

Key Indicators

Total population (millions)	0.76
Population growth (%)	-0.14
GDP (US\$ billions)	0.82
GDP (PPP) per capita	2,769

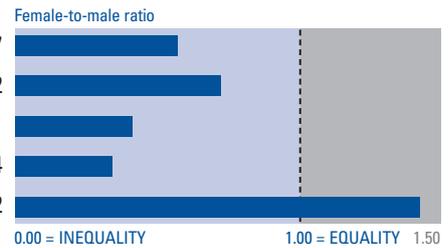


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

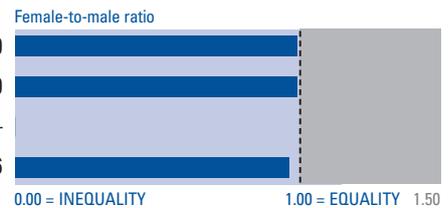
Economic Participation and Opportunity 88 0.598 0.588

Labour force participation.....	109	0.57	0.68	48	85	0.57
Wage equality for similar work (survey).....	40	0.72	0.65	—	—	0.72
Estimated earned income (PPP US\$).....	111	0.41	0.52	1,872	4,537	0.41
Legislators, senior officials, and managers	72	0.34	0.26	25	75	0.34
Professional and technical workers	1	1.00	0.64	59	41	1.42



Educational Attainment..... 75 0.989 0.928

Literacy rate.....	57	0.99	0.86	99	99	0.99
Enrolment in primary education.....	84	0.99	0.98	95	96	0.99
Enrolment in secondary education.....	—	—	0.90	—	—	—
Enrolment in tertiary education.....	92	0.96	0.86	11	11	0.96



Health and Survival..... 45 0.979 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	57	1.06	1.04	55	52	1.06



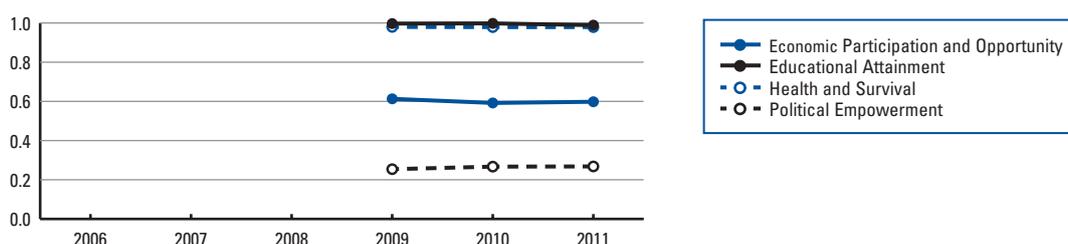
Political Empowerment..... 28 0.268 0.185

Women in parliament.....	23	0.43	0.22	30	70	0.43
Women in ministerial positions	21	0.45	0.18	31	69	0.45
Years with female head of state (last 50)	28	0.05	0.16	2	48	0.05



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	38	0.708	88	0.598	75	0.989	45	0.979	28	0.268
Gender Gap Index 2010 (out of 134 countries)	38	0.709	93	0.592	33	0.998	43	0.979	27	0.267
Gender Gap Index 2009 (out of 134 countries)	35	0.711	85	0.613	41	0.997	1	0.980	28	0.254
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	15
Male adult unemployment rate (% of male labour force)	10
Women in non-agricultural paid labour (% of total labour force)	35
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	5.32

Education

Female teachers, primary education (%)	88
Female teachers, secondary education (%)	69
Female teachers, tertiary education (%)	44
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	20
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	2.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	90
Antenatal care coverage, at least one visit (%)	92
Births attended by skilled health staff (%)	83
Maternal mortality ratio (per 100,000 live births) ⁴	270 [180-410]
Contraceptive prevalence, married women (%)	34
Female HIV prevalence, aged 15–49 (%)	1.20
Male HIV prevalence, aged 15–49 (%)	1.30
Infant mortality rate (per 1,000 live births)	29
Overall population sex ratio (male/female)	1.06

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1953
Quota type	Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	13 weeks
Maternity leave benefits (% of wages paid)	70.
In addition, a maternity grant is paid in lump sum	
Provider of maternity coverage	Social security
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

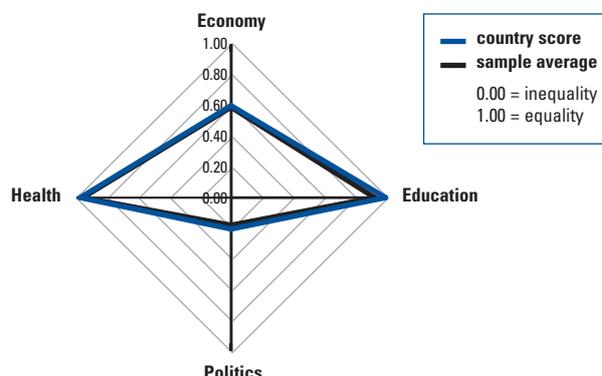
Honduras

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **54** **0.694**

Key Indicators

Total population (millions)	7.62
Population growth (%)	1.98
GDP (US\$ billions)	10.57
GDP (PPP) per capita	3,509

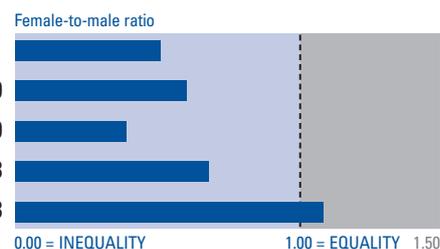


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

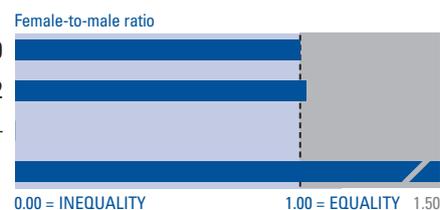
Economic Participation and Opportunity 91 0.597 0.588

Labour force participation.....	116	0.51	0.68	42	82	0.51
Wage equality for similar work (survey).....	92	0.60	0.65	—	—	0.60
Estimated earned income (PPP US\$).....	116	0.39	0.52	2,148	5,538	0.39
Legislators, senior officials, and managers	14	0.68	0.26	41	59	0.68
Professional and technical workers	1	1.00	0.64	52	48	1.08



Educational Attainment..... 29 0.999 0.928

Literacy rate.....	55	1.00	0.86	83	84	1.00
Enrolment in primary education.....	1	1.00	0.98	98	96	1.02
Enrolment in secondary education.....	—	—	0.90	—	—	—
Enrolment in tertiary education.....	1	1.00	0.86	22	15	1.51



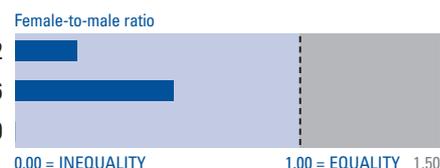
Health and Survival..... 53 0.976 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	65	1.05	1.04	64	61	1.05



Political Empowerment..... 37 0.205 0.185

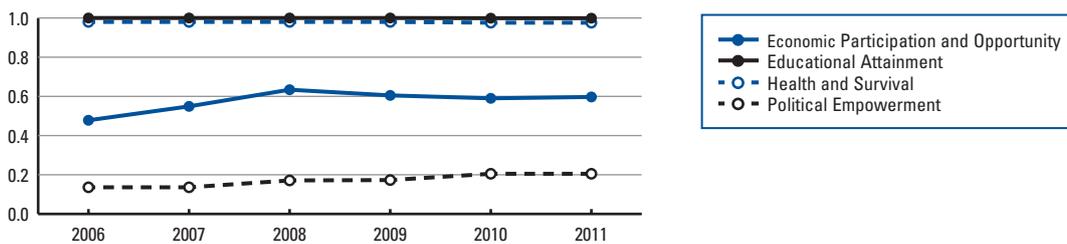
Women in parliament.....	67	0.22	0.22	18	82	0.22
Women in ministerial positions	11	0.56	0.18	36	64	0.56
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Honduras

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	54	0.694	91	0.597	29	0.999	53	0.976	37	0.205
Gender Gap Index 2010 (out of 134 countries)	54	0.693	96	0.590	30	0.999	53	0.976	35	0.205
Gender Gap Index 2009 (out of 134 countries)	62	0.689	87	0.605	1	1.000	1	0.980	41	0.173
Gender Gap Index 2008 (out of 130 countries)	47	0.696	70	0.634	1	1.000	1	0.980	41	0.171
Gender Gap Index 2007 (out of 128 countries)	68	0.666	98	0.549	1	1.000	1	0.980	48	0.136
Gender Gap Index 2006 (out of 115 countries)	74	0.648	99	0.478	1	1.000	1	0.980	42	0.136

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	3
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	34
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	62
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	4.50

Education

Female teachers, primary education (%)	75
Female teachers, secondary education (%)	55
Female teachers, tertiary education (%)	52
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	21
Early marriage (% women, aged 15–19)	31
Fertility rate (births per woman)	3.30
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	108
Antenatal care coverage, at least one visit (%)	92
Births attended by skilled health staff (%)	67
Maternal mortality ratio (per 100,000 live births) ⁴	110 [71-180]
Contraceptive prevalence, married women (%)	65
Female HIV prevalence, aged 15–49 (%)	0.50
Male HIV prevalence, aged 15–49 (%)	1.00
Infant mortality rate (per 1,000 live births)	25
Overall population sex ratio (male/female)	1.00

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.67
Year women received right to vote	1955
Quota type	Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100.
If the worker is not entitled to social security benefits, the employer shall cover the full cost of benefit	
Provider of maternity coverage	Social security (2/3), employer (1/3)
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

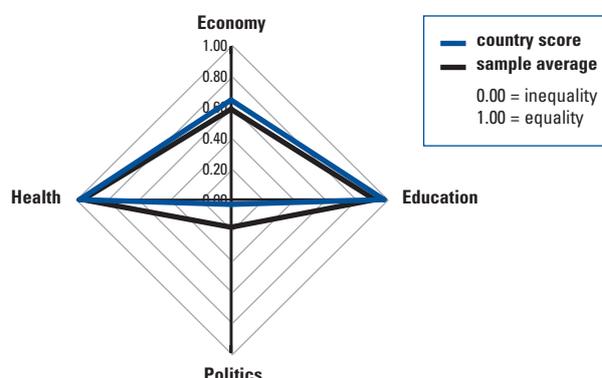
Hungary

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **85** **0.664**

Key Indicators

Total population (millions)	10.00
Population growth (%)	-0.17
GDP (US\$ billions)	57.07
GDP (PPP) per capita	16,520

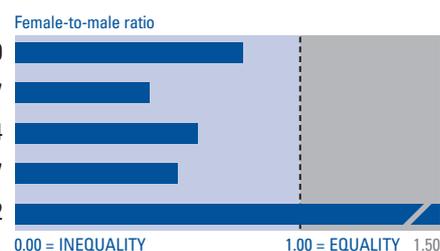


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 64 0.654 0.588

Labour force participation.....	62	0.80	0.68	55	68	0.80
Wage equality for similar work (survey).....	129	0.47	0.65	—	—	0.47
Estimated earned income (PPP US\$).....	48	0.64	0.52	16,007	25,075	0.64
Legislators, senior officials, and managers	26	0.57	0.26	36	64	0.57
Professional and technical workers	1	1.00	0.64	60	40	1.52



Educational Attainment..... 56 0.993 0.928

Literacy rate.....	45	1.00	0.86	99	99	1.00
Enrolment in primary education.....	93	0.99	0.98	90	91	0.99
Enrolment in secondary education.....	85	0.99	0.90	91	92	0.99
Enrolment in tertiary education.....	1	1.00	0.86	72	53	1.37



Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	69	62	1.11



Political Empowerment..... 127 0.031 0.185

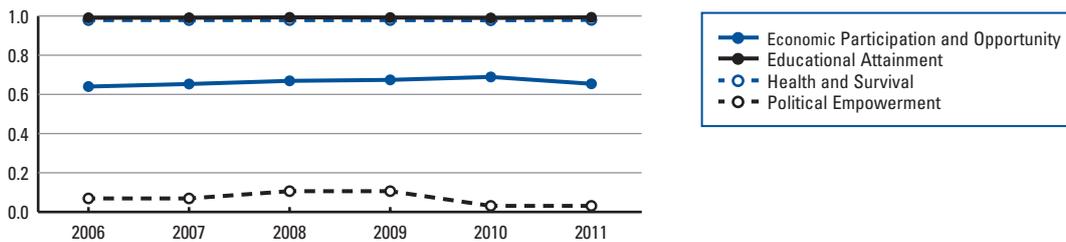
Women in parliament.....	108	0.10	0.22	9	91	0.10
Women in ministerial positions	129	0.00	0.18	0	100	0.00
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Hungary

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	85	0.664	64	0.654	56	0.993	1	0.980	127	0.031
Gender Gap Index 2010 (out of 134 countries)	79	0.672	48	0.689	64	0.990	49	0.978	126	0.031
Gender Gap Index 2009 (out of 134 countries)	65	0.688	55	0.674	64	0.992	41	0.979	81	0.106
Gender Gap Index 2008 (out of 130 countries)	60	0.687	50	0.669	64	0.993	38	0.979	77	0.106
Gender Gap Index 2007 (out of 128 countries)	61	0.673	56	0.653	50	0.991	37	0.979	93	0.069
Gender Gap Index 2006 (out of 115 countries)	55	0.670	48	0.640	49	0.991	36	0.979	82	0.069

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	10
Male adult unemployment rate (% of male labour force)	8
Women in non-agricultural paid labour (% of total labour force)	48
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	3.60

Education

Female teachers, primary education (%)	96
Female teachers, secondary education (%)	71
Female teachers, tertiary education (%)	38
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	30
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	19
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	13 [10-17]
Contraceptive prevalence, married women (%)	81
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	5
Overall population sex ratio (male/female)	0.90

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1918, 1945
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	24 weeks
Maternity leave benefits (% of wages paid)	70
Provider of maternity coverage	Social insurance
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

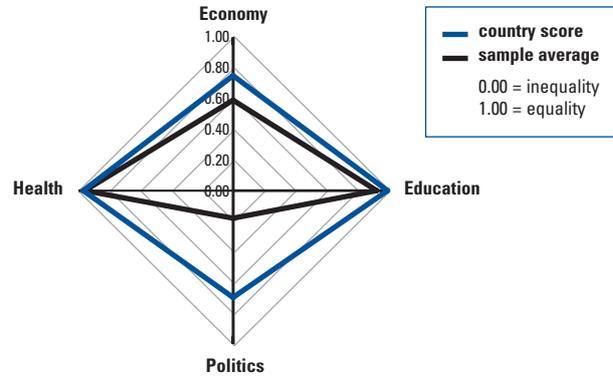
Iceland

Rank (out of 135 countries) **1** Score (0.00 = inequality, 1.00 = equality) **0.853**

Gender Gap Index 2011

Key Indicators

Total population (millions)	0.32
Population growth (%)	-0.19
GDP (US\$ billions)	10.83
GDP (PPP) per capita	32,853

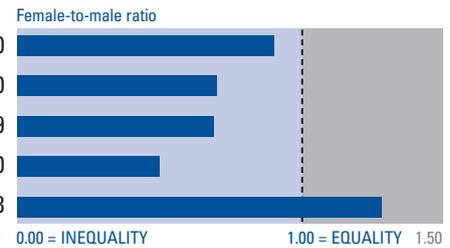


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

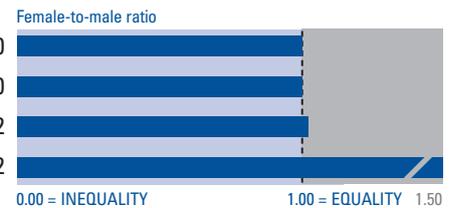
Economic Participation and Opportunity 24 0.745 0.588

Labour force participation.....	21	0.90	0.68	81	90	0.90
Wage equality for similar work (survey).....	43	0.70	0.65	—	—	0.70
Estimated earned income (PPP US\$).....	26	0.69	0.52	27,675	40,000	0.69
Legislators, senior officials, and managers	40	0.50	0.26	33	67	0.50
Professional and technical workers	1	1.00	0.64	56	44	1.28



Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	98	98	1.00
Enrolment in secondary education.....	1	1.00	0.90	89	88	1.02
Enrolment in tertiary education.....	1	1.00	0.86	99	51	1.92



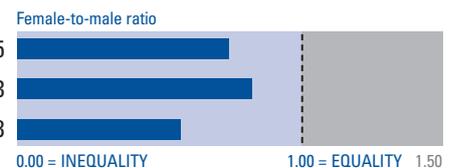
Health and Survival..... 96 0.970 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.96
Healthy life expectancy.....	102	1.03	1.04	75	73	1.03



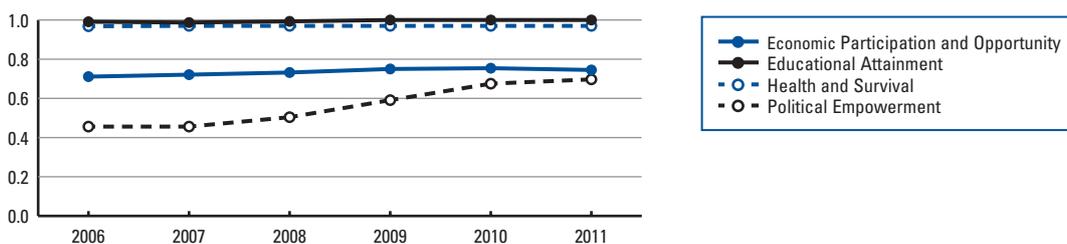
Political Empowerment..... 1 0.697 0.185

Women in parliament.....	4	0.75	0.22	43	57	0.75
Women in ministerial positions	4	0.83	0.18	45	55	0.83
Years with female head of state (last 50)	3	0.58	0.16	18	32	0.58



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	1	0.853	24	0.745	1	1.000	96	0.970	1	0.697
Gender Gap Index 2010 (out of 134 countries)	1	0.850	18	0.754	1	1.000	96	0.970	1	0.675
Gender Gap Index 2009 (out of 134 countries)	1	0.828	16	0.750	1	1.000	101	0.970	1	0.591
Gender Gap Index 2008 (out of 130 countries)	4	0.800	20	0.732	61	0.993	96	0.970	3	0.504
Gender Gap Index 2007 (out of 128 countries)	4	0.784	23	0.721	67	0.987	95	0.970	4	0.456
Gender Gap Index 2006 (out of 115 countries)	4	0.781	17	0.711	50	0.991	92	0.968	4	0.456

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	6
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	49
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	5.33

Education

Female teachers, primary education (%)	—
Female teachers, secondary education (%)	—
Female teachers, tertiary education (%)	49
Female school life expectancy, primary to secondary (years)	15
Male school life expectancy, primary to secondary (years)	14

Marriage and Childbearing

Mean age of marriage for women (years)	28
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	2.10
Adolescent fertility rate (births per 1,000 women, aged 15–19)	15
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	—
Maternal mortality ratio (per 100,000 live births) ⁴	5 [5-6]
Contraceptive prevalence, married women (%)	—
Female HIV prevalence, aged 15–49 (%)	0.20
Male HIV prevalence, aged 15–49 (%)	0.40
Infant mortality rate (per 1,000 live births)	2
Overall population sex ratio (male/female)	1.06

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1915, 1920
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	3 months
Maternity leave benefits (% of wages paid)	80
Provider of maternity coverage	Social security
Length of paternity leave	13 weeks
Paternity leave benefits (% of wages paid)	Approximately 80%; up to a ceiling
Daycare options	Public and private daycare with allowance; homecare with allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

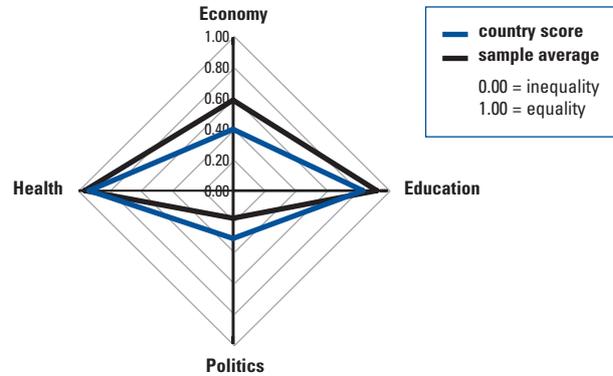
India

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **113** **0.619**

Key Indicators

Total population (millions)	1,170.94
Population growth (%)	1.34
GDP (US\$ billions)	971.49
GDP (PPP) per capita	3,240

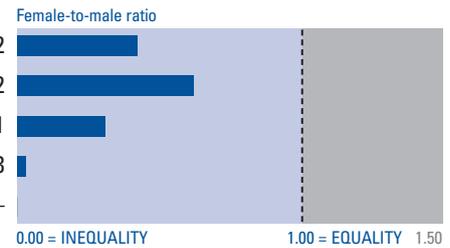


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 131 0.396 0.588

Labour force participation.....	123	0.42	0.68	35	85	0.42
Wage equality for similar work (survey).....	86	0.62	0.65	—	—	0.62
Estimated earned income (PPP US\$).....	121	0.31	0.52	1,518	4,960	0.31
Legislators, senior officials, and managers	123	0.03	0.26	3	97	0.03
Professional and technical workers	—	—	0.64	—	—	—



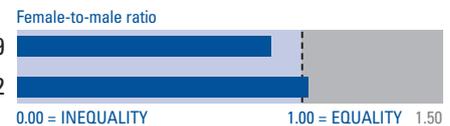
Educational Attainment..... 121 0.837 0.928

Literacy rate.....	123	0.68	0.86	51	75	0.68
Enrolment in primary education.....	117	0.96	0.98	88	91	0.96
Enrolment in secondary education.....	120	0.79	0.90	—	—	0.79
Enrolment in tertiary education.....	109	0.70	0.86	11	16	0.70



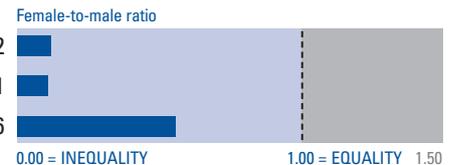
Health and Survival..... 134 0.931 0.956

Sex ratio at birth (female/male).....	133	0.89	0.92	—	—	0.89
Healthy life expectancy.....	111	1.02	1.04	57	56	1.02



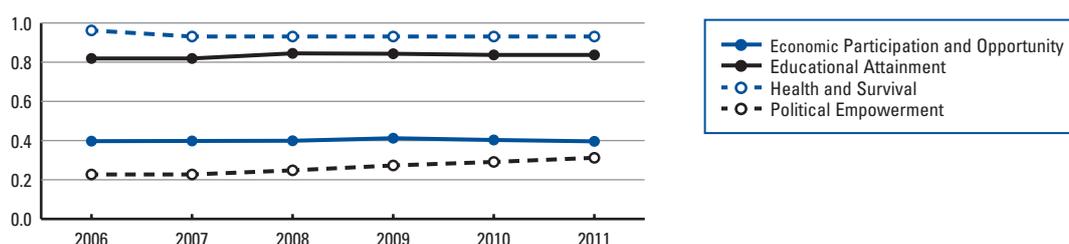
Political Empowerment..... 19 0.312 0.185

Women in parliament.....	98	0.12	0.22	11	89	0.12
Women in ministerial positions	87	0.11	0.18	10	90	0.11
Years with female head of state (last 50)	4	0.56	0.16	18	32	0.56



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	113	0.619	131	0.396	121	0.837	134	0.931	19	0.312
Gender Gap Index 2010 (out of 134 countries)	112	0.615	128	0.403	120	0.837	132	0.931	23	0.291
Gender Gap Index 2009 (out of 134 countries)	114	0.615	127	0.412	121	0.843	134	0.931	24	0.273
Gender Gap Index 2008 (out of 130 countries)	113	0.606	125	0.399	116	0.845	128	0.931	25	0.248
Gender Gap Index 2007 (out of 128 countries)	114	0.594	122	0.398	116	0.819	126	0.931	21	0.227
Gender Gap Index 2006 (out of 115 countries)	98	0.601	110	0.397	102	0.819	103	0.962	20	0.227

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	5
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	18
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	4.45

Education

Female teachers, primary education (%)	44
Female teachers, secondary education (%)	34
Female teachers, tertiary education (%)	40
Female school life expectancy, primary to secondary (years)	9
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	20
Early marriage (% women, aged 15–19)	30
Fertility rate (births per woman)	2.70
Adolescent fertility rate (births per 1,000 women, aged 15–19)	45
Antenatal care coverage, at least one visit (%)	75
Births attended by skilled health staff (%)	47
Maternal mortality ratio (per 100,000 live births) ⁴	230 [150-350]
Contraceptive prevalence, married women (%)	56
Female HIV prevalence, aged 15–49 (%)	0.30
Male HIV prevalence, aged 15–49 (%)	0.40
Infant mortality rate (per 1,000 live births)	50
Overall population sex ratio (male/female)	1.07

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.33
Year women received right to vote	1935, 1950
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social insurance or employer (for non-covered women)
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

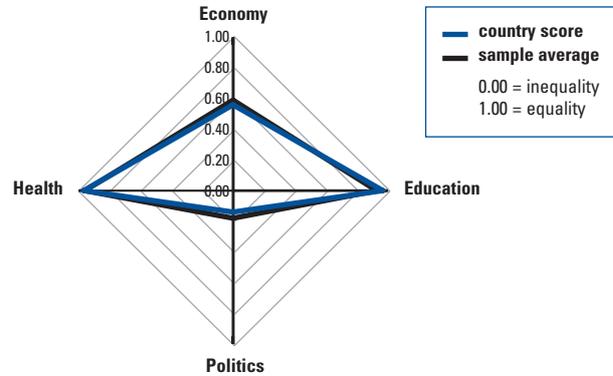
Indonesia

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **90** **0.659**

Key Indicators

Total population (millions)	232.52
Population growth (%)	1.10
GDP (US\$ billions)	274.37
GDP (PPP) per capita	4,003

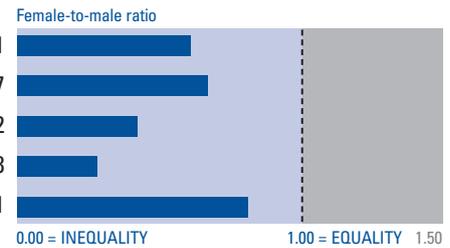


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 101 0.564 0.588

Labour force participation.....	100	0.61	0.68	53	87	0.61
Wage equality for similar work (survey).....	58	0.67	0.65	—	—	0.67
Estimated earned income (PPP US\$).....	109	0.42	0.52	2,487	5,915	0.42
Legislators, senior officials, and managers	85	0.28	0.26	22	78	0.28
Professional and technical workers	80	0.81	0.64	45	55	0.81



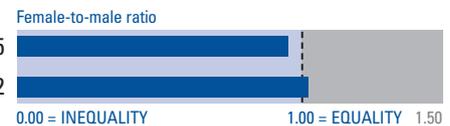
Educational Attainment..... 93 0.967 0.928

Literacy rate.....	93	0.93	0.86	89	95	0.93
Enrolment in primary education.....	111	0.97	0.98	94	97	0.97
Enrolment in secondary education.....	88	0.98	0.90	68	69	0.98
Enrolment in tertiary education.....	93	0.96	0.86	23	24	0.96



Health and Survival..... 106 0.966 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	113	1.02	1.04	61	60	1.02



Political Empowerment..... 61 0.140 0.185

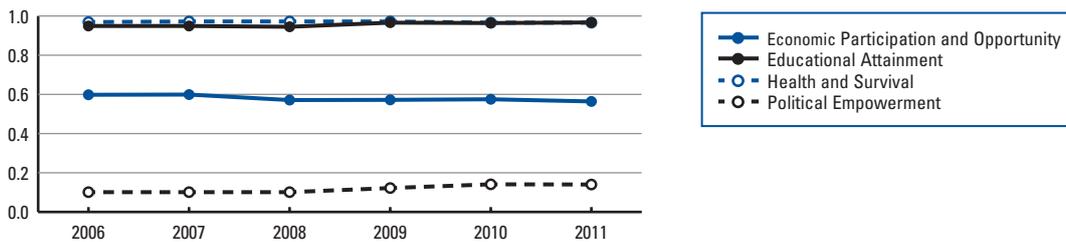
Women in parliament.....	67	0.22	0.22	18	82	0.22
Women in ministerial positions	69	0.17	0.18	14	86	0.17
Years with female head of state (last 50)	24	0.07	0.16	3	47	0.07



Indonesia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	90	0.659	101	0.564	93	0.967	106	0.966	61	0.140
Gender Gap Index 2010 (out of 134 countries)	87	0.661	100	0.575	95	0.964	105	0.966	58	0.141
Gender Gap Index 2009 (out of 134 countries)	92	0.658	100	0.572	95	0.966	87	0.972	70	0.122
Gender Gap Index 2008 (out of 130 countries)	93	0.647	90	0.571	97	0.945	82	0.972	80	0.101
Gender Gap Index 2007 (out of 128 countries)	81	0.655	82	0.599	93	0.949	81	0.972	70	0.101
Gender Gap Index 2006 (out of 115 countries)	68	0.654	67	0.598	81	0.949	88	0.969	63	0.101

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	8
Male adult unemployment rate (% of male labour force)	8
Women in non-agricultural paid labour (% of total labour force)	32
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	4.86

Education

Female teachers, primary education (%)	60
Female teachers, secondary education (%)	48
Female teachers, tertiary education (%)	40
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	13
Fertility rate (births per woman)	2.20
Adolescent fertility rate (births per 1,000 women, aged 15–19)	52
Antenatal care coverage, at least one visit (%)	93
Births attended by skilled health staff (%)	73
Maternal mortality ratio (per 100,000 live births) ⁴	240 [140-380]
Contraceptive prevalence, married women (%)	61
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.30
Infant mortality rate (per 1,000 live births)	30
Overall population sex ratio (male/female)	1.00

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.10
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.67
Year women received right to vote	1945, 2003
Quota type	Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	3 months
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Iran, Islamic Rep.

Rank (out of 135 countries) **125** Score (0.00 = inequality, 1.00 = equality) **0.589**

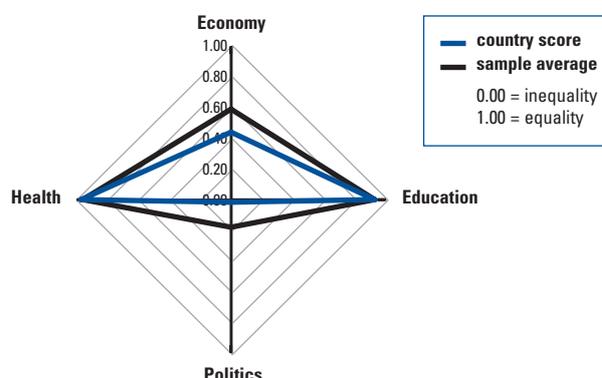
Gender Gap Index 2011

125

0.589

Key Indicators

Total population (millions)	73.86
Population growth (%)	1.31
GDP (US\$ billions)	158.09
GDP (PPP) per capita	10,496

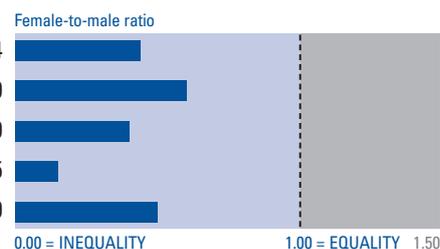


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

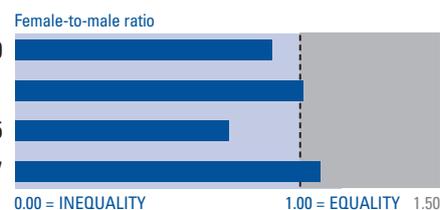
Economic Participation and Opportunity 125 0.444 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	122	0.44	0.68	33	76	0.44
Wage equality for similar work (survey).....	96	0.60	0.65	—	—	0.60
Estimated earned income (PPP US\$).....	114	0.40	0.52	6,564	16,386	0.40
Legislators, senior officials, and managers	102	0.15	0.26	13	87	0.15
Professional and technical workers	98	0.50	0.64	33	67	0.50



Educational Attainment..... 105 0.925 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	100	0.90	0.86	81	89	0.90
Enrolment in primary education.....	1	1.00	0.98	100	99	1.01
Enrolment in secondary education.....	126	0.75	0.90	40	53	0.75
Enrolment in tertiary education.....	1	1.00	0.86	38	35	1.07



Health and Survival..... 85 0.971 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	91	1.03	1.04	62	60	1.03



Political Empowerment..... 130 0.017 0.185

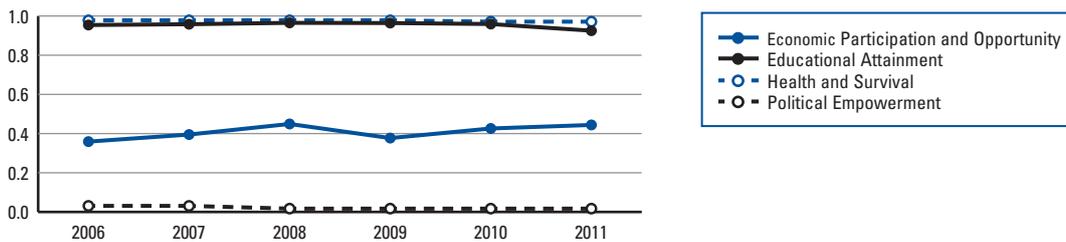
Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	126	0.03	0.22	3	97	0.03
Women in ministerial positions	127	0.03	0.18	3	97	0.03
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Iran, Islamic Rep.

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	125	0.589	125	0.444	105	0.925	85	0.971	130	0.017
Gender Gap Index 2010 (out of 134 countries)	123	0.593	125	0.426	96	0.959	83	0.971	129	0.017
Gender Gap Index 2009 (out of 134 countries)	128	0.584	131	0.377	96	0.964	63	0.978	132	0.017
Gender Gap Index 2008 (out of 130 countries)	116	0.602	118	0.449	92	0.965	60	0.978	128	0.017
Gender Gap Index 2007 (out of 128 countries)	118	0.590	123	0.395	90	0.958	58	0.978	122	0.031
Gender Gap Index 2006 (out of 115 countries)	108	0.580	113	0.359	80	0.954	52	0.978	109	0.031

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	17
Male adult unemployment rate (% of male labour force)	9
Women in non-agricultural paid labour (% of total labour force)	16
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	25
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	3.75

Education

Female teachers, primary education (%)	57
Female teachers, secondary education (%)	—
Female teachers, tertiary education (%)	19
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	24
Early marriage (% women, aged 15–19)	18
Fertility rate (births per woman)	1.80
Adolescent fertility rate (births per 1,000 women, aged 15–19)	35
Antenatal care coverage, at least one visit (%)	99
Births attended by skilled health staff (%)	97
Maternal mortality ratio (per 100,000 live births) ⁴	30 [18-50]
Contraceptive prevalence, married women (%)	73
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.20
Infant mortality rate (per 1,000 live births)	26
Overall population sex ratio (male/female)	1.03

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	1.00
Year women received right to vote	1963
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	90 days
Maternity leave benefits (% of wages paid)	67
Provider of maternity coverage	Social security
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

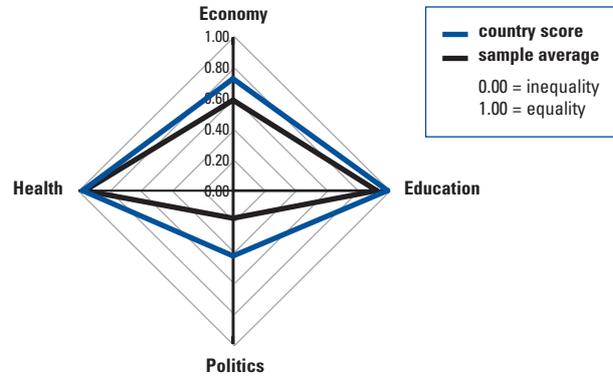
Ireland

Rank (out of 135 countries) **5** Score (0.00 = inequality, 1.00 = equality) **0.783**

Gender Gap Index 2011

Key Indicators

Total population (millions)	4.45
Population growth (%)	0.02
GDP (US\$ billions)	123.81
GDP (PPP) per capita	35,422

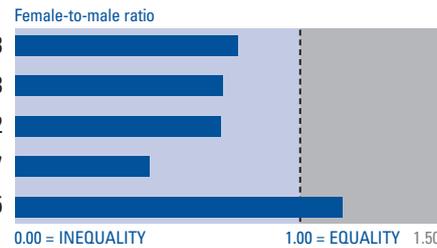


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

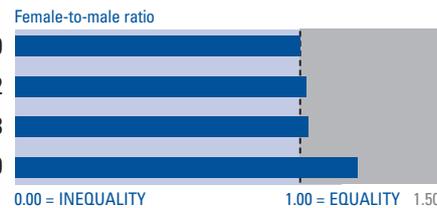
Economic Participation and Opportunity 30 0.732 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	66	0.78	0.68	64	81	0.78
Wage equality for similar work (survey).....	37	0.73	0.65	—	—	0.73
Estimated earned income (PPP US\$).....	22	0.72	0.52	28,910	40,000	0.72
Legislators, senior officials, and managers	47	0.47	0.26	32	68	0.47
Professional and technical workers	1	1.00	0.64	53	47	1.15



Educational Attainment..... 1 1.000 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	97	96	1.02
Enrolment in secondary education.....	1	1.00	0.90	91	88	1.03
Enrolment in tertiary education.....	1	1.00	0.86	66	55	1.20



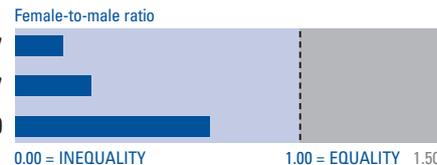
Health and Survival..... 72 0.974 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	79	1.04	1.04	74	71	1.04



Political Empowerment..... 6 0.426 0.185

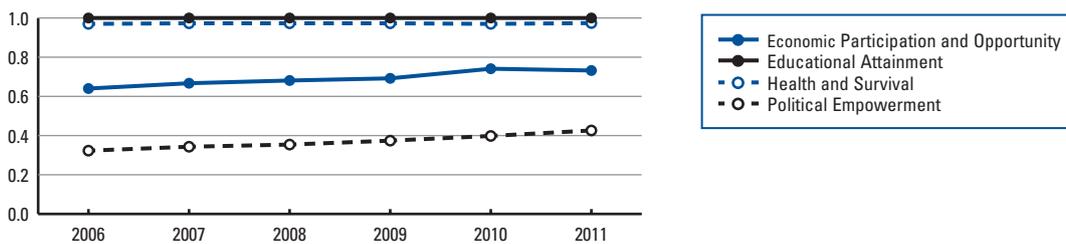
Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	80	0.17	0.22	15	86	0.17
Women in ministerial positions	49	0.27	0.18	21	79	0.27
Years with female head of state (last 50)	2	0.69	0.16	20	30	0.69



Ireland

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	5	0.783	30	0.732	1	1.000	72	0.974	6	0.426
Gender Gap Index 2010 (out of 134 countries)	6	0.777	25	0.741	1	1.000	89	0.970	7	0.398
Gender Gap Index 2009 (out of 134 countries)	8	0.760	43	0.692	1	1.000	86	0.973	8	0.374
Gender Gap Index 2008 (out of 130 countries)	8	0.752	48	0.681	1	1.000	81	0.973	8	0.354
Gender Gap Index 2007 (out of 128 countries)	9	0.746	48	0.667	1	1.000	80	0.973	8	0.343
Gender Gap Index 2006 (out of 115 countries)	10	0.733	47	0.640	1	1.000	81	0.970	9	0.323

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	8
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	49
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	5.10

Education

Female teachers, primary education (%)	84
Female teachers, secondary education (%)	62
Female teachers, tertiary education (%)	38
Female school life expectancy, primary to secondary (years)	14
Male school life expectancy, primary to secondary (years)	14

Marriage and Childbearing

Mean age of marriage for women (years)	31
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	2.00
Adolescent fertility rate (births per 1,000 women, aged 15–19)	17
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	3 [2-3]
Contraceptive prevalence, married women (%)	75
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.30
Infant mortality rate (per 1,000 live births)	3
Overall population sex ratio (male/female)	1.00

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1918, 1928
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	26 weeks
Maternity leave benefits (% of wages paid)	80.
Subject to a minimum and maximum amount.	
Provider of maternity coverage	Social insurance
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	Private daycare with allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

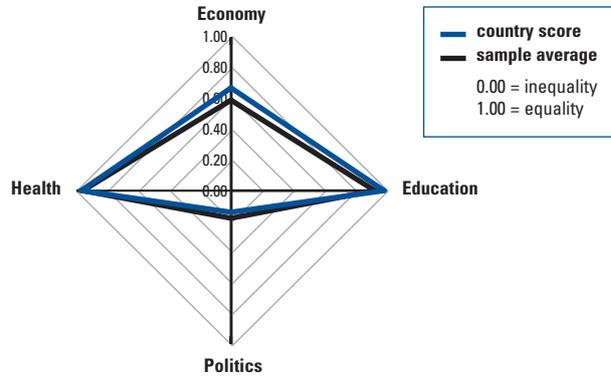
Israel

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **55** **0.693**

Key Indicators

Total population (millions)	7.58
Population growth (%)	1.80
GDP (US\$ billions)	169.83
GDP (PPP) per capita	26,184

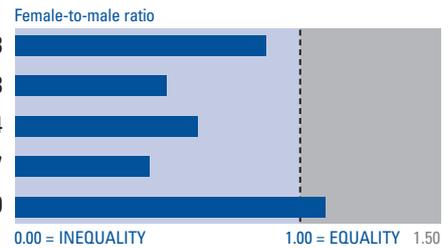


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 55 0.672 0.588

Labour force participation.....	29	0.88	0.68	61	69	0.88
Wage equality for similar work (survey).....	120	0.53	0.65	—	—	0.53
Estimated earned income (PPP US\$).....	47	0.64	0.52	21,684	33,726	0.64
Legislators, senior officials, and managers	46	0.47	0.26	32	68	0.47
Professional and technical workers	1	1.00	0.64	52	48	1.09



Educational Attainment..... 78 0.987 0.928

Literacy rate.....	94	0.93	0.86	89	95	0.93
Enrolment in primary education.....	1	1.00	0.98	97	96	1.01
Enrolment in secondary education.....	1	1.00	0.90	87	85	1.02
Enrolment in tertiary education.....	1	1.00	0.86	71	54	1.31



Health and Survival..... 92 0.970 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	98	1.03	1.04	74	72	1.03



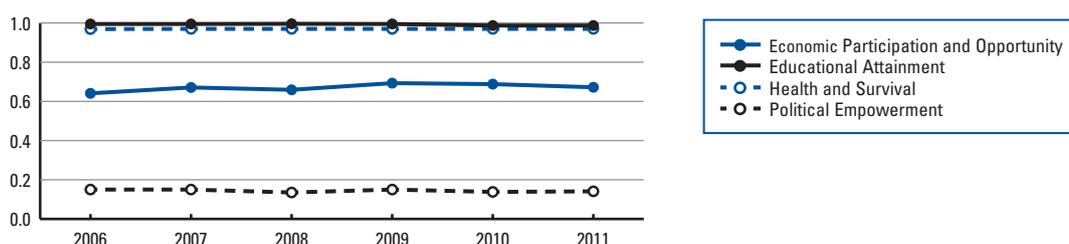
Political Empowerment..... 59 0.141 0.185

Women in parliament.....	59	0.24	0.22	19	81	0.24
Women in ministerial positions	108	0.07	0.18	7	93	0.07
Years with female head of state (last 50)	17	0.11	0.16	5	45	0.11



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	55	0.693	55	0.672	78	0.987	92	0.970	59	0.141
Gender Gap Index 2010 (out of 134 countries)	52	0.696	49	0.688	80	0.987	91	0.970	63	0.138
Gender Gap Index 2009 (out of 134 countries)	45	0.702	41	0.693	50	0.995	98	0.970	53	0.150
Gender Gap Index 2008 (out of 130 countries)	56	0.690	55	0.659	42	0.996	93	0.970	59	0.135
Gender Gap Index 2007 (out of 128 countries)	36	0.696	45	0.671	38	0.995	92	0.970	41	0.150
Gender Gap Index 2006 (out of 115 countries)	35	0.689	46	0.641	36	0.995	83	0.969	36	0.150

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	8
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	49
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	4
Ability of women to rise to positions of enterprise leadership ¹	4.45

Education

Female teachers, primary education (%)	84
Female teachers, secondary education (%)	71
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	26
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	2.80
Adolescent fertility rate (births per 1,000 women, aged 15–19)	15
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	—
Maternal mortality ratio (per 100,000 live births) ⁴	7 [6-7]
Contraceptive prevalence, married women (%)	68
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.20
Infant mortality rate (per 1,000 live births)	4
Overall population sex ratio (male/female)	0.98

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1948
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100, up to a ceiling
Provider of maternity coverage	Social security
Length of paternity leave	The father can take part of the leave instead of the mother, starting from 6 weeks (up to 14 weeks) after birth. If the mother of the baby has decided to split her maternity leave during an extended period of hospitalization, the father may take unpaid leave during that time
Paternity leave benefits (% of wages paid)	100
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

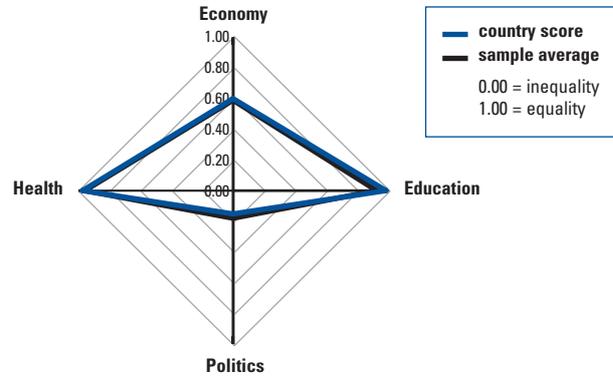
Italy

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **74** **0.680**

Key Indicators

Total population (millions)	60.57
Population growth (%)	0.58
GDP (US\$ billions)	1,125.08
GDP (PPP) per capita	26,713



Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 90 0.598 0.588

Labour force participation.....	88	0.70	0.68	52	74	0.70
Wage equality for similar work (survey).....	125	0.51	0.65	—	—	0.51
Estimated earned income (PPP US\$).....	83	0.54	0.52	21,438	40,000	0.54
Legislators, senior officials, and managers	39	0.50	0.26	33	67	0.50
Professional and technical workers	72	0.89	0.64	47	53	0.89



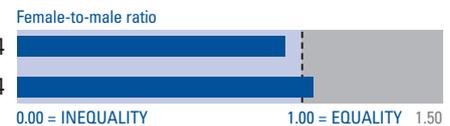
Educational Attainment..... 48 0.995 0.928

Literacy rate.....	59	0.99	0.86	99	99	0.99
Enrolment in primary education.....	89	0.99	0.98	98	99	0.99
Enrolment in secondary education.....	1	1.00	0.90	95	94	1.01
Enrolment in tertiary education.....	1	1.00	0.86	79	56	1.42



Health and Survival..... 75 0.974 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.94
Healthy life expectancy	84	1.04	1.04	76	73	1.04



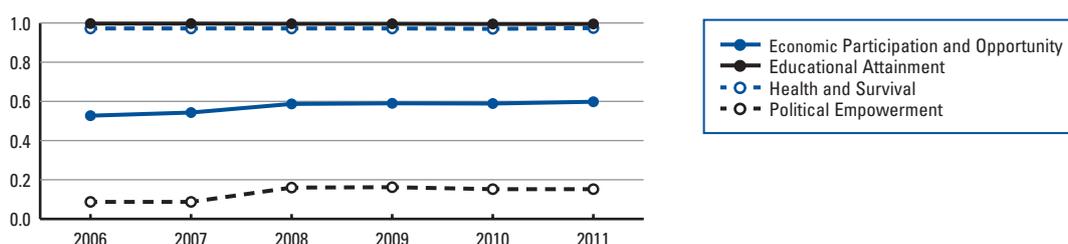
Political Empowerment..... 55 0.152 0.185

Women in parliament.....	48	0.27	0.22	21	79	0.27
Women in ministerial positions	46	0.28	0.18	22	78	0.28
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	74	0.680	90	0.598	48	0.995	75	0.974	55	0.152
Gender Gap Index 2010 (out of 134 countries)	74	0.677	97	0.589	49	0.995	95	0.970	54	0.152
Gender Gap Index 2009 (out of 134 countries)	72	0.680	95	0.590	46	0.996	88	0.972	45	0.162
Gender Gap Index 2008 (out of 130 countries)	67	0.679	85	0.587	43	0.996	83	0.972	46	0.160
Gender Gap Index 2007 (out of 128 countries)	84	0.650	101	0.543	32	0.997	82	0.972	80	0.087
Gender Gap Index 2006 (out of 115 countries)	77	0.646	87	0.527	27	0.997	77	0.972	72	0.087

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	9
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	44
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	3.43

Education

Female teachers, primary education (%)	95
Female teachers, secondary education (%)	67
Female teachers, tertiary education (%)	35
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	13

Marriage and Childbearing

Mean age of marriage for women (years)	30
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	7
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	5 [4-6]
Contraceptive prevalence, married women (%)	63
Female HIV prevalence, aged 15–49 (%)	0.20
Male HIV prevalence, aged 15–49 (%)	0.30
Infant mortality rate (per 1,000 live births)	3
Overall population sex ratio (male/female)	0.95

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1945
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	5 months
Maternity leave benefits (% of wages paid)	80
Provider of maternity coverage	Social insurance
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

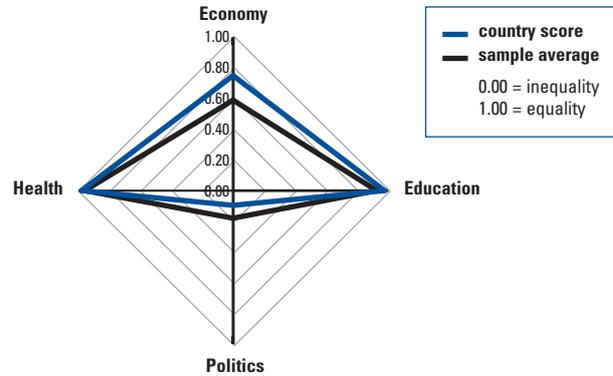
Jamaica

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **47** **0.703**

Key Indicators

Total population (millions)	2.71
Population growth (%)	0.46
GDP (US\$ billions)	10.19
GDP (PPP) per capita	7,059



Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

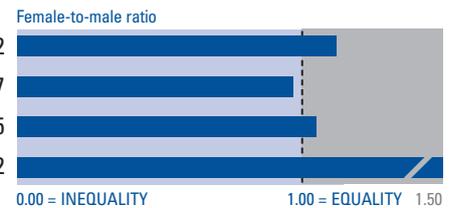
Economic Participation and Opportunity21 **0.751** **0.588**

Labour force participation.....	65	0.79	0.68	61	78	0.79
Wage equality for similar work (survey).....	82	0.63	0.65	—	—	0.63
Estimated earned income (PPP US\$).....	62	0.58	0.52	5,665	9,685	0.58
Legislators, senior officials, and managers	1	1.00	0.26	59	41	1.44
Professional and technical workers	1	1.00	0.64	60	40	1.50



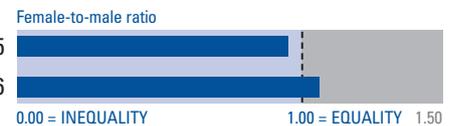
Educational Attainment.....83 **0.985** **0.928**

Literacy rate.....	1	1.00	0.86	91	81	1.12
Enrolment in primary education.....	115	0.97	0.98	79	82	0.97
Enrolment in secondary education.....	1	1.00	0.90	79	75	1.05
Enrolment in tertiary education.....	1	1.00	0.86	33	15	2.22



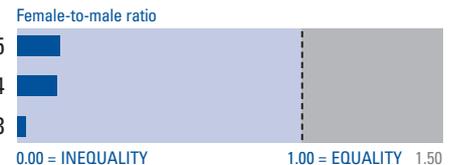
Health and Survival.....1 **0.980** **0.956**

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	66	62	1.06



Political Empowerment.....92 **0.096** **0.185**

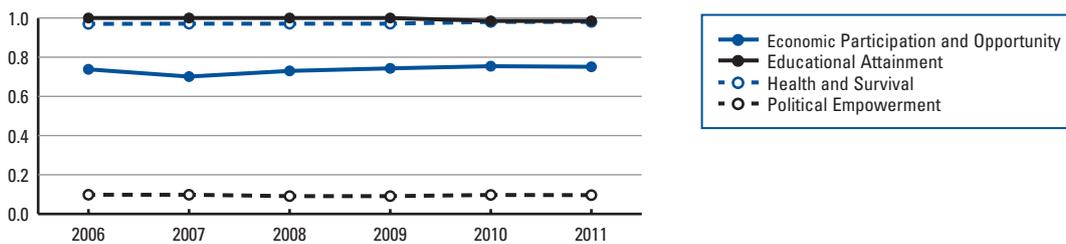
Women in parliament.....	87	0.15	0.22	13	87	0.15
Women in ministerial positions	75	0.14	0.18	13	88	0.14
Years with female head of state (last 50)	31	0.03	0.16	1	49	0.03



Jamaica

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	47	0.703	21	0.751	83	0.985	1	0.980	92	0.096
Gender Gap Index 2010 (out of 134 countries)	44	0.704	19	0.754	86	0.985	1	0.980	87	0.097
Gender Gap Index 2009 (out of 134 countries)	48	0.701	21	0.743	1	1.000	96	0.971	93	0.091
Gender Gap Index 2008 (out of 130 countries)	44	0.698	23	0.730	1	1.000	91	0.971	91	0.091
Gender Gap Index 2007 (out of 128 countries)	39	0.692	28	0.701	1	1.000	90	0.971	72	0.098
Gender Gap Index 2006 (out of 115 countries)	25	0.701	7	0.738	1	1.000	82	0.970	65	0.098

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	15
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	48
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	4.81

Education

Female teachers, primary education (%)	89
Female teachers, secondary education (%)	69
Female teachers, tertiary education (%)	60
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	33
Early marriage (% women, aged 15–19)	1
Fertility rate (births per woman)	2.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	60
Antenatal care coverage, at least one visit (%)	99
Births attended by skilled health staff (%)	98
Maternal mortality ratio (per 100,000 live births) ⁴	89 [60-120]
Contraceptive prevalence, married women (%)	69
Female HIV prevalence, aged 15–49 (%)	1.10
Male HIV prevalence, aged 15–49 (%)	2.30
Infant mortality rate (per 1,000 live births)	26
Overall population sex ratio (male/female)	0.96

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.67
Year women received right to vote	1944
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	The benefit is equal to the national minimum weekly wage and is paid for 8 weeks
Provider of maternity coverage	Social insurance
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

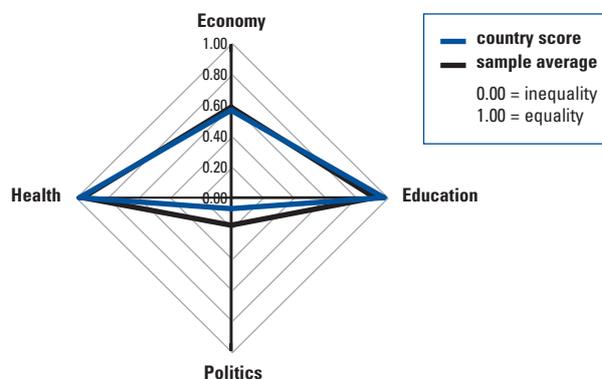
Japan

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **98** **0.651**

Key Indicators

Total population (millions)	127.38
Population growth (%)	-0.14
GDP (US\$ billions)	5,064.04
GDP (PPP) per capita	30,920

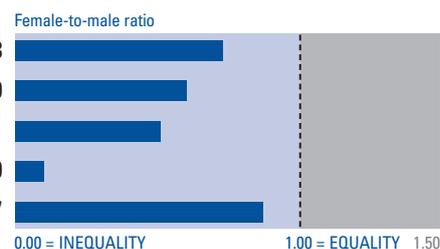


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

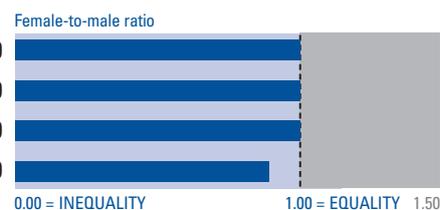
Economic Participation and Opportunity 100 0.567 0.588

Labour force participation.....	80	0.73	0.68	62	84	0.73
Wage equality for similar work (survey).....	93	0.60	0.65	—	—	0.60
Estimated earned income (PPP US\$).....	87	0.51	0.52	20,572	40,000	0.51
Legislators, senior officials, and managers	112	0.10	0.26	9	91	0.10
Professional and technical workers	73	0.87	0.64	47	53	0.87



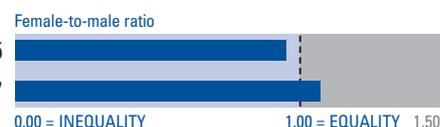
Educational Attainment..... 80 0.986 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	99	99	1.00
Enrolment in secondary education.....	1	1.00	0.90	99	98	1.00
Enrolment in tertiary education.....	96	0.89	0.86	55	62	0.89



Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	78	73	1.07



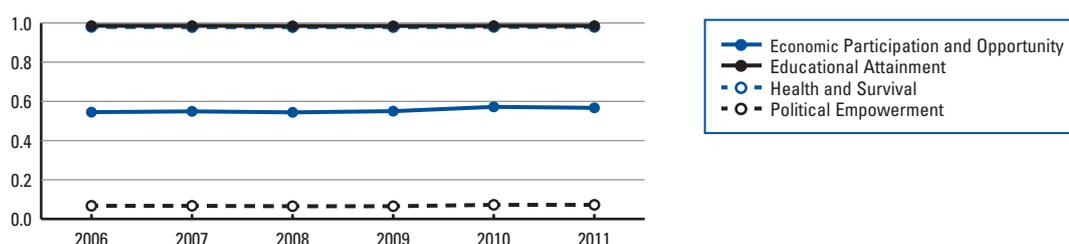
Political Empowerment..... 101 0.072 0.185

Women in parliament.....	97	0.13	0.22	11	89	0.13
Women in ministerial positions	79	0.13	0.18	12	88	0.13
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	98	0.651	100	0.567	80	0.986	1	0.980	101	0.072
Gender Gap Index 2010 (out of 134 countries)	94	0.652	101	0.572	82	0.986	1	0.980	101	0.072
Gender Gap Index 2009 (out of 134 countries)	101	0.645	108	0.550	84	0.985	41	0.979	110	0.065
Gender Gap Index 2008 (out of 130 countries)	98	0.643	102	0.544	82	0.985	38	0.979	107	0.065
Gender Gap Index 2007 (out of 128 countries)	91	0.645	97	0.549	69	0.986	37	0.979	94	0.067
Gender Gap Index 2006 (out of 115 countries)	80	0.645	83	0.545	60	0.986	1	0.980	83	0.067

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	5
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	42
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	3.97

Education

Female teachers, primary education (%)	65
Female teachers, secondary education (%)	31
Female teachers, tertiary education (%)	18
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	29
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	5
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	6 [5-8]
Contraceptive prevalence, married women (%)	54
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	<0.10
Infant mortality rate (per 1,000 live births)	2
Overall population sex ratio (male/female)	0.95

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1945, 1947
Quota type	—
Existence of legislation prohibiting gender-based discrimination	No

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	67;
in addition, the employees' health insurance scheme provides a lump-sum grant	
Provider of maternity coverage	Employees' health insurance scheme or national health insurance scheme (for all those not covered under the employees' health insurance scheme)
Length of paternity leave	No. However, spousal maternity leave available at corporate level
Paternity leave benefits (% of wages paid)	Min. 50%
Daycare options	Public and private daycare, with and without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

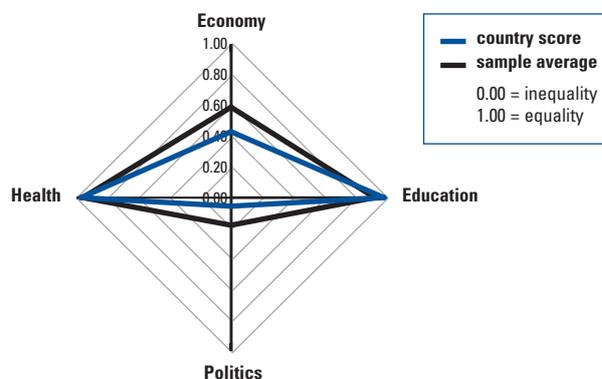
Jordan

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **117** **0.612**

Key Indicators

Total population (millions)	6.09
Population growth (%)	2.36
GDP (US\$ billions)	15.32
GDP (PPP) per capita	5,118

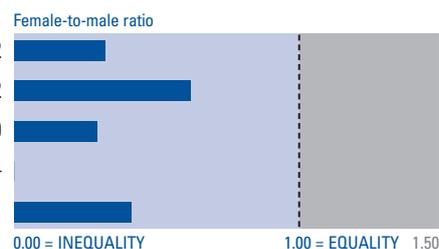


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

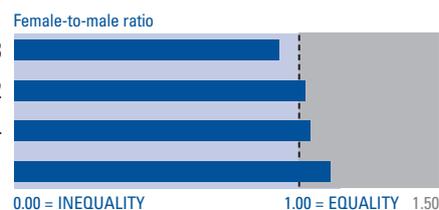
Economic Participation and Opportunity 127 0.433 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	130	0.32	0.68	25	78	0.32
Wage equality for similar work (survey).....	84	0.62	0.65	—	—	0.62
Estimated earned income (PPP US\$).....	122	0.29	0.52	2,456	8,581	0.29
Legislators, senior officials, and managers	—	—	0.26	—	—	—
Professional and technical workers	103	0.41	0.64	29	71	0.41



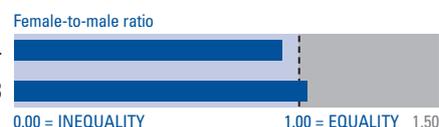
Educational Attainment..... 79 0.987 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	95	0.93	0.86	89	95	0.93
Enrolment in primary education.....	1	1.00	0.98	90	89	1.02
Enrolment in secondary education.....	1	1.00	0.90	83	80	1.04
Enrolment in tertiary education.....	1	1.00	0.86	43	39	1.11



Health and Survival..... 89 0.971 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	106	0.94	0.92	—	—	0.94
Healthy life expectancy.....	93	1.03	1.04	64	62	1.03



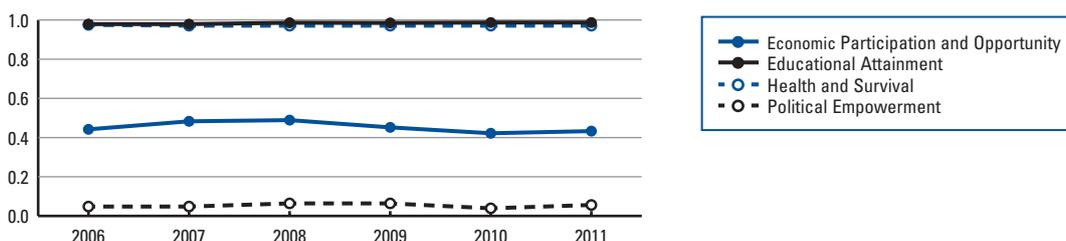
Political Empowerment..... 113 0.056 0.185

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	98	0.12	0.22	11	89	0.12
Women in ministerial positions	105	0.07	0.18	7	93	0.07
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	117	0.612	127	0.433	79	0.987	89	0.971	113	0.056
Gender Gap Index 2010 (out of 134 countries)	120	0.605	126	0.422	81	0.987	87	0.971	117	0.039
Gender Gap Index 2009 (out of 134 countries)	113	0.618	122	0.452	83	0.985	94	0.971	111	0.064
Gender Gap Index 2008 (out of 130 countries)	104	0.628	109	0.489	80	0.986	89	0.971	108	0.064
Gender Gap Index 2007 (out of 128 countries)	104	0.620	110	0.483	79	0.979	88	0.971	112	0.048
Gender Gap Index 2006 (out of 115 countries)	93	0.611	105	0.442	70	0.979	62	0.975	100	0.048

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	24
Male adult unemployment rate (% of male labour force)	10
Women in non-agricultural paid labour (% of total labour force)	16
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	4.34

Education

Female teachers, primary education (%)	64
Female teachers, secondary education (%)	58
Female teachers, tertiary education (%)	24
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	25
Early marriage (% women, aged 15–19)	8
Fertility rate (births per woman)	3.10
Adolescent fertility rate (births per 1,000 women, aged 15–19)	28
Antenatal care coverage, at least one visit (%)	99
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	59 [35-100]
Contraceptive prevalence, married women (%)	57
Female HIV prevalence, aged 15–49 (%)	—
Male HIV prevalence, aged 15–49 (%)	—
Infant mortality rate (per 1,000 live births)	22
Overall population sex ratio (male/female)	1.05

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.25
Year women received right to vote	1974
Quota type	Reserved seats at single/lower house
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	10 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

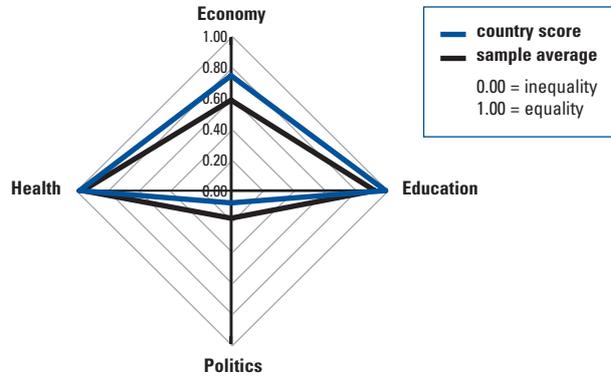
Kazakhstan

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **49** **0.701**

Key Indicators

Total population (millions)	16.32
Population growth (%)	2.43
GDP (US\$ billions)	40.40
GDP (PPP) per capita	10,890

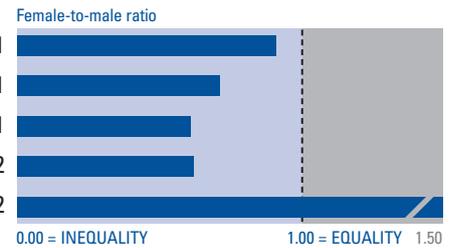


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

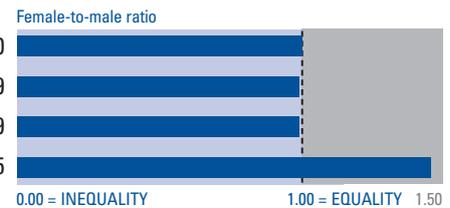
Economic Participation and Opportunity23 0.749 0.588

Labour force participation.....	18	0.91	0.68	73	81	0.91
Wage equality for similar work (survey).....	42	0.71	0.65	—	—	0.71
Estimated earned income (PPP US\$).....	56	0.61	0.52	8,833	14,454	0.61
Legislators, senior officials, and managers	21	0.62	0.26	38	62	0.62
Professional and technical workers	1	1.00	0.64	67	33	2.02



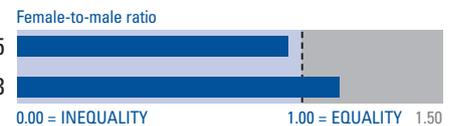
Educational Attainment.....43 0.995 0.928

Literacy rate.....	50	1.00	0.86	100	100	1.00
Enrolment in primary education.....	79	0.99	0.98	89	90	0.99
Enrolment in secondary education.....	84	0.99	0.90	89	90	0.99
Enrolment in tertiary education.....	1	1.00	0.86	47	32	1.45



Health and Survival.....1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	60	53	1.13



Political Empowerment.....98 0.080 0.185

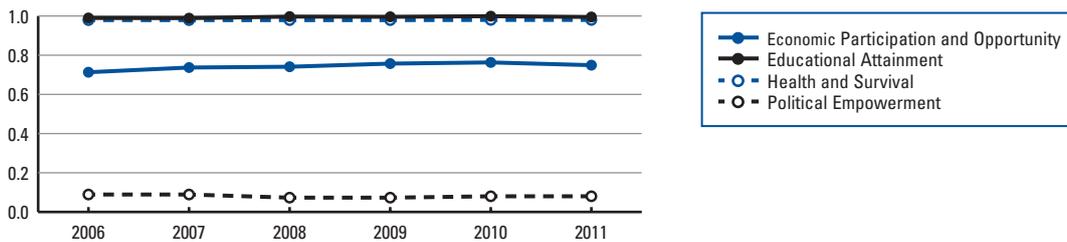
Women in parliament.....	69	0.22	0.22	18	82	0.22
Women in ministerial positions	121	0.05	0.18	5	95	0.05
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Kazakhstan

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	49	0.701	23	0.749	43	0.995	1	0.980	98	0.080
Gender Gap Index 2010 (out of 134 countries)	41	0.706	12	0.763	25	0.999	1	0.980	96	0.080
Gender Gap Index 2009 (out of 134 countries)	47	0.701	12	0.757	42	0.996	41	0.979	102	0.073
Gender Gap Index 2008 (out of 130 countries)	45	0.698	18	0.741	40	0.997	38	0.979	101	0.073
Gender Gap Index 2007 (out of 128 countries)	32	0.698	15	0.737	65	0.989	37	0.979	77	0.089
Gender Gap Index 2006 (out of 115 countries)	32	0.693	16	0.713	53	0.990	36	0.979	69	0.089

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	8
Male adult unemployment rate (% of male labour force)	5
Women in non-agricultural paid labour (% of total labour force)	50
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	4
Ability of women to rise to positions of enterprise leadership ¹	4.93

Education

Female teachers, primary education (%)	98
Female teachers, secondary education (%)	86
Female teachers, tertiary education (%)	63
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	7
Fertility rate (births per woman)	2.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	31
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	45 [34-61]
Contraceptive prevalence, married women (%)	51
Female HIV prevalence, aged 15–49 (%)	0.20
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	26
Overall population sex ratio (male/female)	0.91

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.25
Year women received right to vote	1924, 1993
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	126 calendar days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

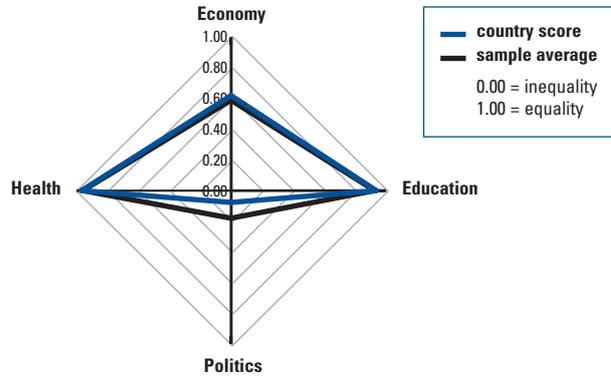
Kenya

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **99** **0.649**

Key Indicators

Total population (millions)	40.86
Population growth (%)	2.63
GDP (US\$ billions)	18.94
GDP (PPP) per capita	1,465

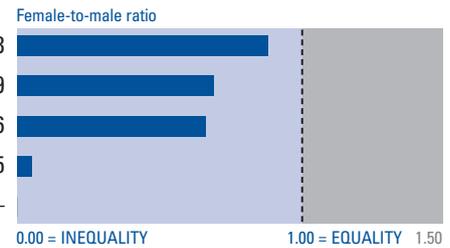


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

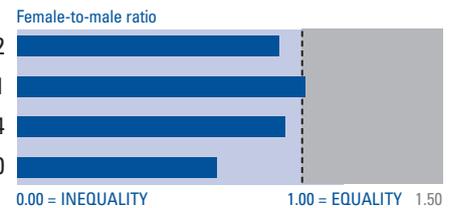
Economic Participation and Opportunity 83 0.616 0.588

Labour force participation.....	30	0.88	0.68	78	89	0.88
Wage equality for similar work (survey).....	52	0.69	0.65	—	—	0.69
Estimated earned income (PPP US\$).....	40	0.66	0.52	1,249	1,897	0.66
Legislators, senior officials, and managers	121	0.05	0.26	5	95	0.05
Professional and technical workers	—	—	0.64	—	—	—



Educational Attainment..... 101 0.936 0.928

Literacy rate.....	96	0.92	0.86	84	91	0.92
Enrolment in primary education.....	1	1.00	0.98	83	82	1.01
Enrolment in secondary education.....	105	0.94	0.90	48	51	0.94
Enrolment in tertiary education.....	108	0.70	0.86	3	5	0.70



Health and Survival..... 102 0.968 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.98
Healthy life expectancy.....	107	1.02	1.04	48	47	1.02



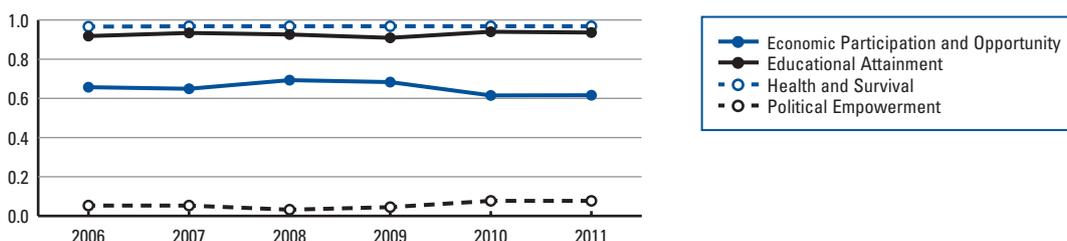
Political Empowerment..... 100 0.077 0.185

Women in parliament.....	105	0.11	0.22	10	90	0.11
Women in ministerial positions	68	0.18	0.18	15	85	0.18
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	99	0.649	83	0.616	101	0.936	102	0.968	100	0.077
Gender Gap Index 2010 (out of 134 countries)	96	0.650	82	0.615	102	0.940	101	0.968	98	0.077
Gender Gap Index 2009 (out of 134 countries)	97	0.651	50	0.683	106	0.909	110	0.968	122	0.045
Gender Gap Index 2008 (out of 130 countries)	88	0.655	41	0.693	102	0.926	105	0.968	121	0.032
Gender Gap Index 2007 (out of 128 countries)	83	0.651	59	0.649	97	0.934	104	0.968	104	0.053
Gender Gap Index 2006 (out of 115 countries)	73	0.649	40	0.657	88	0.918	96	0.966	93	0.053

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	—
Male adult unemployment rate (% of male labour force)	—
Women in non-agricultural paid labour	
(% of total labour force)	32
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	33
Women's access to land ownership ²	1.00
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	3
Ability of women to rise to positions of	
enterprise leadership ¹	4.71

Education

Female teachers, primary education (%)	44
Female teachers, secondary education (%)	41
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	21
Early marriage (% women, aged 15–19)	17
Fertility rate (births per woman)	4.90
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	103
Antenatal care coverage, at least one visit (%)	92
Births attended by skilled health staff (%)	44
Maternal mortality ratio (per 100,000 live births) ⁴	530 [320-850]
Contraceptive prevalence, married women (%)	39
Female HIV prevalence, aged 15–49 (%)	7.50
Male HIV prevalence, aged 15–49 (%)	5.00
Infant mortality rate (per 1,000 live births)	55
Overall population sex ratio (male/female)	1.00

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.40
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts	
of violence against women ²	0.17
Year women received right to vote	1919, 1963
Quota type	Reserved seats
at single/lower house; voluntary political party quotas	
Existence of legislation prohibiting	
gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	3 months
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Korea, Rep.

Rank (out of 135 countries) **107** Score (0.00 = inequality, 1.00 = equality) **0.628**

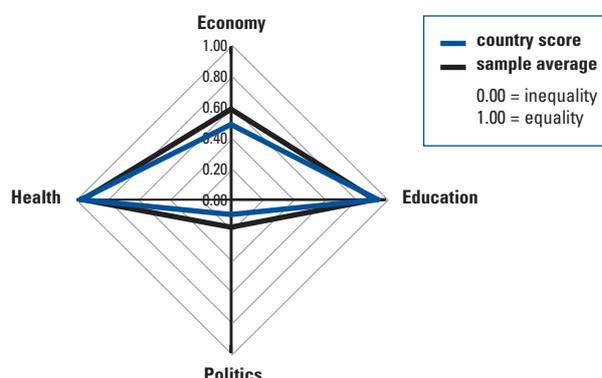
Gender Gap Index 2011

107

0.628

Key Indicators

Total population (millions)	48.88
Population growth (%)	0.26
GDP (US\$ billions)	800.21
GDP (PPP) per capita	27,027

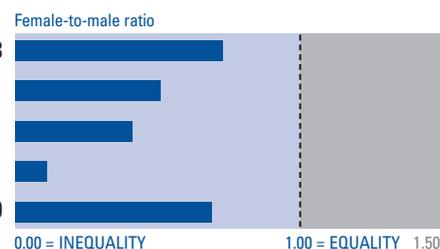


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

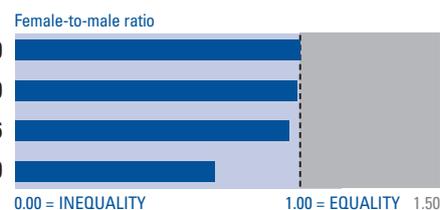
Economic Participation and Opportunity 117 0.493 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	84	0.73	0.68	55	76	0.73
Wage equality for similar work (survey).....	126	0.51	0.65	—	—	0.51
Estimated earned income (PPP US\$).....	113	0.41	0.52	15,830	38,590	0.41
Legislators, senior officials, and managers	111	0.11	0.26	10	90	0.11
Professional and technical workers	87	0.69	0.64	41	59	0.69



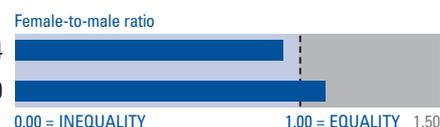
Educational Attainment..... 97 0.948 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	96	0.99	0.98	98	100	0.99
Enrolment in secondary education.....	97	0.96	0.90	94	98	0.96
Enrolment in tertiary education.....	110	0.70	0.86	82	117	0.70



Health and Survival..... 78 0.974 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	124	0.94	0.92	—	—	0.94
Healthy life expectancy.....	1	1.06	1.04	74	68	1.09



Political Empowerment..... 90 0.097 0.185

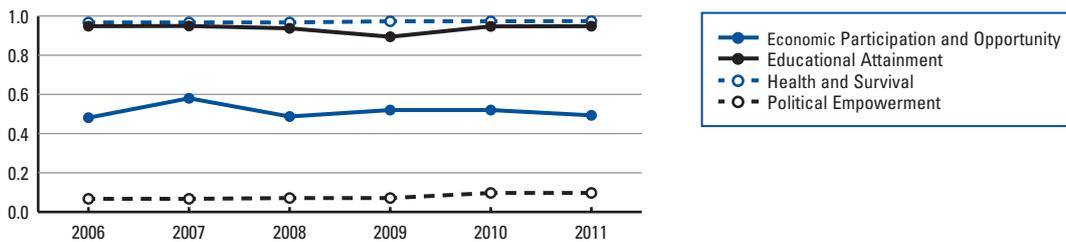
Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	79	0.17	0.22	15	85	0.17
Women in ministerial positions	75	0.14	0.18	13	88	0.14
Years with female head of state (last 50)	40	0.02	0.16	1	49	0.02



Korea, Rep.

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	107	0.628	117	0.493	97	0.948	78	0.974	90	0.097
Gender Gap Index 2010 (out of 134 countries)	104	0.634	111	0.520	100	0.947	79	0.973	86	0.097
Gender Gap Index 2009 (out of 134 countries)	115	0.615	113	0.520	109	0.894	80	0.973	104	0.071
Gender Gap Index 2008 (out of 130 countries)	108	0.615	110	0.487	99	0.937	107	0.967	102	0.071
Gender Gap Index 2007 (out of 128 countries)	97	0.641	90	0.580	94	0.949	106	0.967	95	0.067
Gender Gap Index 2006 (out of 115 countries)	92	0.616	96	0.481	82	0.948	94	0.967	84	0.067

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	3
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	42
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	4
Ability of women to rise to positions of enterprise leadership ¹	3.71

Education

Female teachers, primary education (%)	77
Female teachers, secondary education (%)	54
Female teachers, tertiary education (%)	32
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	29
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.20
Adolescent fertility rate (births per 1,000 women, aged 15–19)	2
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	18 [16-20]
Contraceptive prevalence, married women (%)	85
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	<0.10
Infant mortality rate (per 1,000 live births)	5
Overall population sex ratio (male/female)	0.98

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1948
Quota type	Legislated candidate quotas; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	90 days
Maternity leave benefits (% of wages paid)	100; the employer pays the first 60 days of leave, for enterprises which do not meet certain criteria
Provider of maternity coverage	Employment Insurance Fund
Length of paternity leave	3 days
Paternity leave benefits (% of wages paid)	Unpaid
Daycare options	Public and private daycare with allowance; homecare with allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

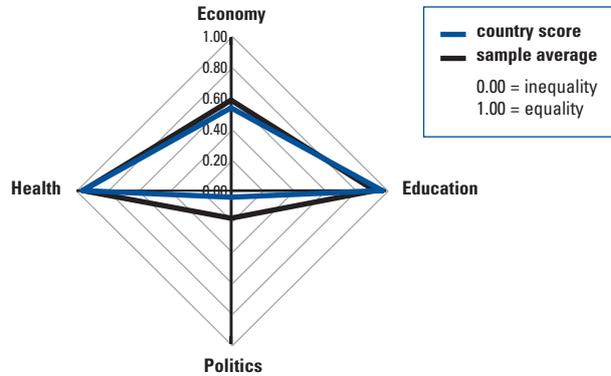
Kuwait

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **105** **0.632**

Key Indicators

Total population (millions)	2.86
Population growth (%)	2.41
GDP (US\$ billions)	61.44
GDP (PPP) per capita	45,539

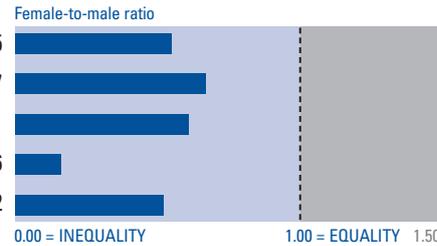


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

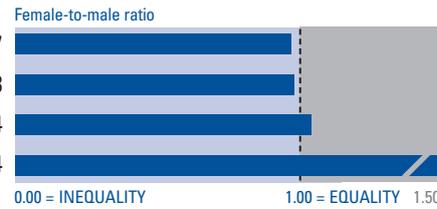
Economic Participation and Opportunity 107 0.541 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	111	0.55	0.68	47	84	0.55
Wage equality for similar work (survey).....	60	0.67	0.65	—	—	0.67
Estimated earned income (PPP US\$).....	54	0.61	0.52	24,531	40,000	0.61
Legislators, senior officials, and managers	99	0.16	0.26	14	86	0.16
Professional and technical workers	96	0.52	0.64	34	66	0.52



Educational Attainment..... 84 0.983 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	79	0.97	0.86	92	95	0.97
Enrolment in primary education.....	108	0.98	0.98	87	89	0.98
Enrolment in secondary education.....	1	1.00	0.90	80	77	1.04
Enrolment in tertiary education.....	1	1.00	0.86	27	12	2.14



Health and Survival..... 111 0.961 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.96
Healthy life expectancy.....	118	1.00	1.04	69	69	1.00



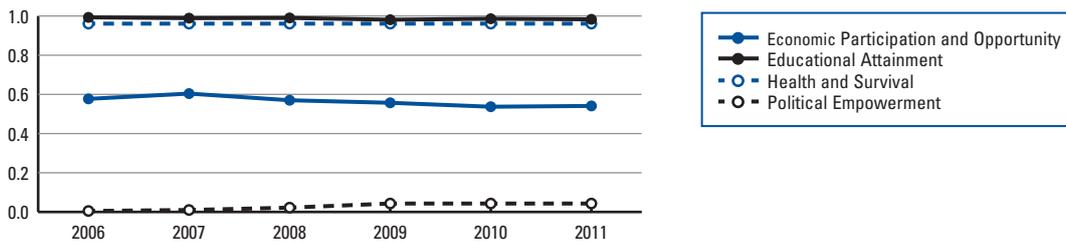
Political Empowerment..... 116 0.043 0.185

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	117	0.08	0.22	8	92	0.08
Women in ministerial positions	108	0.07	0.18	7	93	0.07
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	105	0.632	107	0.541	84	0.983	111	0.961	116	0.043
Gender Gap Index 2010 (out of 134 countries)	105	0.632	107	0.537	83	0.986	110	0.961	114	0.043
Gender Gap Index 2009 (out of 134 countries)	105	0.636	106	0.557	86	0.981	116	0.961	124	0.043
Gender Gap Index 2008 (out of 130 countries)	101	0.636	92	0.570	74	0.990	112	0.961	125	0.022
Gender Gap Index 2007 (out of 128 countries)	96	0.641	80	0.604	63	0.989	110	0.961	126	0.010
Gender Gap Index 2006 (out of 115 countries)	86	0.634	72	0.577	41	0.993	105	0.961	114	0.005

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	2
Male adult unemployment rate (% of male labour force)	2
Women in non-agricultural paid labour (% of total labour force)	23
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	40
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	4.52

Education

Female teachers, primary education (%)	90
Female teachers, secondary education (%)	54
Female teachers, tertiary education (%)	27
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	27
Early marriage (% women, aged 15–19)	5
Fertility rate (births per woman)	2.20
Adolescent fertility rate (births per 1,000 women, aged 15–19)	13
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	9 [8-10]
Contraceptive prevalence, married women (%)	52
Female HIV prevalence, aged 15–49 (%)	—
Male HIV prevalence, aged 15–49 (%)	—
Infant mortality rate (per 1,000 live births)	11
Overall population sex ratio (male/female)	1.46

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.50
Year women received right to vote	2005
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	70 days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	Private daycare

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

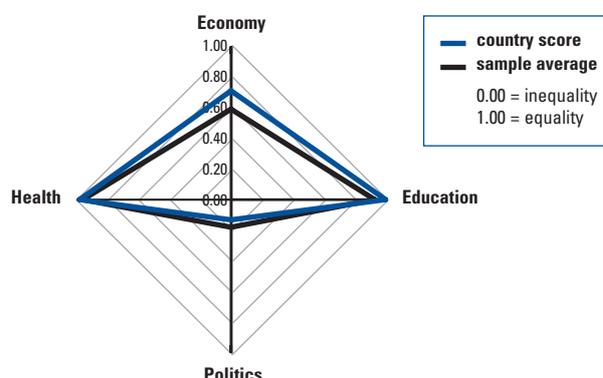
Kyrgyz Republic

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **44** **0.704**

Key Indicators

Total population (millions)	5.37
Population growth (%)	0.82
GDP (US\$ billions)	2.03
GDP (PPP) per capita	2,039

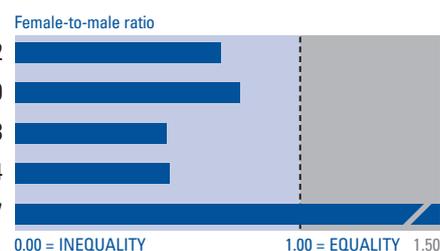


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

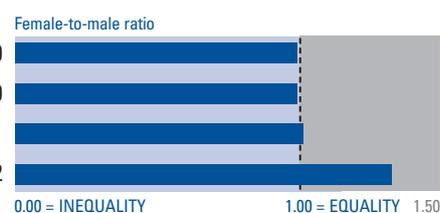
Economic Participation and Opportunity 43 0.707 0.588

Labour force participation.....	85	0.72	0.68	59	83	0.72
Wage equality for similar work (survey).....	8	0.79	0.65	—	—	0.79
Estimated earned income (PPP US\$).....	84	0.53	0.52	1,586	2,999	0.53
Legislators, senior officials, and managers	33	0.54	0.26	35	65	0.54
Professional and technical workers	1	1.00	0.64	62	38	1.67



Educational Attainment..... 39 0.996 0.928

Literacy rate.....	58	0.99	0.86	99	100	0.99
Enrolment in primary education.....	80	0.99	0.98	83	84	0.99
Enrolment in secondary education.....	1	1.00	0.90	80	79	1.01
Enrolment in tertiary education.....	1	1.00	0.86	58	44	1.32



Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	59	55	1.07



Political Empowerment..... 68 0.132 0.185

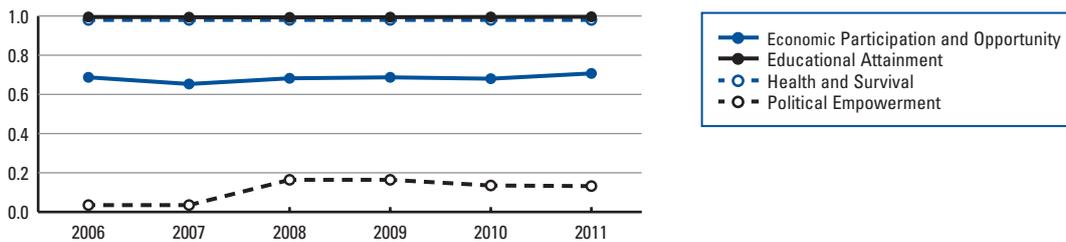
Women in parliament.....	38	0.30	0.22	23	77	0.30
Women in ministerial positions	87	0.11	0.18	10	90	0.11
Years with female head of state (last 50)	35	0.02	0.16	1	49	0.02



Kyrgyz Republic

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	44	0.704	43	0.707	39	0.996	1	0.980	68	0.132
Gender Gap Index 2010 (out of 134 countries)	51	0.697	52	0.680	48	0.995	1	0.980	65	0.135
Gender Gap Index 2009 (out of 134 countries)	41	0.706	46	0.687	59	0.994	1	0.980	43	0.164
Gender Gap Index 2008 (out of 130 countries)	41	0.705	47	0.682	63	0.993	1	0.980	44	0.164
Gender Gap Index 2007 (out of 128 countries)	70	0.665	57	0.653	43	0.994	1	0.980	118	0.035
Gender Gap Index 2006 (out of 115 countries)	52	0.674	26	0.687	33	0.995	1	0.980	107	0.035

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	9
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	51
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	5.29

Education

Female teachers, primary education (%)	97
Female teachers, secondary education (%)	74
Female teachers, tertiary education (%)	59
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	22
Early marriage (% women, aged 15–19)	11
Fertility rate (births per woman)	2.50
Adolescent fertility rate (births per 1,000 women, aged 15–19)	29
Antenatal care coverage, at least one visit (%)	97
Births attended by skilled health staff (%)	98
Maternal mortality ratio (per 100,000 live births) ⁴	81 [50-130]
Contraceptive prevalence, married women (%)	48
Female HIV prevalence, aged 15–49 (%)	0.20
Male HIV prevalence, aged 15–49 (%)	0.40
Infant mortality rate (per 1,000 live births)	32
Overall population sex ratio (male/female)	0.97

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.58
Year women received right to vote	1918
Quota type	Reserved seats at single/lower house
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	126 calendar days
Maternity leave benefits (% of wages paid)	100
for the first 10 working days covered by employer; the rest of the maternity leave, 10 times the benchmark amount is paid from social security fund; benefits are adjusted periodically according to changes in the cost of living	
Provider of maternity coverage	Social security (employer covers the first 10 working days)
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

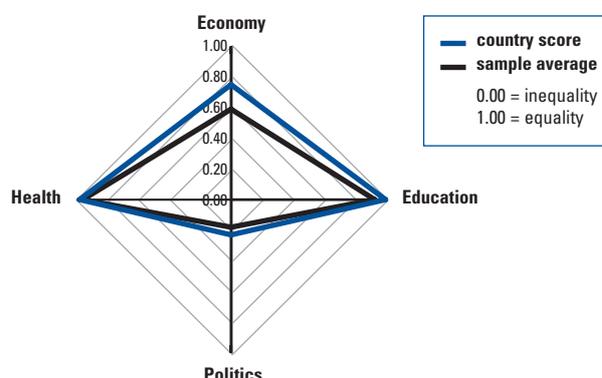
Latvia

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **19** **0.740**

Key Indicators

Total population (millions)	2.24
Population growth (%)	-0.55
GDP (US\$ billions)	11.22
GDP (PPP) per capita	12,926

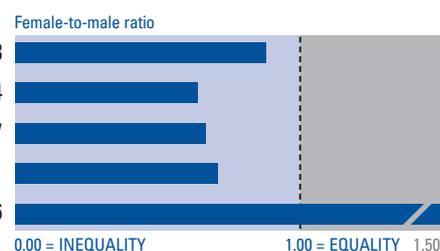


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity22 0.750 0.588

Labour force participation.....	28	0.88	0.68	70	79	0.88
Wage equality for similar work (survey).....	75	0.64	0.65	—	—	0.64
Estimated earned income (PPP US\$).....	33	0.67	0.52	13,436	19,949	0.67
Legislators, senior officials, and managers	11	0.71	0.26	41	59	0.71
Professional and technical workers	1	1.00	0.64	67	33	2.06



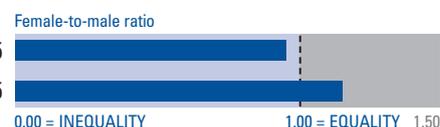
Educational Attainment.....1 1.000 0.928

Literacy rate.....	1	1.00	0.86	100	100	1.00
Enrolment in primary education.....	1	1.00	0.98	93	93	1.01
Enrolment in secondary education.....	1	1.00	0.90	85	82	1.04
Enrolment in tertiary education.....	1	1.00	0.86	87	48	1.82



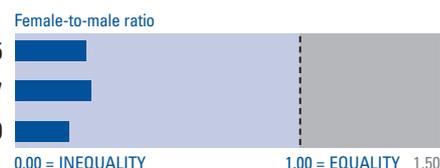
Health and Survival.....1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	68	59	1.15



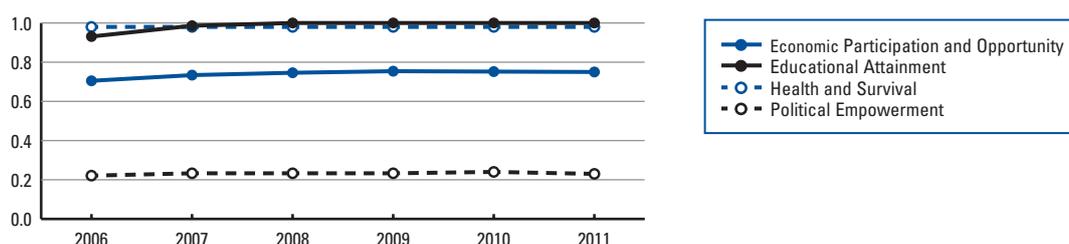
Political Empowerment.....33 0.230 0.185

Women in parliament.....	55	0.25	0.22	20	80	0.25
Women in ministerial positions	49	0.27	0.18	21	79	0.27
Years with female head of state (last 50)	11	0.19	0.16	8	42	0.19



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	19	0.740	22	0.750	1	1.000	1	0.980	33	0.230
Gender Gap Index 2010 (out of 134 countries)	18	0.743	21	0.752	1	1.000	1	0.980	31	0.240
Gender Gap Index 2009 (out of 134 countries)	14	0.742	14	0.754	1	1.000	1	0.980	31	0.233
Gender Gap Index 2008 (out of 130 countries)	10	0.740	13	0.746	1	1.000	1	0.980	31	0.233
Gender Gap Index 2007 (out of 128 countries)	13	0.733	17	0.734	70	0.986	1	0.980	19	0.233
Gender Gap Index 2006 (out of 115 countries)	19	0.709	20	0.705	85	0.931	1	0.980	21	0.221

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	14
Male adult unemployment rate (% of male labour force)	8
Women in non-agricultural paid labour (% of total labour force)	53
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	4
Ability of women to rise to positions of enterprise leadership ¹	4.86

Education

Female teachers, primary education (%)	93
Female teachers, secondary education (%)	81
Female teachers, tertiary education (%)	57
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	29
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	18
Antenatal care coverage, at least one visit (%)	92
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	20 [18-23]
Contraceptive prevalence, married women (%)	68
Female HIV prevalence, aged 15–49 (%)	0.40
Male HIV prevalence, aged 15–49 (%)	0.90
Infant mortality rate (per 1,000 live births)	7
Overall population sex ratio (male/female)	0.86

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1918
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	112 calendar days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	State Social Insurance Agency
Length of paternity leave	10 calendar days
Paternity leave benefits (% of wages paid)	80, up to a ceiling
Daycare options	Public daycare with allowance; private daycare without allowance; homecare with and without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

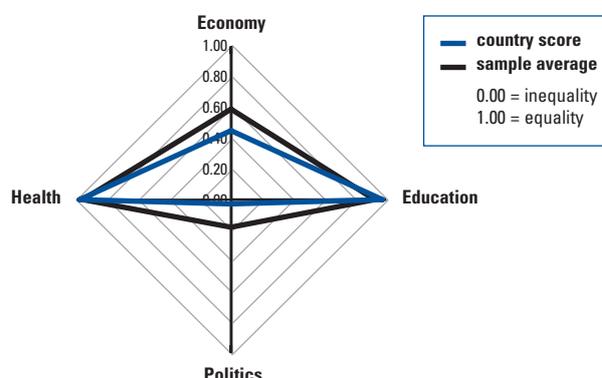
Lebanon

Rank (out of 135 countries) **118** Score (0.00 = inequality, 1.00 = equality) **0.608**

Gender Gap Index 2011

Key Indicators

Total population (millions)	4.25
Population growth (%)	0.73
GDP (US\$ billions)	28.52
GDP (PPP) per capita	12,525



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

Economic Participation and Opportunity 123 0.448 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	129	0.33	0.68	25	75	0.33
Wage equality for similar work (survey).....	70	0.65	0.65	—	—	0.65
Estimated earned income (PPP US\$).....	126	0.24	0.52	5,186	21,288	0.24
Legislators, senior officials, and managers	115	0.09	0.26	8	92	0.09
Professional and technical workers	68	0.93	0.64	48	52	0.93

Educational Attainment..... 90 0.977 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	97	0.92	0.86	86	93	0.92
Enrolment in primary education.....	100	0.98	0.98	89	91	0.98
Enrolment in secondary education.....	1	1.00	0.90	79	71	1.11
Enrolment in tertiary education.....	1	1.00	0.86	57	48	1.19

Health and Survival..... 1 0.980 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	64	60	1.07

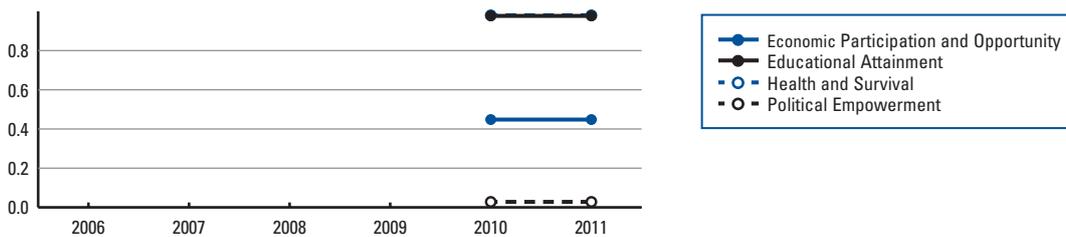
Political Empowerment..... 128 0.028 0.185

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	125	0.03	0.22	3	97	0.03
Women in ministerial positions	105	0.07	0.18	7	93	0.07
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00

Lebanon

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	118	0.608	123	0.448	90	0.977	1	0.980	128	0.028
Gender Gap Index 2010 (out of 134 countries)	116	0.608	124	0.448	91	0.977	1	0.980	127	0.028
Gender Gap Index 2009 (out of 134 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	10
Male adult unemployment rate (% of male labour force)	9
Women in non-agricultural paid labour (% of total labour force)	14
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	36
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	4.33

Education

Female teachers, primary education (%)	86
Female teachers, secondary education (%)	55
Female teachers, tertiary education (%)	38
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	27
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.90
Adolescent fertility rate (births per 1,000 women, aged 15–19)	18
Antenatal care coverage, at least one visit (%)	96
Births attended by skilled health staff (%)	98
Maternal mortality ratio (per 100,000 live births) ⁴	26 [14-48]
Contraceptive prevalence, married women (%)	58
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.20
Infant mortality rate (per 1,000 live births)	11
Overall population sex ratio (male/female)	0.96

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1952
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	7 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

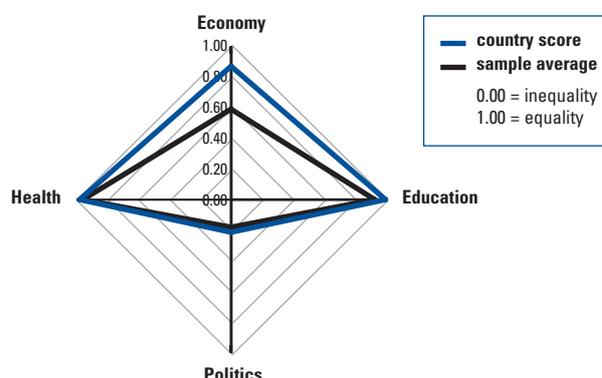
Lesotho

Rank (out of 135 countries) **9** Score (0.00 = inequality, 1.00 = equality) **0.767**

Gender Gap Index 2011

Key Indicators

Total population (millions)	2.08
Population growth (%)	0.83
GDP (US\$ billions)	1.05
GDP (PPP) per capita	1,444

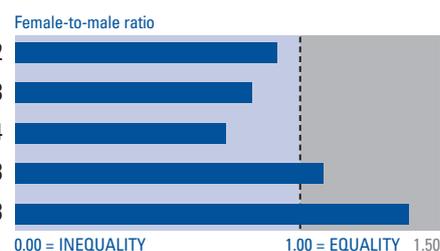


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 2 0.874 0.588

Labour force participation.....	11	0.92	0.68	72	79	0.92
Wage equality for similar work (survey).....	2	0.83	0.65	—	—	0.83
Estimated earned income (PPP US\$).....	19	0.74	0.52	1,257	1,703	0.74
Legislators, senior officials, and managers	1	1.00	0.26	52	48	1.08
Professional and technical workers	1	1.00	0.64	58	42	1.38



Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	95	83	1.15
Enrolment in primary education.....	1	1.00	0.98	75	71	1.05
Enrolment in secondary education.....	1	1.00	0.90	36	22	1.63
Enrolment in tertiary education.....	1	1.00	0.86	4	3	1.19



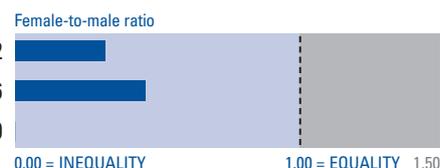
Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	1	1.06	1.04	41	38	1.08



Political Empowerment..... 35 0.213 0.185

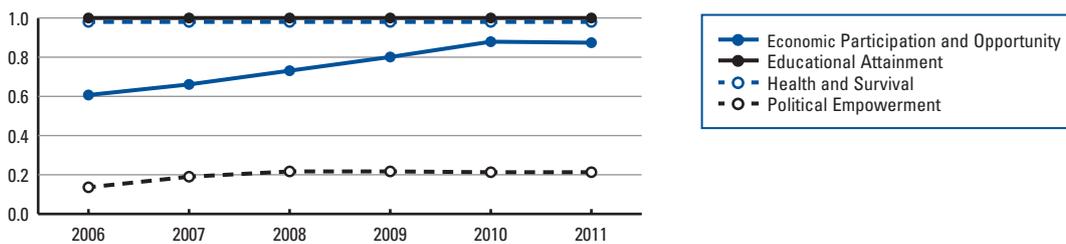
Women in parliament.....	36	0.32	0.22	24	76	0.32
Women in ministerial positions	20	0.46	0.18	32	68	0.46
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Lesotho

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	9	0.767	2	0.874	1	1.000	1	0.980	35	0.213
Gender Gap Index 2010 (out of 134 countries)	8	0.768	1	0.879	1	1.000	1	0.980	34	0.213
Gender Gap Index 2009 (out of 134 countries)	10	0.750	4	0.801	1	1.000	1	0.980	34	0.217
Gender Gap Index 2008 (out of 130 countries)	16	0.732	21	0.731	1	1.000	1	0.980	33	0.217
Gender Gap Index 2007 (out of 128 countries)	26	0.708	53	0.661	1	1.000	1	0.980	27	0.190
Gender Gap Index 2006 (out of 115 countries)	43	0.681	61	0.607	1	1.000	1	0.980	41	0.136

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	—
Male adult unemployment rate (% of male labour force)	21
Women in non-agricultural paid labour (% of total labour force)	51
Inheritance practices in favour of male heirs ²	1.00
Firms with female participation in ownership (% of firms)	31
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	5.93

Education

Female teachers, primary education (%)	77
Female teachers, secondary education (%)	64
Female teachers, tertiary education (%)	47
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	9

Marriage and Childbearing

Mean age of marriage for women (years)	22
Early marriage (% women, aged 15–19)	18
Fertility rate (births per woman)	3.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	98
Antenatal care coverage, at least one visit (%)	92
Births attended by skilled health staff (%)	62
Maternal mortality ratio (per 100,000 live births) ⁴	530 [260-850]
Contraceptive prevalence, married women (%)	37
Female HIV prevalence, aged 15–49 (%)	28.20
Male HIV prevalence, aged 15–49 (%)	18.50
Infant mortality rate (per 1,000 live births)	61
Overall population sex ratio (male/female)	0.90

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.25
Year women received right to vote	1965
Quota type	—
Existence of legislation prohibiting gender-based discrimination	No

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	No legal obligation for paid maternity leave but some employment contracts have provision
Provider of maternity coverage	Employer
Length of paternity leave	No
Paternity leave benefits (% of wages paid)	—
Daycare options	Private daycare without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

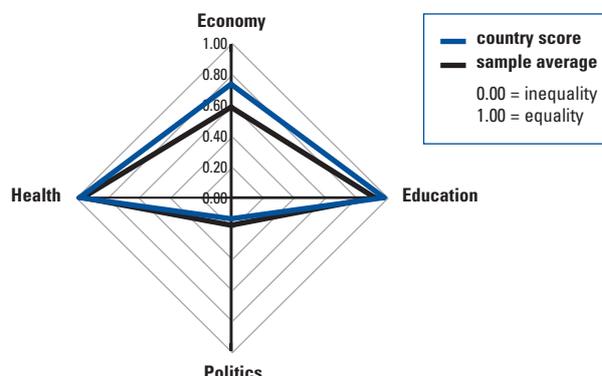
Lithuania

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **37** **0.713**

Key Indicators

Total population (millions)	3.32
Population growth (%)	-0.62
GDP (US\$ billions)	17.53
GDP (PPP) per capita	15,384

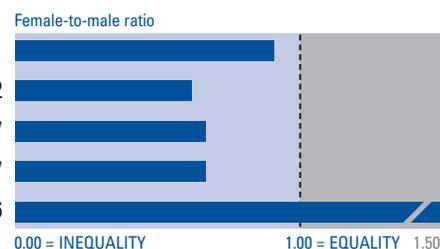


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

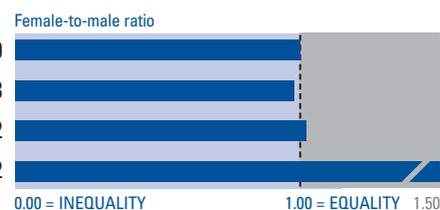
Economic Participation and Opportunity26 0.744 0.588

Labour force participation.....	19	0.91	0.68	65	71	0.91
Wage equality for similar work (survey).....	85	0.62	0.65	—	—	0.62
Estimated earned income (PPP US\$).....	31	0.67	0.52	14,117	20,936	0.67
Legislators, senior officials, and managers	16	0.67	0.26	40	60	0.67
Professional and technical workers	1	1.00	0.64	67	33	2.06



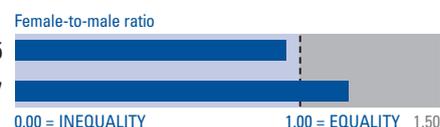
Educational Attainment.....60 0.991 0.928

Literacy rate.....	1	1.00	0.86	100	100	1.00
Enrolment in primary education.....	103	0.98	0.98	93	94	0.98
Enrolment in secondary education.....	1	1.00	0.90	93	91	1.02
Enrolment in tertiary education.....	1	1.00	0.86	96	63	1.52



Health and Survival.....1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	68	58	1.17



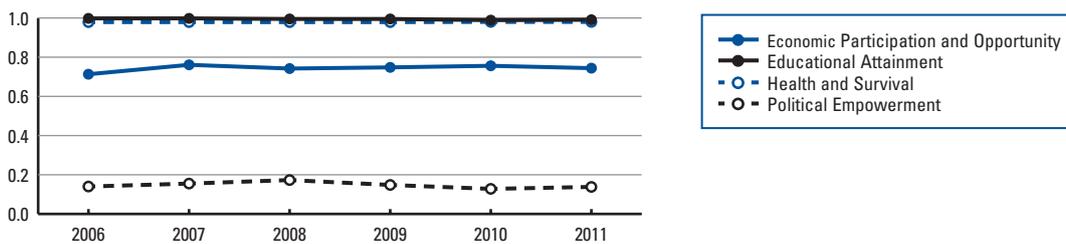
Political Empowerment.....65 0.138 0.185

Women in parliament.....	60	0.24	0.22	19	81	0.24
Women in ministerial positions	69	0.17	0.18	14	86	0.17
Years with female head of state (last 50)	27	0.05	0.16	3	48	0.05



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	37	0.713	26	0.744	60	0.991	1	0.980	65	0.138
Gender Gap Index 2010 (out of 134 countries)	35	0.713	17	0.756	68	0.989	1	0.980	66	0.128
Gender Gap Index 2009 (out of 134 countries)	30	0.718	18	0.748	54	0.995	41	0.979	54	0.148
Gender Gap Index 2008 (out of 130 countries)	23	0.722	17	0.742	53	0.995	38	0.979	40	0.173
Gender Gap Index 2007 (out of 128 countries)	14	0.723	7	0.761	29	0.998	37	0.979	38	0.155
Gender Gap Index 2006 (out of 115 countries)	21	0.708	15	0.713	24	0.998	36	0.979	39	0.140

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	10
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	53
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	4
Ability of women to rise to positions of enterprise leadership ¹	4.94

Education

Female teachers, primary education (%)	97
Female teachers, secondary education (%)	82
Female teachers, tertiary education (%)	55
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	27
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	19
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	13 [11-16]
Contraceptive prevalence, married women (%)	51
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	5
Overall population sex ratio (male/female)	0.88

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1919
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	126 calendar days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	State Social Insurance Fund
Length of paternity leave	4 weeks: from birth until the child is 1 month old
Paternity leave benefits (% of wages paid)	100
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

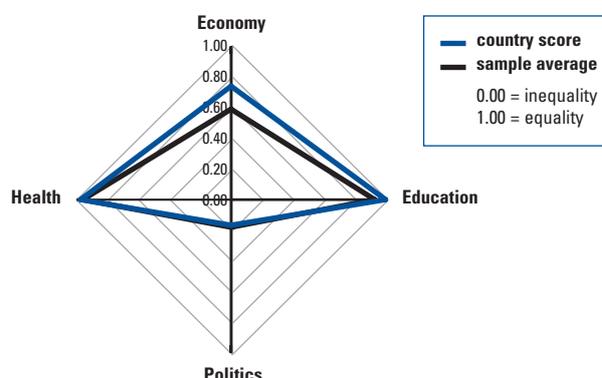
Luxembourg

Rank (out of 135 countries) **30** Score (0.00 = inequality, 1.00 = equality) **0.722**

Gender Gap Index 2011

Key Indicators

Total population (millions)	0.51
Population growth (%)	1.75
GDP (US\$ billions)	27.39
GDP (PPP) per capita	71,048

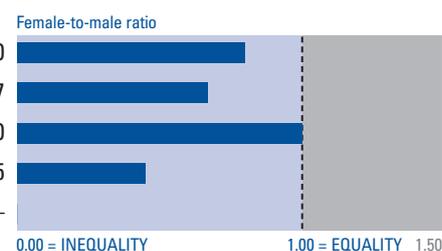


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

Economic Participation and Opportunity25 0.745 0.588

Labour force participation.....	59	0.80	0.68	59	74	0.80
Wage equality for similar work (survey).....	62	0.67	0.65	—	—	0.67
Estimated earned income (PPP US\$).....	1	1.00	0.52	40,000	40,000	1.00
Legislators, senior officials, and managers.....	51	0.45	0.26	31	69	0.45
Professional and technical workers.....	—	—	0.64	—	—	—



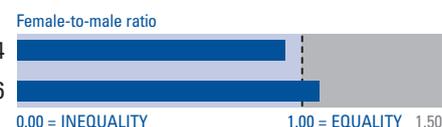
Educational Attainment.....1 1.000 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	97	95	1.02
Enrolment in secondary education.....	1	1.00	0.90	85	82	1.04
Enrolment in tertiary education.....	1	1.00	0.86	11	9	1.12



Health and Survival.....67 0.974 0.956

Sex ratio at birth (female/male).....	120	0.94	0.92	—	—	0.94
Healthy life expectancy.....	60	1.06	1.04	75	71	1.06



Political Empowerment.....48 0.167 0.185

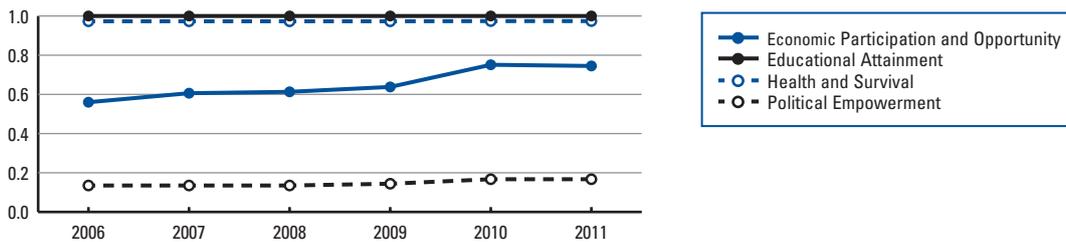
Women in parliament.....	55	0.25	0.22	20	80	0.25
Women in ministerial positions.....	32	0.36	0.18	27	73	0.36
Years with female head of state (last 50).....	52	0.00	0.16	0	50	0.00



Luxembourg

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	30	0.722	25	0.745	1	1.000	67	0.974	48	0.167
Gender Gap Index 2010 (out of 134 countries)	26	0.723	22	0.751	1	1.000	67	0.974	49	0.167
Gender Gap Index 2009 (out of 134 countries)	63	0.689	73	0.638	1	1.000	80	0.973	57	0.144
Gender Gap Index 2008 (out of 130 countries)	66	0.680	75	0.613	1	1.000	76	0.973	58	0.135
Gender Gap Index 2007 (out of 128 countries)	58	0.679	78	0.606	1	1.000	74	0.973	50	0.135
Gender Gap Index 2006 (out of 115 countries)	56	0.667	76	0.560	1	1.000	71	0.973	44	0.135

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	6
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	43
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	4.71

Education

Female teachers, primary education (%)	72
Female teachers, secondary education (%)	48
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	13

Marriage and Childbearing

Mean age of marriage for women (years)	28
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.70
Adolescent fertility rate (births per 1,000 women, aged 15–19)	10
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	17 [15-19]
Contraceptive prevalence, married women (%)	—
Female HIV prevalence, aged 15–49 (%)	0.20
Male HIV prevalence, aged 15–49 (%)	0.40
Infant mortality rate (per 1,000 live births)	1
Overall population sex ratio (male/female)	0.99

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1919
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	16 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social insurance
Length of paternity leave	2 days
Paternity leave benefits (% of wages paid)	100
Daycare options	Public and private daycare with allowance; homecare with and without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Macedonia, FYR

Rank (out of 135 countries) **53** Score (0.00 = inequality, 1.00 = equality) **0.697**

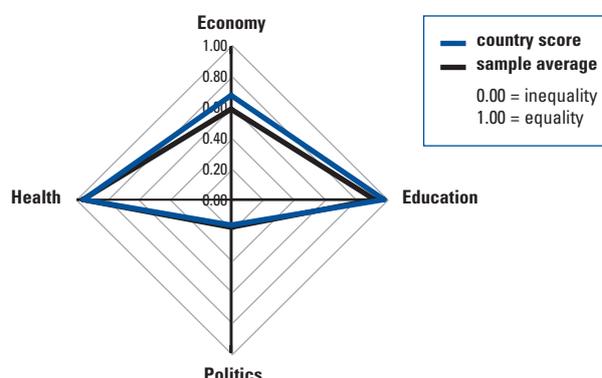
Gender Gap Index 2011

53

0.697

Key Indicators

Total population (millions)	2.06
Population growth (%)	0.18
GDP (US\$ billions)	4.44
GDP (PPP) per capita	8,725

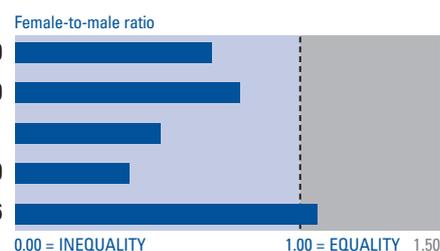


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

Economic Participation and Opportunity 53 0.676 0.588

Labour force participation.....	89	0.69	0.68	51	74	0.69
Wage equality for similar work (survey).....	7	0.79	0.65	—	—	0.79
Estimated earned income (PPP US\$).....	89	0.51	0.52	7,509	14,818	0.51
Legislators, senior officials, and managers	64	0.40	0.26	29	71	0.40
Professional and technical workers	1	1.00	0.64	51	49	1.06



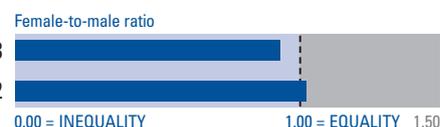
Educational Attainment..... 71 0.989 0.928

Literacy rate.....	77	0.97	0.86	96	99	0.97
Enrolment in primary education.....	1	1.00	0.98	87	86	1.01
Enrolment in secondary education.....	92	0.98	0.90	81	82	0.98
Enrolment in tertiary education.....	1	1.00	0.86	44	37	1.19



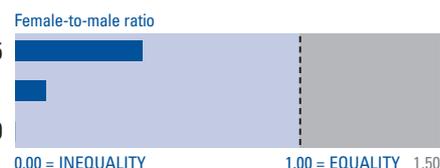
Health and Survival..... 125 0.955 0.956

Sex ratio at birth (female/male).....	127	0.93	0.92	—	—	0.93
Healthy life expectancy.....	115	1.02	1.04	66	65	1.02



Political Empowerment..... 49 0.166 0.185

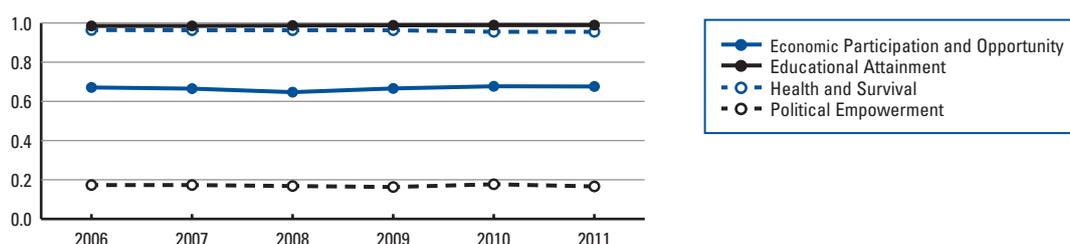
Women in parliament.....	22	0.45	0.22	31	69	0.45
Women in ministerial positions	92	0.11	0.18	10	90	0.11
Years with female head of state (last 50)	50	0.00	0.16	0	50	0.00



Macedonia, FYR

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	53	0.697	53	0.676	71	0.989	125	0.955	49	0.166
Gender Gap Index 2010 (out of 134 countries)	49	0.700	53	0.677	72	0.989	124	0.955	43	0.177
Gender Gap Index 2009 (out of 134 countries)	53	0.695	59	0.666	79	0.988	115	0.963	44	0.163
Gender Gap Index 2008 (out of 130 countries)	53	0.691	63	0.647	79	0.987	111	0.963	42	0.168
Gender Gap Index 2007 (out of 128 countries)	35	0.697	51	0.665	72	0.985	109	0.963	30	0.173
Gender Gap Index 2006 (out of 115 countries)	28	0.698	31	0.671	64	0.985	101	0.964	28	0.173

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	33
Male adult unemployment rate (% of male labour force)	33
Women in non-agricultural paid labour (% of total labour force)	42
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	5.38

Education

Female teachers, primary education (%)	77
Female teachers, secondary education (%)	54
Female teachers, tertiary education (%)	44
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	9
Fertility rate (births per woman)	1.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	21
Antenatal care coverage, at least one visit (%)	94
Births attended by skilled health staff (%)	98
Maternal mortality ratio (per 100,000 live births) ⁴	9 [6-14]
Contraceptive prevalence, married women (%)	14
Female HIV prevalence, aged 15–49 (%)	—
Male HIV prevalence, aged 15–49 (%)	—
Infant mortality rate (per 1,000 live births)	10
Overall population sex ratio (male/female)	1.00

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.50
Year women received right to vote	1946
Quota type	Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	9 months
Maternity leave benefits (% of wages paid)	Paid amount not specified
Provider of maternity coverage	Health Insurance Fund
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

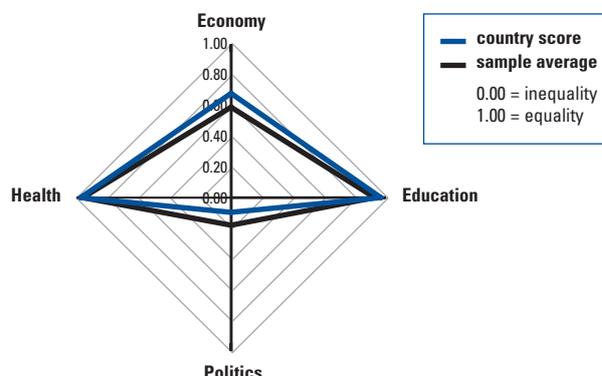
Madagascar

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **71** **0.680**

Key Indicators

Total population (millions)	20.15
Population growth (%)	2.62
GDP (US\$ billions)	5.03
GDP (PPP) per capita	893

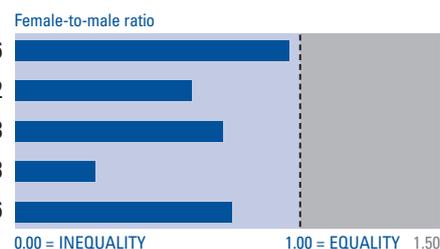


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 52 0.678 0.588

Labour force participation.....	5	0.96	0.68	86	89	0.96
Wage equality for similar work (survey).....	87	0.62	0.65	—	—	0.62
Estimated earned income (PPP US\$).....	21	0.73	0.52	845	1,164	0.73
Legislators, senior officials, and managers	84	0.28	0.26	22	78	0.28
Professional and technical workers	82	0.76	0.64	43	57	0.76



Educational Attainment..... 91 0.972 0.928

Literacy rate.....	99	0.91	0.86	62	67	0.91
Enrolment in primary education.....	1	1.00	0.98	99	98	1.01
Enrolment in secondary education.....	1	1.00	0.90	24	23	1.05
Enrolment in tertiary education.....	95	0.90	0.86	3	4	0.90



Health and Survival..... 81 0.973 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy	88	1.04	1.04	53	51	1.04



Political Empowerment..... 93 0.096 0.185

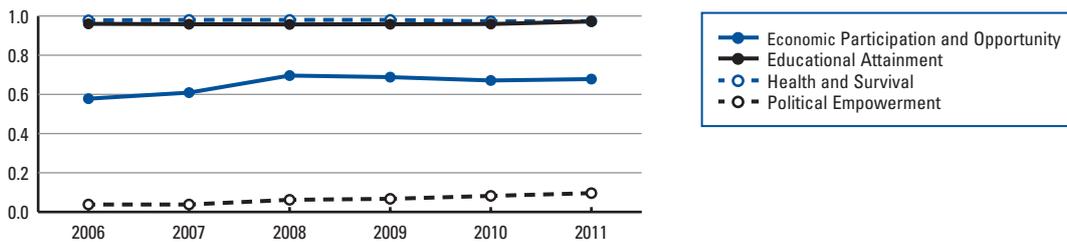
Women in parliament.....	91	0.14	0.22	13	88	0.14
Women in ministerial positions	60	0.21	0.18	17	83	0.21
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Madagascar

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	71	0.680	52	0.678	91	0.972	81	0.973	93	0.096
Gender Gap Index 2010 (out of 134 countries)	80	0.671	58	0.671	98	0.959	78	0.973	95	0.082
Gender Gap Index 2009 (out of 134 countries)	77	0.673	45	0.688	98	0.958	1	0.980	108	0.067
Gender Gap Index 2008 (out of 130 countries)	74	0.674	38	0.696	94	0.957	1	0.980	111	0.062
Gender Gap Index 2007 (out of 128 countries)	89	0.646	76	0.609	89	0.958	1	0.980	116	0.038
Gender Gap Index 2006 (out of 115 countries)	84	0.639	71	0.578	76	0.960	49	0.978	104	0.038

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	3
Male adult unemployment rate (% of male labour force)	2
Women in non-agricultural paid labour (% of total labour force)	38
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	4.45

Education

Female teachers, primary education (%)	56
Female teachers, secondary education (%)	45
Female teachers, tertiary education (%)	30
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	20
Early marriage (% women, aged 15–19)	34
Fertility rate (births per woman)	4.70
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	148
Antenatal care coverage, at least one visit (%)	86
Births attended by skilled health staff (%)	44
Maternal mortality ratio (per 100,000 live births) ⁴	440 [270-700]
Contraceptive prevalence, married women (%)	27
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.30
Infant mortality rate (per 1,000 live births)	40
Overall population sex ratio (male/female)	0.99

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1959
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	50% Social insurance, 50% employer
Length of paternity leave	Public sector: 15 days from birthday; Private sector: 3 days from birthday
Paternity leave benefits (% of wages paid)	100
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

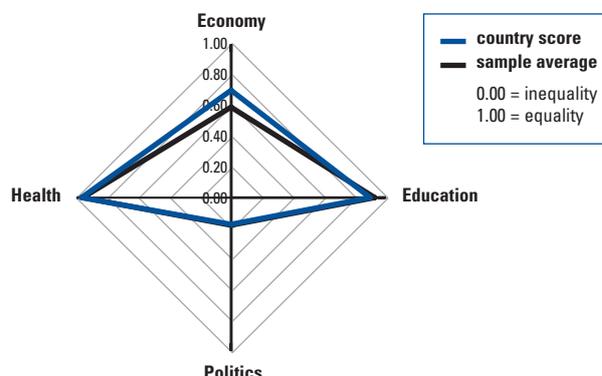
Malawi

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **65** **0.685**

Key Indicators

Total population (millions)	14.90
Population growth (%)	3.13
GDP (US\$ billions)	2.74
GDP (PPP) per capita	791

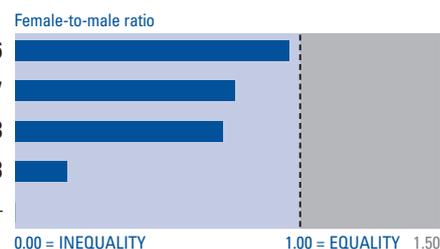


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

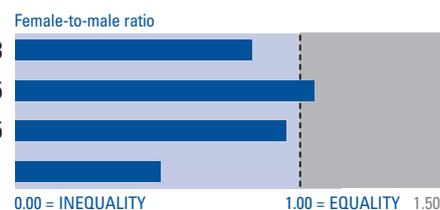
Economic Participation and Opportunity 45 0.700 0.588

Labour force participation.....	7	0.96	0.68	74	78	0.96
Wage equality for similar work (survey).....	18	0.77	0.65	—	—	0.77
Estimated earned income (PPP US\$).....	20	0.73	0.52	671	919	0.73
Legislators, senior officials, and managers	94	0.18	0.26	15	85	0.18
Professional and technical workers	—	—	0.64	—	—	—



Educational Attainment..... 112 0.897 0.928

Literacy rate.....	111	0.83	0.86	67	81	0.83
Enrolment in primary education.....	1	1.00	0.98	93	88	1.05
Enrolment in secondary education.....	102	0.95	0.90	24	26	0.95
Enrolment in tertiary education.....	118	0.51	0.86	0	1	0.51



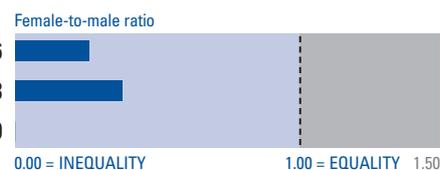
Health and Survival..... 100 0.968 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.99
Healthy life expectancy.....	106	1.02	1.04	44	43	1.02



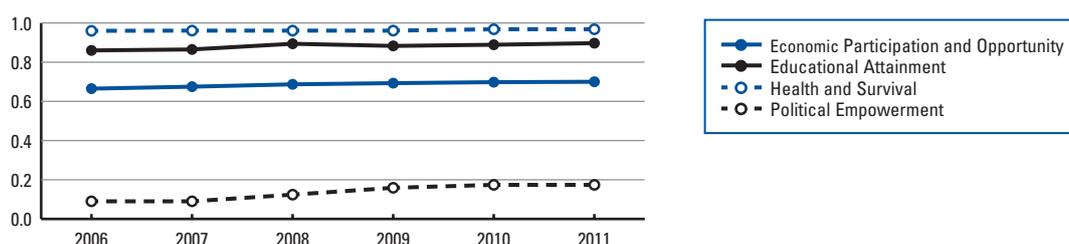
Political Empowerment..... 44 0.174 0.185

Women in parliament.....	51	0.26	0.22	21	79	0.26
Women in ministerial positions	30	0.38	0.18	27	73	0.38
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	65	0.685	45	0.700	112	0.897	100	0.968	44	0.174
Gender Gap Index 2010 (out of 134 countries)	68	0.682	44	0.698	112	0.889	99	0.968	45	0.174
Gender Gap Index 2009 (out of 134 countries)	76	0.674	42	0.693	113	0.883	116	0.961	48	0.159
Gender Gap Index 2008 (out of 130 countries)	81	0.666	46	0.687	107	0.894	112	0.961	65	0.124
Gender Gap Index 2007 (out of 128 countries)	87	0.648	43	0.675	108	0.865	110	0.961	76	0.090
Gender Gap Index 2006 (out of 115 countries)	81	0.644	36	0.665	96	0.860	106	0.960	68	0.090

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	10
Male adult unemployment rate (% of male labour force)	5
Women in non-agricultural paid labour (% of total labour force)	11
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	5.43

Education

Female teachers, primary education (%)	—
Female teachers, secondary education (%)	—
Female teachers, tertiary education (%)	34
Female school life expectancy, primary to secondary (years)	9
Male school life expectancy, primary to secondary (years)	9

Marriage and Childbearing

Mean age of marriage for women (years)	19
Early marriage (% women, aged 15–19)	37
Fertility rate (births per woman)	5.60
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	178
Antenatal care coverage, at least one visit (%)	92
Births attended by skilled health staff (%)	54
Maternal mortality ratio (per 100,000 live births) ⁴	510 [300-760]
Contraceptive prevalence, married women (%)	41
Female HIV prevalence, aged 15–49 (%)	13.20
Male HIV prevalence, aged 15–49 (%)	8.90
Infant mortality rate (per 1,000 live births)	69
Overall population sex ratio (male/female)	0.99

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.18
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1961
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	8 weeks. Every three years
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Malaysia

Rank (out of 135 countries) **97** Score (0.00 = inequality, 1.00 = equality) **0.653**

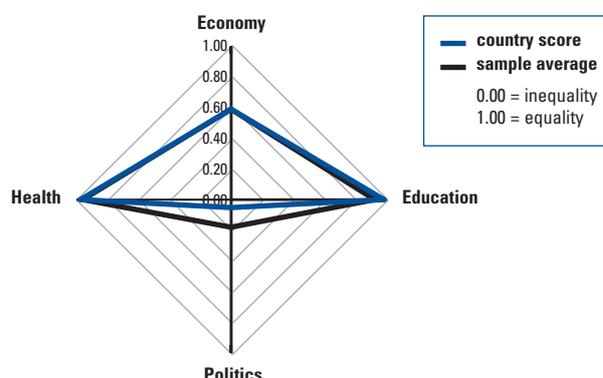
Gender Gap Index 2011

97

0.653

Key Indicators

Total population (millions)	27.91
Population growth (%)	1.61
GDP (US\$ billions)	146.94
GDP (PPP) per capita	13,416

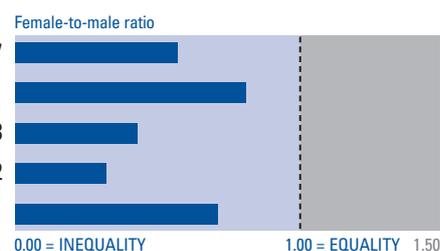


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

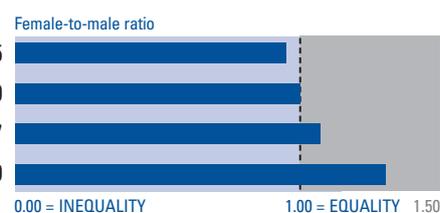
Economic Participation and Opportunity 95 0.594 0.588

Labour force participation.....	106	0.57	0.68	47	82	0.57
Wage equality for similar work (survey).....	4	0.81	0.65	—	—	0.81
Estimated earned income (PPP US\$).....	107	0.43	0.52	8,365	19,486	0.43
Legislators, senior officials, and managers	75	0.32	0.26	24	76	0.32
Professional and technical workers	83	0.71	0.64	42	58	0.71



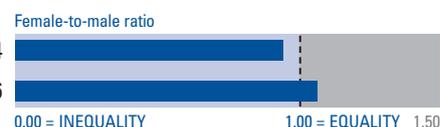
Educational Attainment..... 65 0.991 0.928

Literacy rate.....	85	0.95	0.86	90	95	0.95
Enrolment in primary education.....	70	1.00	0.98	94	94	1.00
Enrolment in secondary education.....	1	1.00	0.90	71	66	1.07
Enrolment in tertiary education.....	1	1.00	0.86	41	32	1.30



Health and Survival..... 78 0.974 0.956

Sex ratio at birth (female/male).....	124	0.94	0.92	—	—	0.94
Healthy life expectancy.....	1	1.06	1.04	66	62	1.06



Political Empowerment..... 115 0.052 0.185

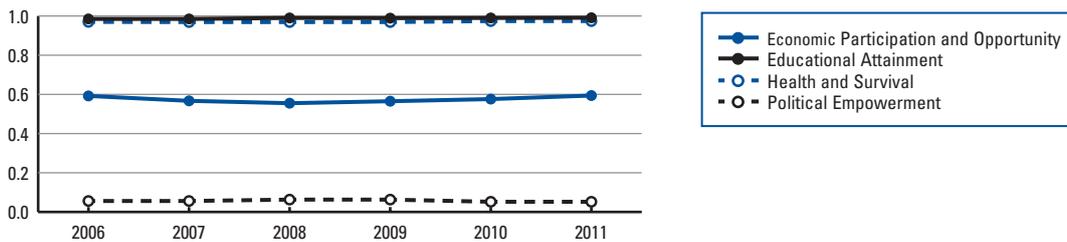
Women in parliament.....	104	0.11	0.22	10	90	0.11
Women in ministerial positions	108	0.07	0.18	7	93	0.07
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Malaysia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	97	0.653	95	0.594	65	0.991	78	0.974	115	0.052
Gender Gap Index 2010 (out of 134 countries)	98	0.648	99	0.576	65	0.990	76	0.974	110	0.052
Gender Gap Index 2009 (out of 134 countries)	100	0.647	103	0.565	77	0.989	103	0.969	113	0.063
Gender Gap Index 2008 (out of 130 countries)	96	0.644	100	0.555	75	0.990	98	0.969	109	0.063
Gender Gap Index 2007 (out of 128 countries)	92	0.644	93	0.567	71	0.985	97	0.969	101	0.056
Gender Gap Index 2006 (out of 115 countries)	72	0.651	68	0.592	63	0.985	80	0.970	90	0.056

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	4
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	39
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	33
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	5.78

Education

Female teachers, primary education (%)	68
Female teachers, secondary education (%)	66
Female teachers, tertiary education (%)	51
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	25
Early marriage (% women, aged 15–19)	5
Fertility rate (births per woman)	2.60
Adolescent fertility rate (births per 1,000 women, aged 15–19)	12
Antenatal care coverage, at least one visit (%)	79
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	31 [14-68]
Contraceptive prevalence, married women (%)	55
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.80
Infant mortality rate (per 1,000 live births)	6
Overall population sex ratio (male/female)	1.03

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.42
Year women received right to vote	1957
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	60 days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	Public sector: 1 week. Private sector: none
Paternity leave benefits (% of wages paid)	100
Daycare options	Public daycare with allowance; private daycare without allowance; homecare without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

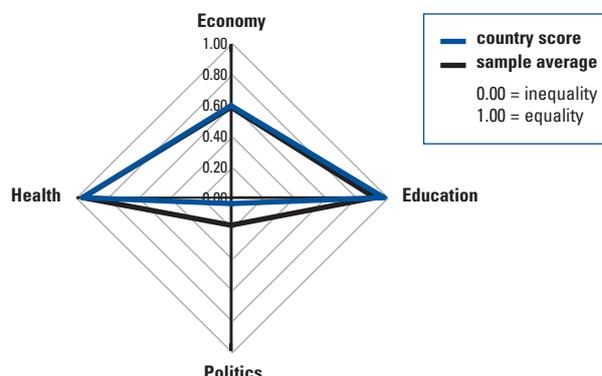
Maldives

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **101** **0.648**

Key Indicators

Total population (millions)	0.31
Population growth (%)	1.44
GDP (US\$ billions)	1.07
GDP (PPP) per capita	5,168

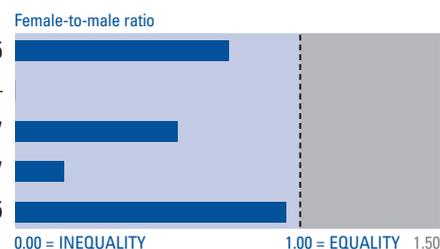


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

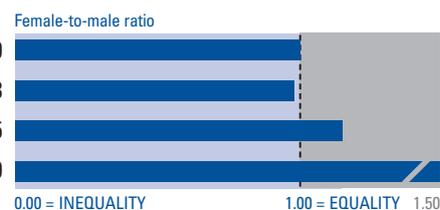
Economic Participation and Opportunity 86 0.602 0.588

Labour force participation.....	75	0.75	0.68	59	79	0.75
Wage equality for similar work (survey).....	—	—	0.65	—	—	—
Estimated earned income (PPP US\$).....	68	0.57	0.52	3,969	6,952	0.57
Legislators, senior officials, and managers	97	0.17	0.26	14	86	0.17
Professional and technical workers	67	0.95	0.64	49	51	0.95



Educational Attainment..... 69 0.990 0.928

Literacy rate.....	1	1.00	0.86	98	98	1.00
Enrolment in primary education.....	109	0.98	0.98	95	97	0.98
Enrolment in secondary education.....	1	1.00	0.90	54	47	1.15
Enrolment in tertiary education.....	1	1.00	0.86	0	0	2.40



Health and Survival..... 111 0.961 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	118	1.00	1.04	64	64	1.00



Political Empowerment..... 119 0.039 0.185

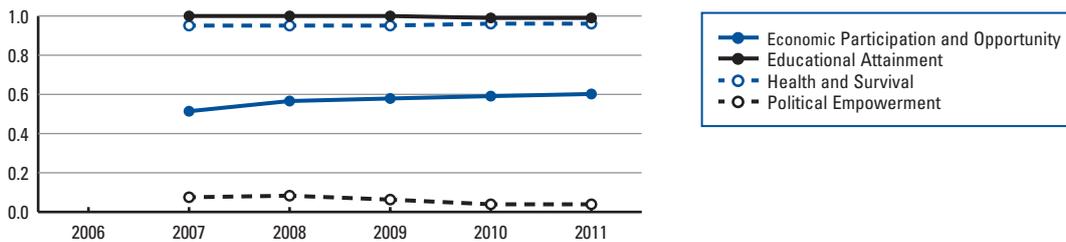
Women in parliament.....	120	0.07	0.22	7	94	0.07
Women in ministerial positions	108	0.07	0.18	7	93	0.07
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Maldives

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	101	0.648	86	0.602	69	0.990	111	0.961	119	0.039
Gender Gap Index 2010 (out of 134 countries)	99	0.645	95	0.591	67	0.990	110	0.961	118	0.039
Gender Gap Index 2009 (out of 134 countries)	99	0.648	97	0.579	1	1.000	126	0.951	112	0.063
Gender Gap Index 2008 (out of 130 countries)	91	0.650	95	0.566	1	1.000	122	0.951	96	0.083
Gender Gap Index 2007 (out of 128 countries)	99	0.635	106	0.514	1	1.000	120	0.951	87	0.075
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	24
Male adult unemployment rate (% of male labour force)	8
Women in non-agricultural paid labour (% of total labour force)	30
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	—

Education

Female teachers, primary education (%)	74
Female teachers, secondary education (%)	35
Female teachers, tertiary education (%)	67
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	2.00
Adolescent fertility rate (births per 1,000 women, aged 15–19)	14
Antenatal care coverage, at least one visit (%)	99
Births attended by skilled health staff (%)	95
Maternal mortality ratio (per 100,000 live births) ⁴	37 [21–64]
Contraceptive prevalence, married women (%)	39
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	<0.10
Infant mortality rate (per 1,000 live births)	11
Overall population sex ratio (male/female)	1.02

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1932
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	—
Maternity leave benefits (% of wages paid)	—
Provider of maternity coverage	—
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

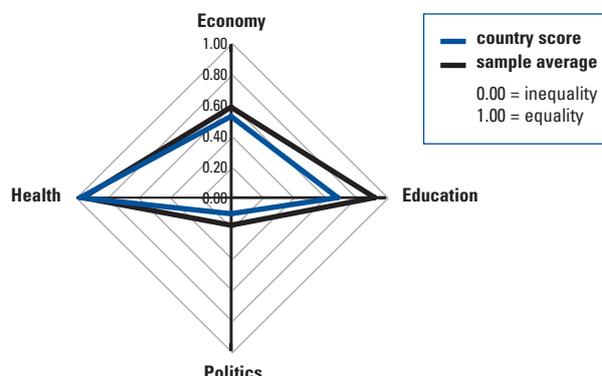
Mali

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **132** **0.575**

Key Indicators

Total population (millions)	15.37
Population growth (%)	3.04
GDP (US\$ billions)	4.15
GDP (PPP) per capita	955

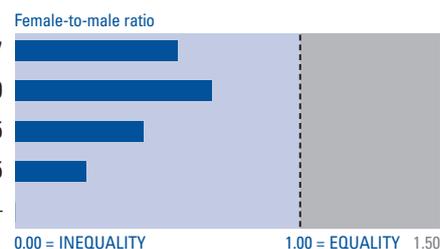


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

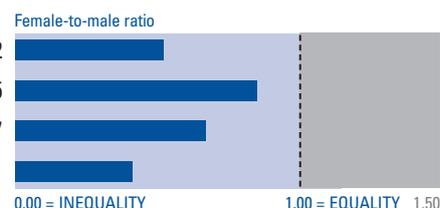
Economic Participation and Opportunity 111 0.527 0.588

Labour force participation.....	108	0.57	0.68	39	68	0.57
Wage equality for similar work (survey).....	47	0.69	0.65	—	—	0.69
Estimated earned income (PPP US\$).....	103	0.45	0.52	736	1,647	0.45
Legislators, senior officials, and managers	86	0.25	0.26	20	80	0.25
Professional and technical workers	—	—	0.64	—	—	—



Educational Attainment..... 132 0.693 0.928

Literacy rate.....	133	0.52	0.86	18	35	0.52
Enrolment in primary education.....	130	0.85	0.98	69	81	0.85
Enrolment in secondary education.....	127	0.67	0.90	26	39	0.67
Enrolment in tertiary education.....	129	0.41	0.86	3	9	0.41



Health and Survival..... 55 0.976 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy	67	1.05	1.04	43	41	1.05



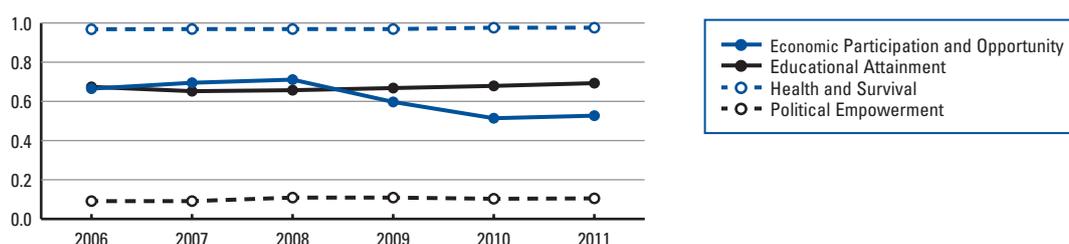
Political Empowerment..... 81 0.105 0.185

Women in parliament.....	102	0.11	0.22	10	90	0.11
Women in ministerial positions	49	0.27	0.18	21	79	0.27
Years with female head of state (last 50)	49	0.01	0.16	0	50	0.01



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	132	0.575	111	0.527	132	0.693	55	0.976	81	0.105
Gender Gap Index 2010 (out of 134 countries)	131	0.568	113	0.514	131	0.679	55	0.976	81	0.103
Gender Gap Index 2009 (out of 134 countries)	127	0.586	92	0.597	131	0.668	104	0.969	78	0.109
Gender Gap Index 2008 (out of 130 countries)	109	0.612	29	0.711	127	0.657	99	0.969	74	0.109
Gender Gap Index 2007 (out of 128 countries)	112	0.602	33	0.695	126	0.652	98	0.969	75	0.091
Gender Gap Index 2006 (out of 115 countries)	99	0.600	35	0.665	111	0.674	91	0.968	67	0.091

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	11
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	35
Inheritance practices in favour of male heirs ²	1.00
Firms with female participation in ownership (% of firms)	21
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	4.87

Education

Female teachers, primary education (%)	27
Female teachers, secondary education (%)	10
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	7
Male school life expectancy, primary to secondary (years)	9

Marriage and Childbearing

Mean age of marriage for women (years)	18
Early marriage (% women, aged 15–19)	50
Fertility rate (births per woman)	5.50
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	190
Antenatal care coverage, at least one visit (%)	70
Births attended by skilled health staff (%)	49
Maternal mortality ratio (per 100,000 live births) ⁴	830 [520-1,400]
Contraceptive prevalence, married women (%)	8
Female HIV prevalence, aged 15–49 (%)	1.20
Male HIV prevalence, aged 15–49 (%)	0.70
Infant mortality rate (per 1,000 live births)	101
Overall population sex ratio (male/female)	0.98

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.94
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	1.00
Year women received right to vote	1956
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social insurance
Length of paternity leave	3 days
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

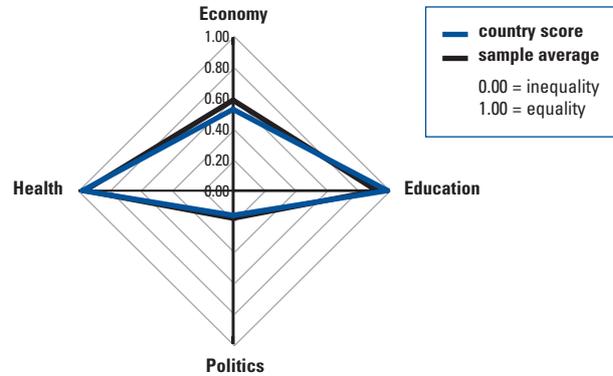
Malta

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **83** **0.666**

Key Indicators

Total population (millions)	0.42
Population growth (%)	0.66
GDP (US\$ billions)	4.44
GDP (PPP) per capita	21,992

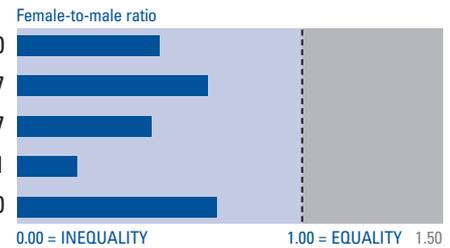


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

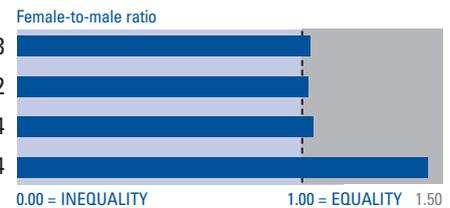
Economic Participation and Opportunity 110 0.528 0.588

Labour force participation.....	118	0.50	0.68	39	78	0.50
Wage equality for similar work (survey).....	59	0.67	0.65	—	—	0.67
Estimated earned income (PPP US\$).....	97	0.47	0.52	15,962	33,736	0.47
Legislators, senior officials, and managers	89	0.21	0.26	17	83	0.21
Professional and technical workers	86	0.70	0.64	41	59	0.70



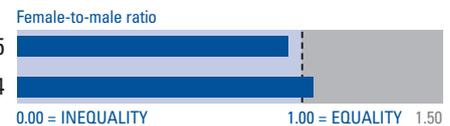
Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	94	91	1.03
Enrolment in primary education.....	1	1.00	0.98	92	90	1.02
Enrolment in secondary education.....	1	1.00	0.90	82	79	1.04
Enrolment in tertiary education.....	1	1.00	0.86	38	26	1.44



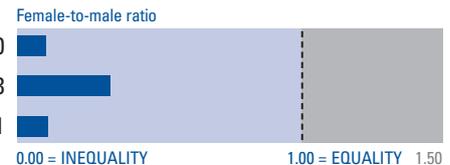
Health and Survival..... 72 0.974 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	79	1.04	1.04	74	71	1.04



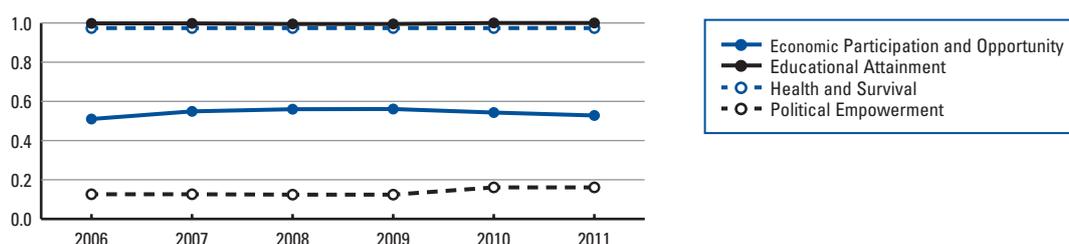
Political Empowerment..... 52 0.161 0.185

Women in parliament.....	110	0.10	0.22	9	91	0.10
Women in ministerial positions	37	0.33	0.18	25	75	0.33
Years with female head of state (last 50)	18	0.11	0.16	5	45	0.11



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	83	0.666	110	0.528	1	1.000	72	0.974	52	0.161
Gender Gap Index 2010 (out of 134 countries)	83	0.670	104	0.543	1	1.000	72	0.974	51	0.161
Gender Gap Index 2009 (out of 134 countries)	88	0.664	105	0.561	47	0.995	77	0.974	69	0.124
Gender Gap Index 2008 (out of 130 countries)	83	0.663	98	0.560	47	0.995	74	0.974	64	0.124
Gender Gap Index 2007 (out of 128 countries)	76	0.661	99	0.549	31	0.998	72	0.974	54	0.126
Gender Gap Index 2006 (out of 115 countries)	71	0.652	91	0.510	26	0.998	65	0.974	48	0.126

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	7
Male adult unemployment rate (% of male labour force)	5
Women in non-agricultural paid labour (% of total labour force)	35
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	4.60

Education

Female teachers, primary education (%)	88
Female teachers, secondary education (%)	61
Female teachers, tertiary education (%)	30
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	13

Marriage and Childbearing

Mean age of marriage for women (years)	22
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	17
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	8 [7-9]
Contraceptive prevalence, married women (%)	86
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	6
Overall population sex ratio (male/female)	0.99

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1947
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100; an employee on maternity leave is entitled to full wages during the first 13 weeks of leave, with the 14th week unpaid; social security pays maternity benefit at a flat rate for a maximum of 13 weeks for those not covered under the Employment and Industrial Relations Act
Provider of maternity coverage	Employer/Social security
Length of paternity leave	1–2 days (variable upon sectors)
Paternity leave benefits (% of wages paid)	100
Daycare options	Public and private daycare with allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

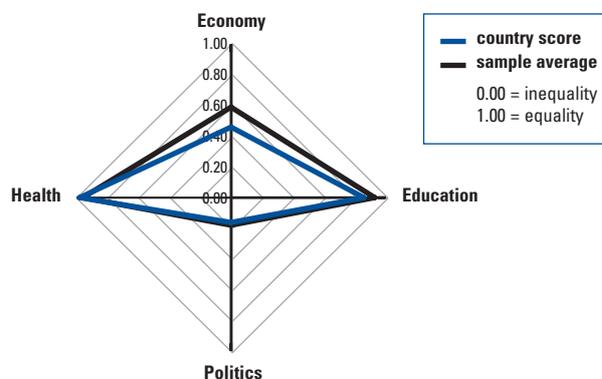
Mauritania

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **114** **0.616**

Key Indicators

Total population (millions)	3.37
Population growth (%)	2.25
GDP (US\$ billions)	1.59
GDP (PPP) per capita	1,793

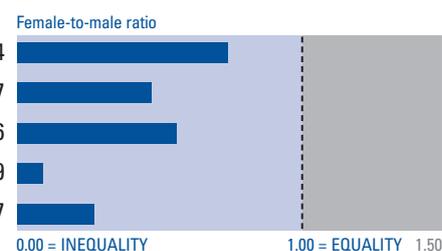


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 120 0.464 0.588

Labour force participation.....	77	0.74	0.68	61	82	0.74
Wage equality for similar work (survey).....	130	0.47	0.65	—	—	0.47
Estimated earned income (PPP US\$).....	71	0.56	0.52	1,385	2,458	0.56
Legislators, senior officials, and managers	116	0.09	0.26	8	92	0.09
Professional and technical workers	111	0.27	0.64	21	79	0.27



Educational Attainment..... 117 0.860 0.928

Literacy rate.....	116	0.78	0.86	50	65	0.78
Enrolment in primary education.....	1	1.00	0.98	79	74	1.07
Enrolment in secondary education.....	114	0.88	0.90	15	17	0.88
Enrolment in tertiary education.....	127	0.41	0.86	2	5	0.41



Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	1	1.06	1.04	52	49	1.06



Political Empowerment..... 51 0.162 0.185

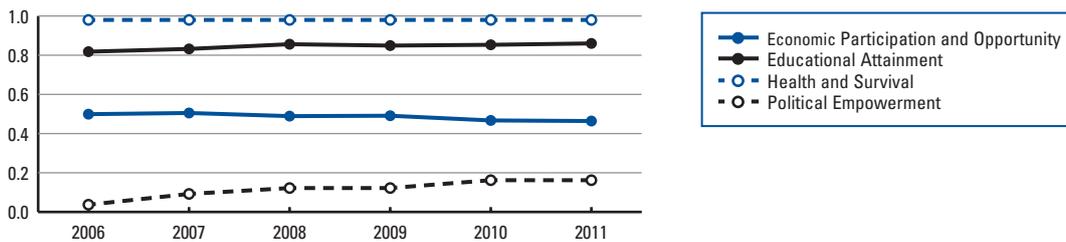
Women in parliament.....	43	0.28	0.22	22	78	0.28
Women in ministerial positions	42	0.30	0.18	23	77	0.30
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Mauritania

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	114	0.616	120	0.464	117	0.860	1	0.980	51	0.162
Gender Gap Index 2010 (out of 134 countries)	113	0.615	118	0.467	118	0.853	1	0.980	50	0.162
Gender Gap Index 2009 (out of 134 countries)	119	0.610	117	0.491	120	0.849	1	0.980	71	0.122
Gender Gap Index 2008 (out of 130 countries)	110	0.612	108	0.489	113	0.856	1	0.980	66	0.122
Gender Gap Index 2007 (out of 128 countries)	111	0.602	108	0.505	114	0.832	1	0.980	74	0.092
Gender Gap Index 2006 (out of 115 countries)	106	0.583	93	0.499	103	0.818	1	0.980	106	0.037

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	41
Male adult unemployment rate (% of male labour force)	9
Women in non-agricultural paid labour (% of total labour force)	36
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	41
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	3.45

Education

Female teachers, primary education (%)	37
Female teachers, secondary education (%)	10
Female teachers, tertiary education (%)	7
Female school life expectancy, primary to secondary (years)	8
Male school life expectancy, primary to secondary (years)	8

Marriage and Childbearing

Mean age of marriage for women (years)	22
Early marriage (% women, aged 15–19)	28
Fertility rate (births per woman)	4.50
Adolescent fertility rate (births per 1,000 women, aged 15–19)	61
Antenatal care coverage, at least one visit (%)	75
Births attended by skilled health staff (%)	61
Maternal mortality ratio (per 100,000 live births) ⁴	550 [300-980]
Contraceptive prevalence, married women (%)	9
Female HIV prevalence, aged 15–49 (%)	0.50
Male HIV prevalence, aged 15–49 (%)	1.00
Infant mortality rate (per 1,000 live births)	74
Overall population sex ratio (male/female)	1.03

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.71
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.50
Year women received right to vote	1961
Quota type	Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	National Social Security Fund
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
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 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

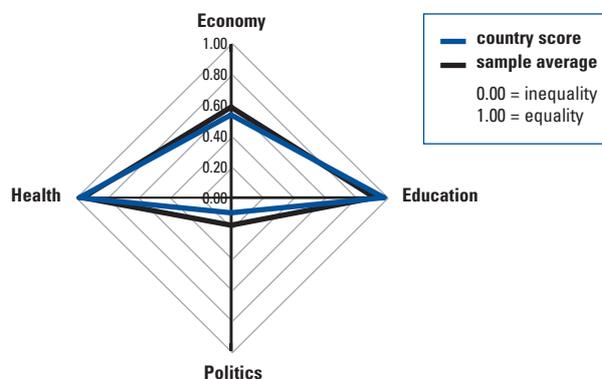
Mauritius

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **95** **0.653**

Key Indicators

Total population (millions)	1.28
Population growth (%)	0.52
GDP (US\$ billions)	6.63
GDP (PPP) per capita	12,262

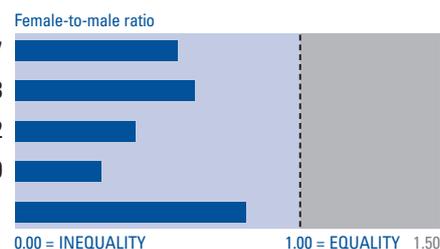


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

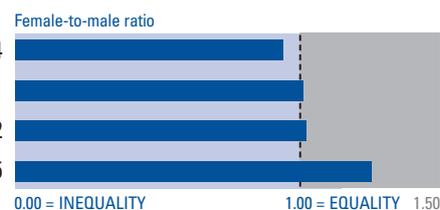
Economic Participation and Opportunity 105 0.544 0.588

Labour force participation.....	107	0.57	0.68	45	80	0.57
Wage equality for similar work (survey).....	83	0.63	0.65	—	—	0.63
Estimated earned income (PPP US\$).....	108	0.42	0.52	7,656	18,115	0.42
Legislators, senior officials, and managers.....	80	0.30	0.26	23	77	0.30
Professional and technical workers.....	79	0.81	0.64	45	55	0.81



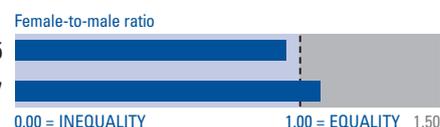
Educational Attainment..... 74 0.989 0.928

Literacy rate.....	90	0.94	0.86	85	91	0.94
Enrolment in primary education.....	1	1.00	0.98	95	93	1.01
Enrolment in secondary education.....	1	1.00	0.90	81	79	1.02
Enrolment in tertiary education.....	1	1.00	0.86	29	23	1.25



Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	65	61	1.07



Political Empowerment..... 86 0.099 0.185

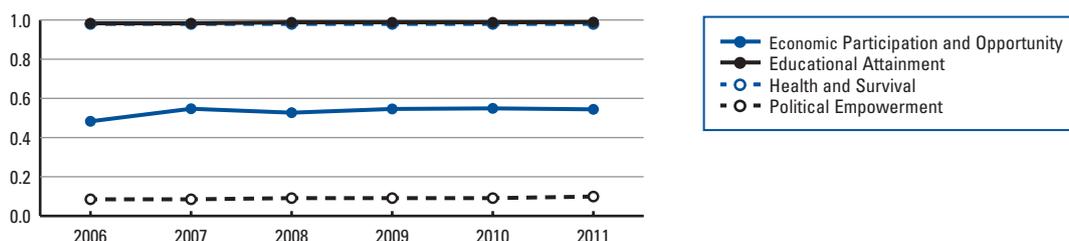
Women in parliament.....	64	0.23	0.22	19	81	0.23
Women in ministerial positions.....	87	0.11	0.18	10	90	0.11
Years with female head of state (last 50).....	52	0.00	0.16	0	50	0.00



Mauritius

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	95	0.653	105	0.544	74	0.989	1	0.980	86	0.099
Gender Gap Index 2010 (out of 134 countries)	95	0.652	103	0.549	76	0.988	1	0.980	91	0.091
Gender Gap Index 2009 (out of 134 countries)	96	0.651	109	0.546	80	0.988	1	0.980	92	0.091
Gender Gap Index 2008 (out of 130 countries)	95	0.647	103	0.527	77	0.988	1	0.980	90	0.091
Gender Gap Index 2007 (out of 128 countries)	85	0.649	100	0.547	75	0.983	1	0.980	82	0.085
Gender Gap Index 2006 (out of 115 countries)	88	0.633	95	0.483	65	0.983	1	0.980	73	0.085

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	12
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	37
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	20
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	4.27

Education

Female teachers, primary education (%)	68
Female teachers, secondary education (%)	58
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	11
Fertility rate (births per woman)	1.80
Adolescent fertility rate (births per 1,000 women, aged 15–19)	35
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	36 [30-41]
Contraceptive prevalence, married women (%)	76
Female HIV prevalence, aged 15–49 (%)	0.60
Male HIV prevalence, aged 15–49 (%)	1.40
Infant mortality rate (per 1,000 live births)	13
Overall population sex ratio (male/female)	0.98

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.42
Year women received right to vote	1956
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	Private sector: 5 continuous working days. Public sector: normal casual leave + up to 8 days leave from accumulated vacation leave
Paternity leave benefits (% of wages paid)	100
Daycare options	Public daycare without allowance; day care centres are free of charge or apply nominal fees for needy households

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

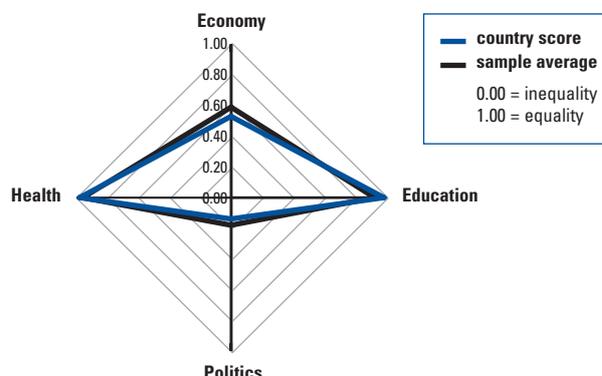
Mexico

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **89** **0.660**

Key Indicators

Total population (millions)	108.52
Population growth (%)	1.01
GDP (US\$ billions)	695.67
GDP (PPP) per capita	13,063

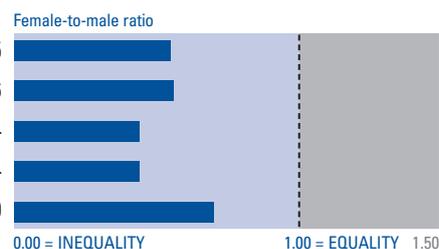


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

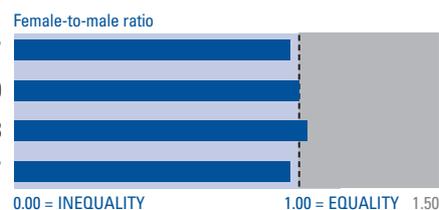
Economic Participation and Opportunity 109 0.532 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	112	0.55	0.68	46	84	0.55
Wage equality for similar work (survey).....	111	0.56	0.65	—	—	0.56
Estimated earned income (PPP US\$).....	105	0.44	0.52	8,813	19,871	0.44
Legislators, senior officials, and managers.....	52	0.44	0.26	31	69	0.44
Professional and technical workers.....	84	0.70	0.64	41	59	0.70



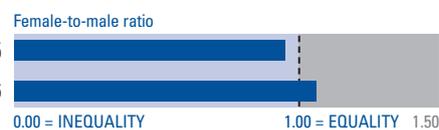
Educational Attainment..... 61 0.991 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	76	0.97	0.86	92	95	0.97
Enrolment in primary education.....	1	1.00	0.98	98	98	1.00
Enrolment in secondary education.....	1	1.00	0.90	74	72	1.03
Enrolment in tertiary education.....	91	0.97	0.86	28	28	0.97



Health and Survival..... 1 0.980 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	69	65	1.06



Political Empowerment..... 63 0.139 0.185

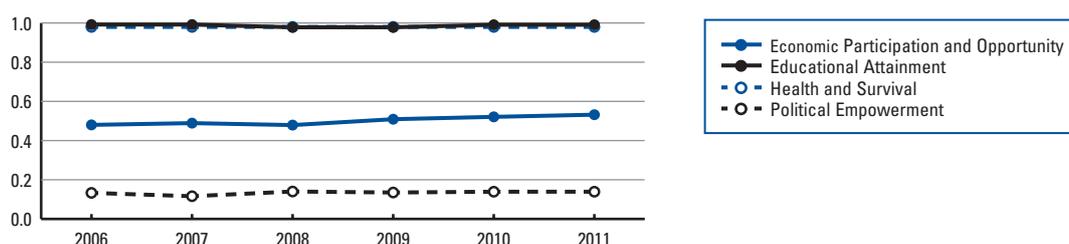
Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	30	0.36	0.22	26	74	0.36
Women in ministerial positions.....	86	0.12	0.18	11	89	0.12
Years with female head of state (last 50).....	52	0.00	0.16	0	50	0.00



Mexico

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	89	0.660	109	0.532	61	0.991	1	0.980	63	0.139
Gender Gap Index 2010 (out of 134 countries)	91	0.658	110	0.521	61	0.991	1	0.980	61	0.139
Gender Gap Index 2009 (out of 134 countries)	98	0.650	114	0.509	90	0.978	1	0.980	65	0.135
Gender Gap Index 2008 (out of 130 countries)	97	0.644	112	0.479	86	0.978	1	0.980	55	0.140
Gender Gap Index 2007 (out of 128 countries)	93	0.644	109	0.489	49	0.992	1	0.980	57	0.116
Gender Gap Index 2006 (out of 115 countries)	75	0.646	98	0.480	45	0.992	1	0.980	45	0.133

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	5
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	39
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	3.92

Education

Female teachers, primary education (%)	66
Female teachers, secondary education (%)	48
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	2.20
Adolescent fertility rate (births per 1,000 women, aged 15–19)	90
Antenatal care coverage, at least one visit (%)	98
Births attended by skilled health staff (%)	94
Maternal mortality ratio (per 100,000 live births) ⁴	85 [74-95]
Contraceptive prevalence, married women (%)	71
Female HIV prevalence, aged 15–49 (%)	0.20
Male HIV prevalence, aged 15–49 (%)	0.50
Infant mortality rate (per 1,000 live births)	15
Overall population sex ratio (male/female)	0.97

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1947
Quota type	Legislated candidate quotas; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100;
if the worker is not entitled to social security benefits, the employer shall cover the full cost of benefit	
Provider of maternity coverage	Social security
Length of paternity leave	Federal law does not provide paternity leave. Some federal institutions have related provisions
Paternity leave benefits (% of wages paid)	100;
where paternity leave is available	
Daycare options	Public daycare with allowance; private daycare, with and without allowance; homecare without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

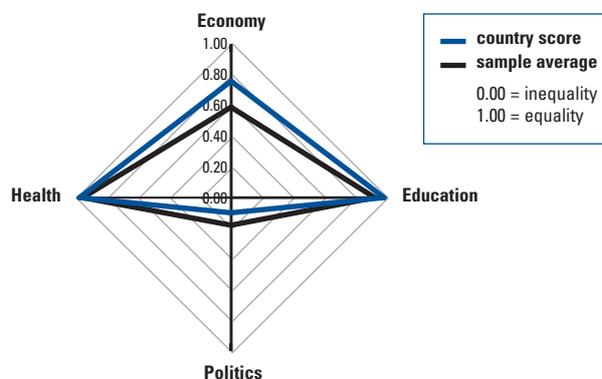
Moldova

Rank (out of 135 countries) **39** Score (0.00 = inequality, 1.00 = equality) **0.708**

Gender Gap Index 2011

Key Indicators

Total population (millions)	3.56
Population growth (%)	-0.10
GDP (US\$ billions)	2.12
GDP (PPP) per capita	2,789

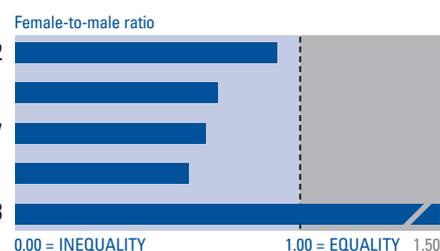


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

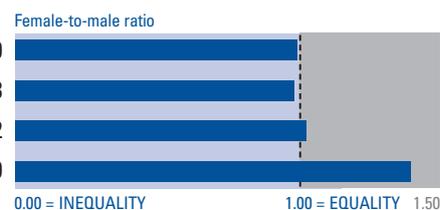
Economic Participation and Opportunity 14 **0.764** **0.588**

Labour force participation.....	10	0.92	0.68	53	57	0.92
Wage equality for similar work (survey).....	41	0.71	0.65	—	—	0.71
Estimated earned income (PPP US\$).....	35	0.67	0.52	2,317	3,448	0.67
Legislators, senior officials, and managers	22	0.61	0.26	38	62	0.61
Professional and technical workers	1	1.00	0.64	66	34	1.98



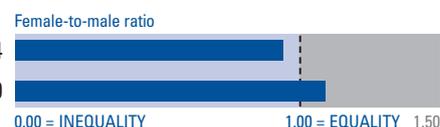
Educational Attainment..... 64 **0.991** **0.928**

Literacy rate.....	64	0.99	0.86	98	99	0.99
Enrolment in primary education.....	97	0.98	0.98	87	88	0.98
Enrolment in secondary education.....	1	1.00	0.90	80	79	1.02
Enrolment in tertiary education.....	1	1.00	0.86	45	32	1.39



Health and Survival..... 1 **0.980** **0.956**

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.94
Healthy life expectancy.....	1	1.06	1.04	63	58	1.09



Political Empowerment..... 88 **0.099** **0.185**

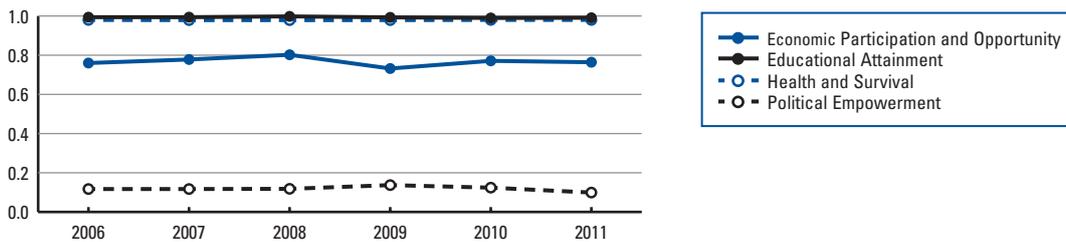
Women in parliament.....	64	0.23	0.22	19	81	0.23
Women in ministerial positions	120	0.06	0.18	5	95	0.06
Years with female head of state (last 50)	31	0.03	0.16	1	49	0.03



Moldova

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	39	0.708	14	0.764	64	0.991	1	0.980	88	0.099
Gender Gap Index 2010 (out of 134 countries)	34	0.716	10	0.771	66	0.990	1	0.980	69	0.124
Gender Gap Index 2009 (out of 134 countries)	36	0.710	26	0.732	63	0.993	41	0.979	64	0.137
Gender Gap Index 2008 (out of 130 countries)	20	0.724	2	0.802	35	0.998	38	0.979	68	0.118
Gender Gap Index 2007 (out of 128 countries)	21	0.717	5	0.778	41	0.994	37	0.979	56	0.117
Gender Gap Index 2006 (out of 115 countries)	17	0.713	2	0.760	37	0.994	1	0.980	50	0.117

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	5
Male adult unemployment rate (% of male labour force)	5
Women in non-agricultural paid labour (% of total labour force)	54
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	44
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	4.88

Education

Female teachers, primary education (%)	98
Female teachers, secondary education (%)	77
Female teachers, tertiary education (%)	56
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	22
Early marriage (% women, aged 15–19)	11.6
Fertility rate (births per woman)	1.50
Adolescent fertility rate (births per 1,000 women, aged 15–19)	26
Antenatal care coverage, at least one visit (%)	98
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	32 [28-35]
Contraceptive prevalence, married women (%)	68
Female HIV prevalence, aged 15–49 (%)	0.40
Male HIV prevalence, aged 15–49 (%)	0.50
Infant mortality rate (per 1,000 live births)	15
Overall population sex ratio (male/female)	0.90

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.42
Year women received right to vote	1924, 1993
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	126 calendar days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social insurance
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	Public daycare, with and without allowance; homecare with and without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

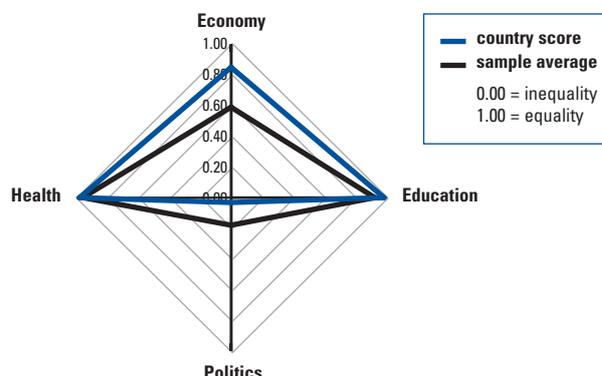
Mongolia

Rank (out of 135 countries) **36** Score (0.00 = inequality, 1.00 = equality) **0.714**

Gender Gap Index 2011

Key Indicators

Total population (millions)	2.70
Population growth (%)	1.12
GDP (US\$ billions)	2.13
GDP (PPP) per capita	3,686

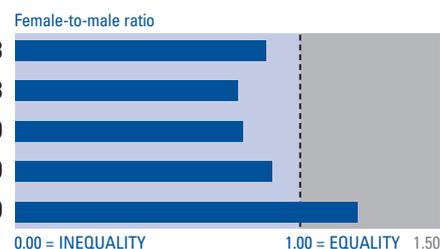


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

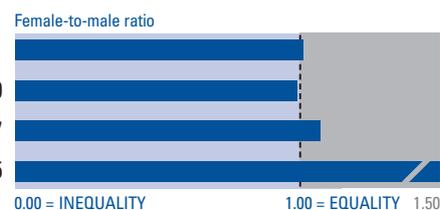
Economic Participation and Opportunity 3 0.850 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	27	0.88	0.68	71	80	0.88
Wage equality for similar work (survey).....	10	0.78	0.65	—	—	0.78
Estimated earned income (PPP US\$).....	12	0.80	0.52	3,141	3,912	0.80
Legislators, senior officials, and managers	6	0.90	0.26	47	53	0.90
Professional and technical workers	1	1.00	0.64	55	45	1.20



Educational Attainment..... 47 0.995 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	1	1.00	0.86	98	97	1.01
Enrolment in primary education.....	91	0.99	0.98	90	91	0.99
Enrolment in secondary education.....	1	1.00	0.90	85	79	1.07
Enrolment in tertiary education.....	1	1.00	0.86	64	41	1.55



Health and Survival..... 1 0.980 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	62	55	1.13



Political Empowerment..... 125 0.032 0.185

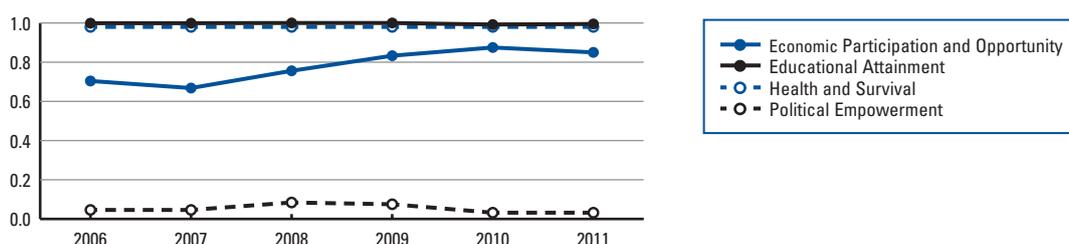
Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	123	0.04	0.22	4	96	0.04
Women in ministerial positions	103	0.08	0.18	7	93	0.08
Years with female head of state (last 50)	51	0.00	0.16	0	50	0.00



Mongolia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	36	0.714	3	0.850	47	0.995	1	0.980	125	0.032
Gender Gap Index 2010 (out of 134 countries)	27	0.719	2	0.875	59	0.992	1	0.980	124	0.032
Gender Gap Index 2009 (out of 134 countries)	22	0.722	1	0.833	1	1.000	1	0.980	100	0.075
Gender Gap Index 2008 (out of 130 countries)	40	0.705	10	0.756	1	1.000	1	0.980	95	0.084
Gender Gap Index 2007 (out of 128 countries)	62	0.673	47	0.668	23	0.999	1	0.980	113	0.046
Gender Gap Index 2006 (out of 115 countries)	42	0.682	21	0.704	20	0.999	1	0.980	101	0.046

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	4
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	51
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	5.14

Education

Female teachers, primary education (%)	95
Female teachers, secondary education (%)	73
Female teachers, tertiary education (%)	57
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	24
Early marriage (% women, aged 15–19)	6
Fertility rate (births per woman)	2.00
Adolescent fertility rate (births per 1,000 women, aged 15–19)	19
Antenatal care coverage, at least one visit (%)	99
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	65 [27-150]
Contraceptive prevalence, married women (%)	66
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	<0.10
Infant mortality rate (per 1,000 live births)	24
Overall population sex ratio (male/female)	0.98

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.58
Year women received right to vote	1924
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	120 days
Maternity leave benefits (% of wages paid)	70
Provider of maternity coverage	Social Insurance Fund
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
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 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

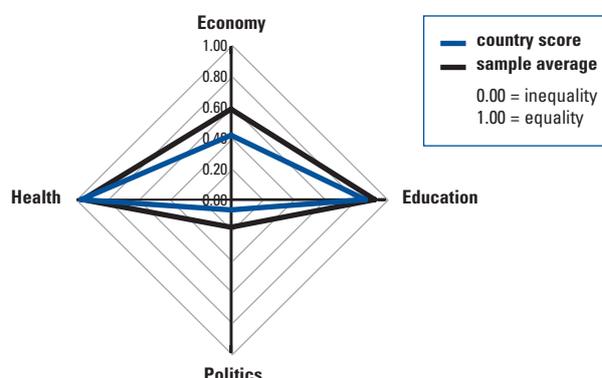
Morocco

Rank (out of 135 countries) **129** Score (0.00 = inequality, 1.00 = equality) **0.580**

Gender Gap Index 2011

Key Indicators

Total population (millions)	32.38
Population growth (%)	1.21
GDP (US\$ billions)	59.80
GDP (PPP) per capita	4,164

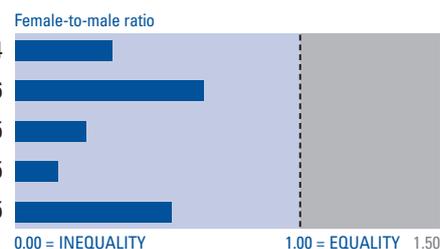


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

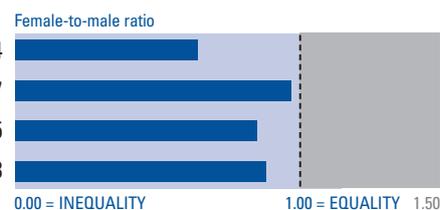
Economic Participation and Opportunity 128 0.418 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	127	0.34	0.68	28	84	0.34
Wage equality for similar work (survey).....	63	0.66	0.65	—	—	0.66
Estimated earned income (PPP US\$).....	125	0.25	0.52	1,828	7,257	0.25
Legislators, senior officials, and managers	104	0.15	0.26	13	87	0.15
Professional and technical workers	92	0.55	0.64	36	64	0.55



Educational Attainment..... 115 0.865 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	125	0.64	0.86	44	69	0.64
Enrolment in primary education.....	116	0.97	0.98	88	91	0.97
Enrolment in secondary education.....	117	0.85	0.90	32	37	0.85
Enrolment in tertiary education.....	97	0.88	0.86	12	14	0.88



Health and Survival..... 87 0.971 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	92	1.03	1.04	63	61	1.03



Political Empowerment..... 102 0.067 0.185

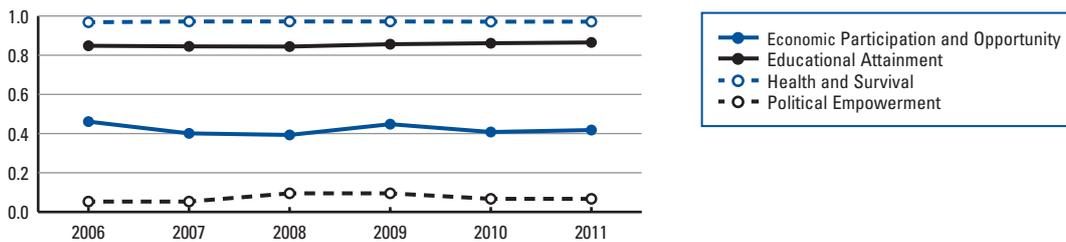
Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	101	0.12	0.22	11	90	0.12
Women in ministerial positions	83	0.13	0.18	11	89	0.13
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Morocco

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	129	0.580	128	0.418	115	0.865	87	0.971	102	0.067
Gender Gap Index 2010 (out of 134 countries)	127	0.577	127	0.408	116	0.861	85	0.971	103	0.067
Gender Gap Index 2009 (out of 134 countries)	124	0.593	125	0.448	118	0.856	90	0.972	90	0.095
Gender Gap Index 2008 (out of 130 countries)	125	0.576	127	0.393	117	0.844	85	0.972	86	0.095
Gender Gap Index 2007 (out of 128 countries)	122	0.568	121	0.401	113	0.845	84	0.972	103	0.053
Gender Gap Index 2006 (out of 115 countries)	107	0.583	102	0.461	99	0.848	90	0.968	92	0.053

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	10
Male adult unemployment rate (% of male labour force)	9
Women in non-agricultural paid labour (% of total labour force)	21
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	24
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	5.12

Education

Female teachers, primary education (%)	51
Female teachers, secondary education (%)	33
Female teachers, tertiary education (%)	17
Female school life expectancy, primary to secondary (years)	9
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	26
Early marriage (% women, aged 15–19)	12.8
Fertility rate (births per woman)	2.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	18
Antenatal care coverage, at least one visit (%)	68
Births attended by skilled health staff (%)	63
Maternal mortality ratio (per 100,000 live births) ⁴	110 [63-190]
Contraceptive prevalence, married women (%)	63
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.20
Infant mortality rate (per 1,000 live births)	33
Overall population sex ratio (male/female)	0.96

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.25
Year women received right to vote	1959
Quota type	Reserved seats at single/lower house; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social security
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
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 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

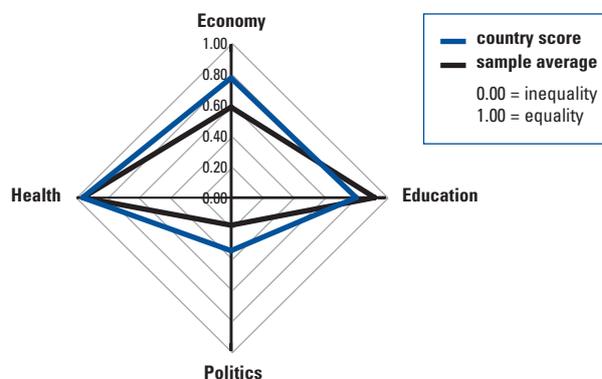
Mozambique

Rank (out of 135 countries) **26** Score (0.00 = inequality, 1.00 = equality) **0.725**

Gender Gap Index 2011

Key Indicators

Total population (millions)	23.41
Population growth (%)	2.21
GDP (US\$ billions)	9.12
GDP (PPP) per capita	844

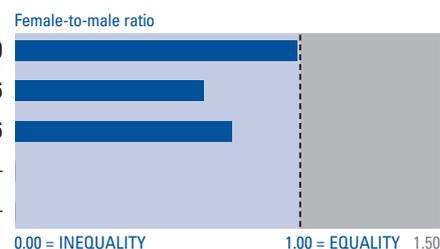


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

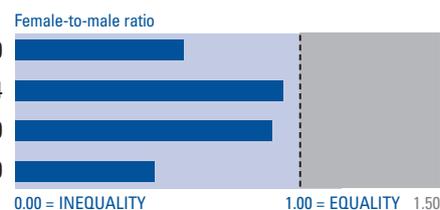
Economic Participation and Opportunity 9 0.782 0.588

Labour force participation.....	3	0.99	0.68	86	87	0.99
Wage equality for similar work (survey).....	65	0.66	0.65	—	—	0.66
Estimated earned income (PPP US\$).....	15	0.76	0.52	767	1,010	0.76
Legislators, senior officials, and managers	—	—	0.26	—	—	—
Professional and technical workers	—	—	0.64	—	—	—



Educational Attainment..... 124 0.812 0.928

Literacy rate.....	128	0.59	0.86	41	70	0.59
Enrolment in primary education.....	122	0.94	0.98	90	95	0.94
Enrolment in secondary education.....	112	0.90	0.90	15	17	0.90
Enrolment in tertiary education.....	121	0.49	0.86	1	2	0.49



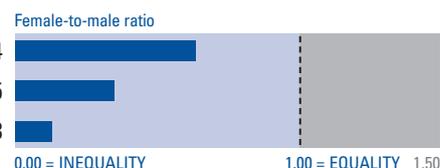
Health and Survival..... 111 0.961 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.98
Healthy life expectancy.....	118	1.00	1.04	42	42	1.00



Political Empowerment..... 12 0.346 0.185

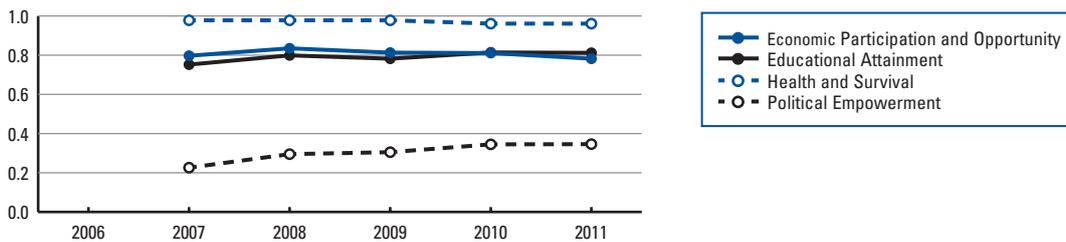
Women in parliament.....	9	0.64	0.22	39	61	0.64
Women in ministerial positions	35	0.35	0.18	26	74	0.35
Years with female head of state (last 50)	14	0.13	0.16	6	44	0.13



Mozambique

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	26	0.725	9	0.782	124	0.812	111	0.961	12	0.346
Gender Gap Index 2010 (out of 134 countries)	22	0.733	5	0.811	123	0.814	110	0.961	11	0.345
Gender Gap Index 2009 (out of 134 countries)	26	0.720	3	0.813	126	0.782	62	0.978	15	0.305
Gender Gap Index 2008 (out of 130 countries)	18	0.727	1	0.835	121	0.799	59	0.978	17	0.295
Gender Gap Index 2007 (out of 128 countries)	43	0.688	1	0.797	120	0.752	57	0.978	22	0.226
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	—
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	11
Inheritance practices in favour of male heirs ²	1.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	4.83

Education

Female teachers, primary education (%)	39
Female teachers, secondary education (%)	18
Female teachers, tertiary education (%)	21
Female school life expectancy, primary to secondary (years)	9
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	19
Early marriage (% women, aged 15–19)	47
Fertility rate (births per woman)	5.10
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	185
Antenatal care coverage, at least one visit (%)	92
Births attended by skilled health staff (%)	55
Maternal mortality ratio (per 100,000 live births) ⁴	550 [310-870]
Contraceptive prevalence, married women (%)	17
Female HIV prevalence, aged 15–49 (%)	13.60
Male HIV prevalence, aged 15–49 (%)	9.20
Infant mortality rate (per 1,000 live births)	96
Overall population sex ratio (male/female)	0.95

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1975
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	60 days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social security
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

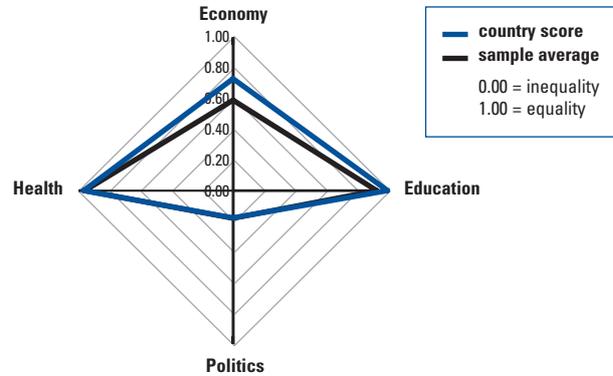
Namibia

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **32** **0.718**

Key Indicators

Total population (millions)	2.21
Population growth (%)	1.87
GDP (US\$ billions)	6.09
GDP (PPP) per capita	5,994



Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 31 0.727 0.588

Labour force participation.....	48	0.84	0.68	53	64	0.84
Wage equality for similar work (survey).....	46	0.69	0.65	—	—	0.69
Estimated earned income (PPP US\$).....	49	0.64	0.52	5,010	7,850	0.64
Legislators, senior officials, and managers	31	0.56	0.26	36	64	0.56
Professional and technical workers	1	1.00	0.64	52	48	1.10



Educational Attainment..... 34 0.998 0.928

Literacy rate.....	63	0.99	0.86	88	89	0.99
Enrolment in primary education.....	1	1.00	0.98	91	87	1.05
Enrolment in secondary education.....	1	1.00	0.90	60	49	1.23
Enrolment in tertiary education.....	1	1.00	0.86	10	8	1.32



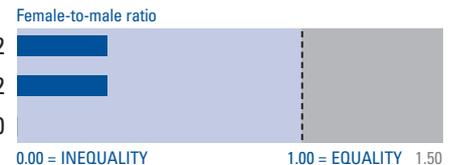
Health and Survival..... 105 0.967 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	110	1.02	1.04	53	52	1.02



Political Empowerment..... 41 0.178 0.185

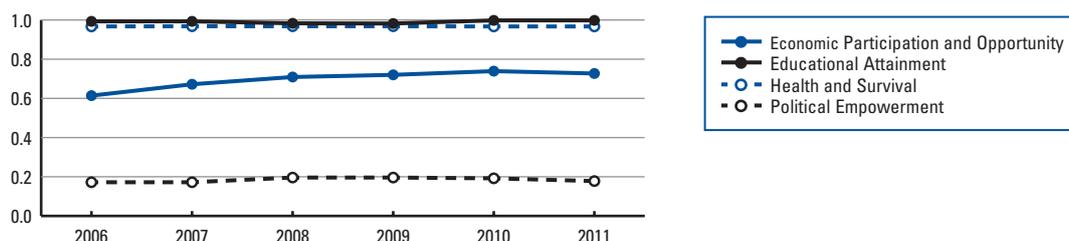
Women in parliament.....	34	0.32	0.22	24	76	0.32
Women in ministerial positions	39	0.32	0.18	24	76	0.32
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Namibia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	32	0.718	31	0.727	34	0.998	105	0.967	41	0.178
Gender Gap Index 2010 (out of 134 countries)	25	0.724	27	0.739	34	0.998	104	0.967	38	0.192
Gender Gap Index 2009 (out of 134 countries)	32	0.717	32	0.720	85	0.982	108	0.968	38	0.196
Gender Gap Index 2008 (out of 130 countries)	30	0.714	30	0.709	83	0.983	104	0.968	36	0.196
Gender Gap Index 2007 (out of 128 countries)	29	0.701	44	0.672	46	0.993	103	0.968	31	0.172
Gender Gap Index 2006 (out of 115 countries)	38	0.686	57	0.614	43	0.993	93	0.967	29	0.172

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	43
Male adult unemployment rate (% of male labour force)	33
Women in non-agricultural paid labour (% of total labour force)	41
Inheritance practices in favour of male heirs ²	1.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	4.91

Education

Female teachers, primary education (%)	68
Female teachers, secondary education (%)	50
Female teachers, tertiary education (%)	41
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	28
Early marriage (% women, aged 15–19)	8
Fertility rate (births per woman)	3.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	74
Antenatal care coverage, at least one visit (%)	95
Births attended by skilled health staff (%)	81
Maternal mortality ratio (per 100,000 live births) ⁴	180 [93-270]
Contraceptive prevalence, married women (%)	55
Female HIV prevalence, aged 15–49 (%)	15.70
Male HIV prevalence, aged 15–49 (%)	10.50
Infant mortality rate (per 1,000 live births)	34
Overall population sex ratio (male/female)	0.97

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.50
Year women received right to vote	1989
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social security
Length of paternity leave	No
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

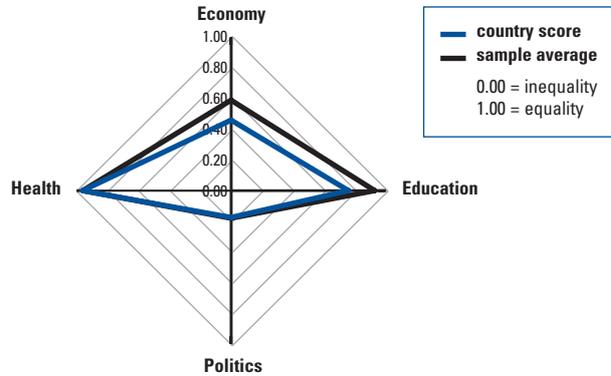
Nepal

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **126** **0.589**

Key Indicators

Total population (millions)	29.85
Population growth (%)	1.76
GDP (US\$ billions)	8.04
GDP (PPP) per capita	1,079

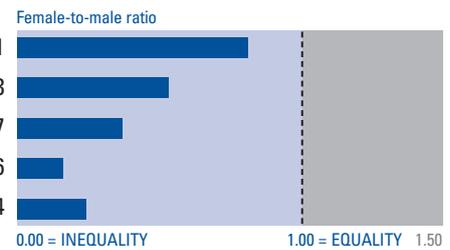


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 121 0.461 0.588

Labour force participation.....	58	0.81	0.68	66	82	0.81
Wage equality for similar work (survey).....	118	0.53	0.65	—	—	0.53
Estimated earned income (PPP US\$).....	118	0.37	0.52	628	1,689	0.37
Legislators, senior officials, and managers	100	0.16	0.26	14	86	0.16
Professional and technical workers	112	0.24	0.64	20	80	0.24



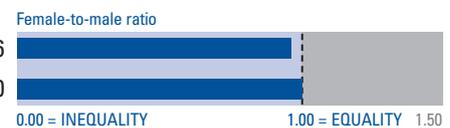
Educational Attainment..... 128 0.759 0.928

Literacy rate.....	124	0.65	0.86	47	72	0.65
Enrolment in primary education.....	134	0.82	0.98	64	78	0.82
Enrolment in secondary education.....	110	0.91	0.90	40	44	0.91
Enrolment in tertiary education.....	130	0.40	0.86	3	8	0.40



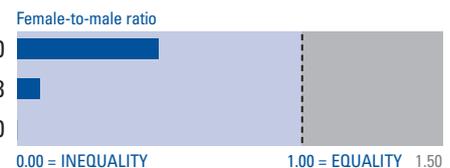
Health and Survival..... 111 0.961 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.96
Healthy life expectancy.....	118	1.00	1.04	55	55	1.00



Political Empowerment..... 43 0.175 0.185

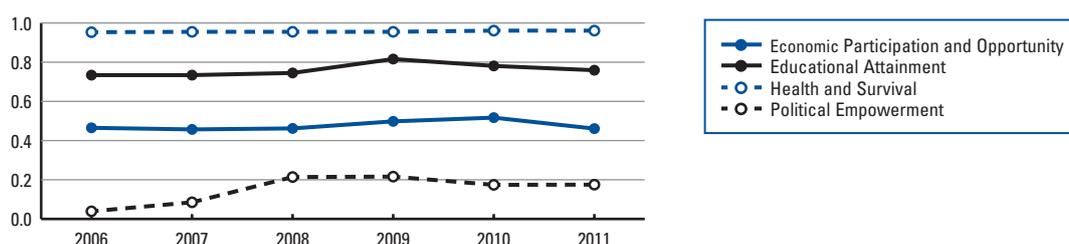
Women in parliament.....	18	0.50	0.22	33	67	0.50
Women in ministerial positions	99	0.08	0.18	8	92	0.08
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Nepal

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	126	0.589	121	0.461	128	0.759	111	0.961	43	0.175
Gender Gap Index 2010 (out of 134 countries)	115	0.608	112	0.517	126	0.781	110	0.961	44	0.174
Gender Gap Index 2009 (out of 134 countries)	110	0.621	116	0.498	125	0.816	123	0.955	35	0.216
Gender Gap Index 2008 (out of 130 countries)	120	0.594	116	0.462	124	0.745	119	0.955	34	0.214
Gender Gap Index 2007 (out of 128 countries)	125	0.558	114	0.457	122	0.734	117	0.955	83	0.085
Gender Gap Index 2006 (out of 115 countries)	111	0.548	100	0.465	109	0.734	111	0.953	102	0.039

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	11
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	14
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	28
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	3.72

Education

Female teachers, primary education (%)	40
Female teachers, secondary education (%)	15
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	8
Male school life expectancy, primary to secondary (years)	9

Marriage and Childbearing

Mean age of marriage for women (years)	19
Early marriage (% women, aged 15–19)	40
Fertility rate (births per woman)	2.90
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	106
Antenatal care coverage, at least one visit (%)	44
Births attended by skilled health staff (%)	19
Maternal mortality ratio (per 100,000 live births) ⁴	380 [210-650]
Contraceptive prevalence, married women (%)	48
Female HIV prevalence, aged 15–49 (%)	0.30
Male HIV prevalence, aged 15–49 (%)	0.50
Infant mortality rate (per 1,000 live births)	39
Overall population sex ratio (male/female)	0.99

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.58
Year women received right to vote	1951
Quota type	Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination	—
Childcare Ecosystem	
Length of maternity leave	52 days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
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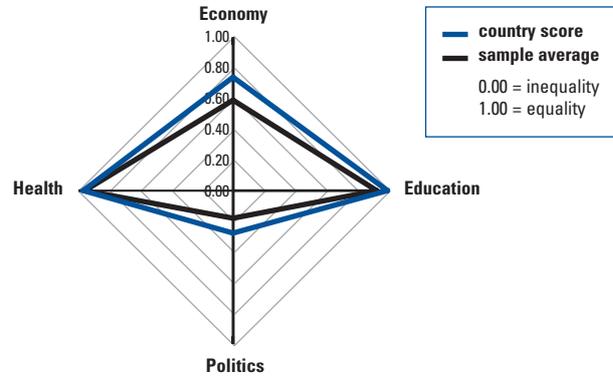
Netherlands

Rank (out of 135 countries) **15** Score (0.00 = inequality, 1.00 = equality) **0.747**

Gender Gap Index 2011

Key Indicators

Total population (millions)	16.62
Population growth (%)	0.55
GDP (US\$ billions)	440.12
GDP (PPP) per capita	36,892

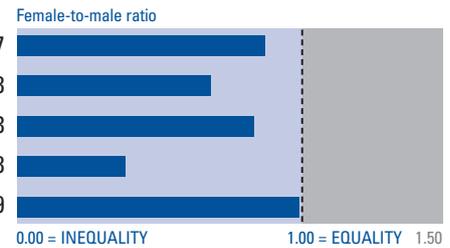


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

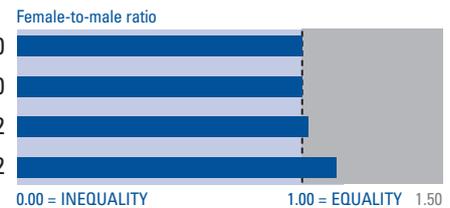
Economic Participation and Opportunity27 0.743 0.588

Labour force participation.....	38	0.87	0.68	74	85	0.87
Wage equality for similar work (survey).....	56	0.68	0.65	—	—	0.68
Estimated earned income (PPP US\$).....	8	0.83	0.52	33,295	40,000	0.83
Legislators, senior officials, and managers	70	0.38	0.26	27	73	0.38
Professional and technical workers	59	0.99	0.64	50	50	0.99



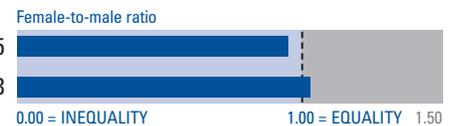
Educational Attainment.....32 0.999 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	73	1.00	0.98	99	99	1.00
Enrolment in secondary education.....	1	1.00	0.90	88	87	1.02
Enrolment in tertiary education.....	1	1.00	0.86	65	58	1.12



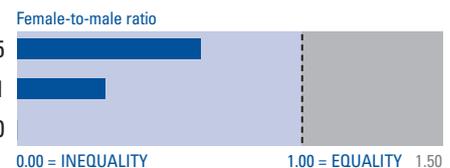
Health and Survival.....92 0.970 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	98	1.03	1.04	74	72	1.03



Political Empowerment.....26 0.277 0.185

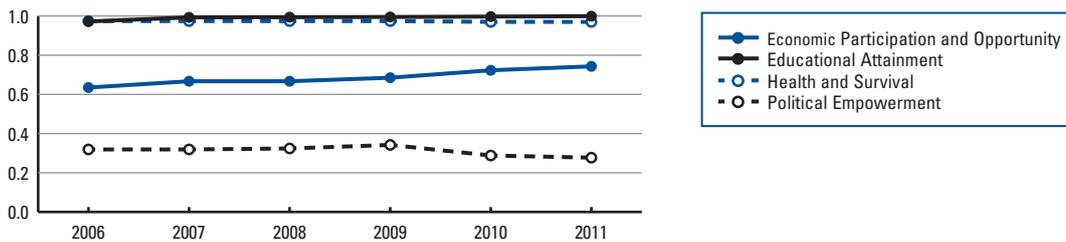
Women in parliament.....	7	0.65	0.22	39	61	0.65
Women in ministerial positions	40	0.31	0.18	24	76	0.31
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Netherlands

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	15	0.747	27	0.743	32	0.999	92	0.970	26	0.277
Gender Gap Index 2010 (out of 134 countries)	17	0.744	31	0.723	39	0.997	91	0.970	25	0.288
Gender Gap Index 2009 (out of 134 countries)	11	0.749	49	0.685	51	0.995	75	0.974	10	0.342
Gender Gap Index 2008 (out of 130 countries)	9	0.740	51	0.667	59	0.994	72	0.974	12	0.324
Gender Gap Index 2007 (out of 128 countries)	12	0.738	49	0.667	44	0.993	70	0.974	11	0.319
Gender Gap Index 2006 (out of 115 countries)	12	0.725	51	0.635	73	0.972	67	0.974	10	0.319

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	3
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	48
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	4.85

Education

Female teachers, primary education (%)	—
Female teachers, secondary education (%)	47
Female teachers, tertiary education (%)	38
Female school life expectancy, primary to secondary (years)	14
Male school life expectancy, primary to secondary (years)	14

Marriage and Childbearing

Mean age of marriage for women (years)	31
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.70
Adolescent fertility rate (births per 1,000 women, aged 15–19)	4
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	9 [7-10]
Contraceptive prevalence, married women (%)	67
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.30
Infant mortality rate (per 1,000 live births)	4
Overall population sex ratio (male/female)	0.98

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1919
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	16 weeks
Maternity leave benefits (% of wages paid)	100; up to a ceiling
Provider of maternity coverage	Social insurance
Length of paternity leave	2 days, within 4 weeks after birth
Paternity leave benefits (% of wages paid)	100%, no ceiling
Daycare options	Private daycare with and without allowance; homecare without allowance to parents

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
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 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

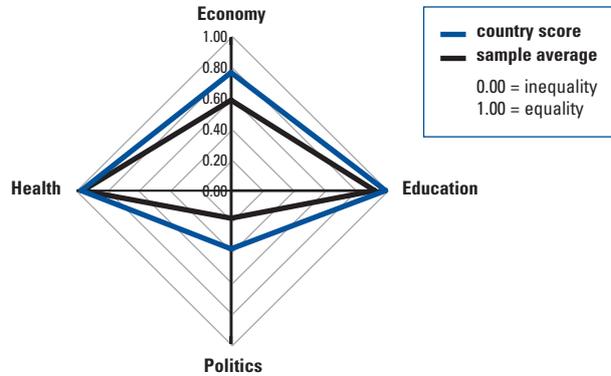
New Zealand

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **6** **0.781**

Key Indicators

Total population (millions)	4.37
Population growth (%)	1.26
GDP (US\$ billions)	66.86
GDP (PPP) per capita	25,721



Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 11 0.775 0.588

Labour force participation.....	43	0.85	0.68	72	85	0.85
Wage equality for similar work (survey).....	29	0.75	0.65	—	—	0.75
Estimated earned income (PPP US\$).....	25	0.70	0.52	23,856	34,258	0.70
Legislators, senior officials, and managers	17	0.67	0.26	40	60	0.67
Professional and technical workers	1	1.00	0.64	55	45	1.25



Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	99	99	1.01
Enrolment in secondary education.....	1	1.00	0.90	97	95	1.02
Enrolment in tertiary education.....	1	1.00	0.86	99	68	1.45



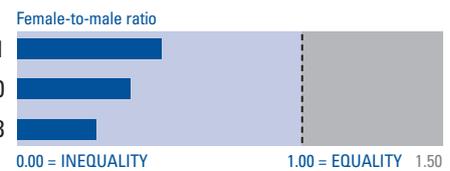
Health and Survival..... 92 0.970 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	98	1.03	1.04	74	72	1.03



Political Empowerment..... 8 0.380 0.185

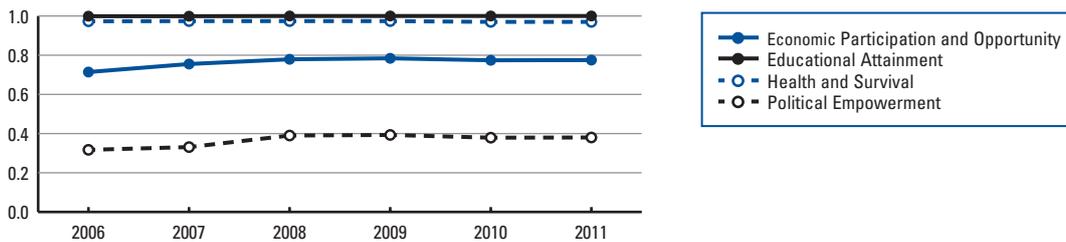
Women in parliament.....	17	0.51	0.22	34	66	0.51
Women in ministerial positions	26	0.40	0.18	29	71	0.40
Years with female head of state (last 50)	9	0.28	0.16	11	39	0.28



New Zealand

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	6	0.781	11	0.775	1	1.000	92	0.970	8	0.380
Gender Gap Index 2010 (out of 134 countries)	5	0.781	9	0.774	1	1.000	91	0.970	8	0.379
Gender Gap Index 2009 (out of 134 countries)	5	0.788	7	0.784	1	1.000	72	0.974	7	0.393
Gender Gap Index 2008 (out of 130 countries)	5	0.786	7	0.779	1	1.000	69	0.974	6	0.390
Gender Gap Index 2007 (out of 128 countries)	5	0.765	8	0.755	19	0.999	67	0.974	9	0.331
Gender Gap Index 2006 (out of 115 countries)	7	0.751	14	0.714	17	0.999	69	0.973	11	0.317

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	6
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	48
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	5.41

Education

Female teachers, primary education (%)	84
Female teachers, secondary education (%)	62
Female teachers, tertiary education (%)	50
Female school life expectancy, primary to secondary (years)	15
Male school life expectancy, primary to secondary (years)	15

Marriage and Childbearing

Mean age of marriage for women (years)	26
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	2.00
Adolescent fertility rate (births per 1,000 women, aged 15–19)	32
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	96
Maternal mortality ratio (per 100,000 live births) ⁴	14 [12-15]
Contraceptive prevalence, married women (%)	75
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	4
Overall population sex ratio (male/female)	0.98

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1893
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100; up to a ceiling
Provider of maternity coverage	State funds (Universal and social assistance system)
Length of paternity leave	2 weeks; eligible male employees may also qualify for 14 weeks paid parental leave
Paternity leave benefits (% of wages paid)	Unpaid
Daycare options	Private daycare with allowance, going to both ECE service and parents

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

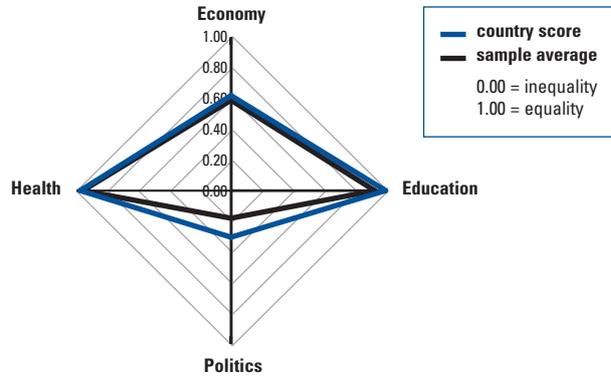
Nicaragua

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **27** **0.725**

Key Indicators

Total population (millions)	5.82
Population growth (%)	1.37
GDP (US\$ billions)	5.25
GDP (PPP) per capita	2,485

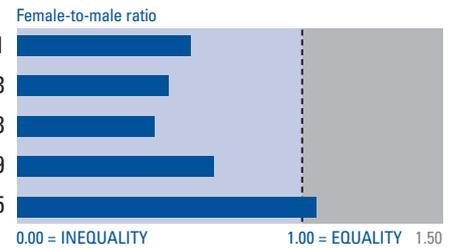


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

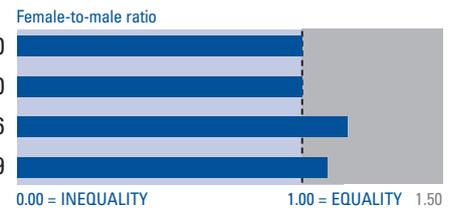
Economic Participation and Opportunity 79 0.619 0.588

Labour force participation.....	98	0.61	0.68	50	81	0.61
Wage equality for similar work (survey).....	117	0.53	0.65	—	—	0.53
Estimated earned income (PPP US\$).....	95	0.48	0.52	1,722	3,579	0.48
Legislators, senior officials, and managers	13	0.69	0.26	41	59	0.69
Professional and technical workers	1	1.00	0.64	51	49	1.05



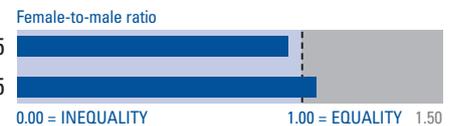
Educational Attainment..... 25 1.000 0.928

Literacy rate.....	51	1.00	0.86	78	78	1.00
Enrolment in primary education.....	1	1.00	0.98	92	92	1.00
Enrolment in secondary education.....	1	1.00	0.90	47	40	1.16
Enrolment in tertiary education.....	1	1.00	0.86	19	17	1.09



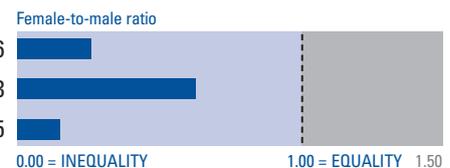
Health and Survival..... 58 0.976 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	69	1.05	1.04	66	63	1.05



Political Empowerment..... 21 0.304 0.185

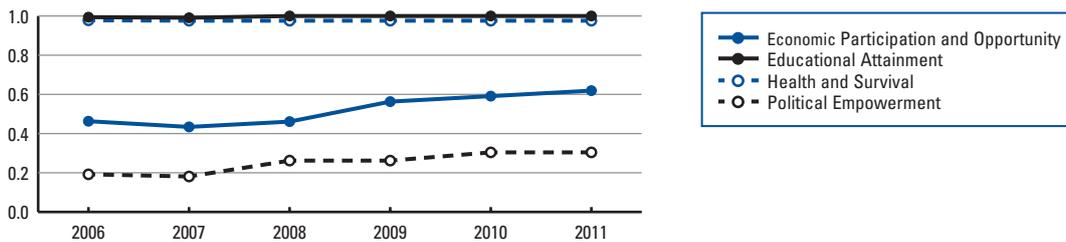
Women in parliament.....	54	0.26	0.22	21	79	0.26
Women in ministerial positions	9	0.63	0.18	38	62	0.63
Years with female head of state (last 50)	12	0.15	0.16	7	43	0.15



Nicaragua

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	27	0.725	79	0.619	25	1.000	58	0.976	21	0.304
Gender Gap Index 2010 (out of 134 countries)	30	0.718	94	0.591	24	1.000	57	0.976	19	0.304
Gender Gap Index 2009 (out of 134 countries)	49	0.700	104	0.563	1	1.000	65	0.976	25	0.262
Gender Gap Index 2008 (out of 130 countries)	71	0.675	117	0.461	1	1.000	62	0.976	23	0.262
Gender Gap Index 2007 (out of 128 countries)	90	0.646	117	0.434	51	0.991	60	0.976	28	0.181
Gender Gap Index 2006 (out of 115 countries)	62	0.657	101	0.463	40	0.994	50	0.978	25	0.192

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	5
Male adult unemployment rate (% of male labour force)	5
Women in non-agricultural paid labour (% of total labour force)	38
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	25
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	3.81

Education

Female teachers, primary education (%)	76
Female teachers, secondary education (%)	55
Female teachers, tertiary education (%)	46
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	21
Early marriage (% women, aged 15–19)	32
Fertility rate (births per woman)	2.70
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	109
Antenatal care coverage, at least one visit (%)	90
Births attended by skilled health staff (%)	74
Maternal mortality ratio (per 100,000 live births) ⁴	100 [57-180]
Contraceptive prevalence, married women (%)	72
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.30
Infant mortality rate (per 1,000 live births)	22
Overall population sex ratio (male/female)	0.98

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.50
Year women received right to vote	1950
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)60; if the worker is not entitled to social security benefits, the employer shall cover the full cost of benefit
Provider of maternity coverage	Social security
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

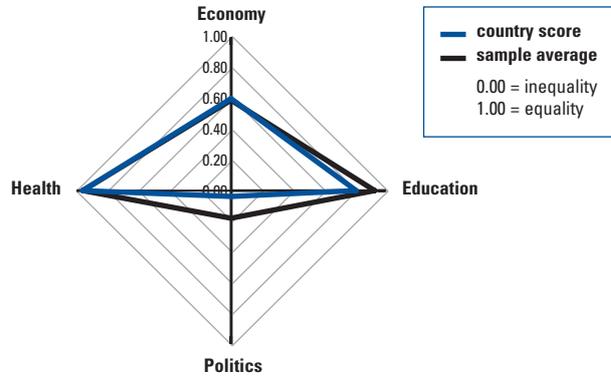
Nigeria

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **120** **0.601**

Key Indicators

Total population (millions)	158.26
Population growth (%)	2.26
GDP (US\$ billions)	85.60
GDP (PPP) per capita	2,138

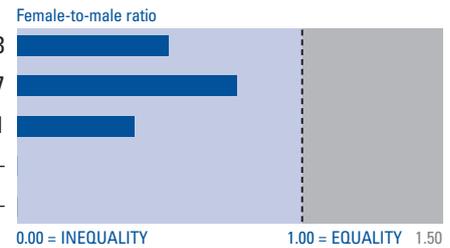


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 93 0.596 0.588

Labour force participation.....	115	0.53	0.68	40	75	0.53
Wage equality for similar work (survey).....	14	0.77	0.65	—	—	0.77
Estimated earned income (PPP US\$).....	112	0.41	0.52	1,283	3,119	0.41
Legislators, senior officials, and managers	—	—	0.26	—	—	—
Professional and technical workers	—	—	0.64	—	—	—



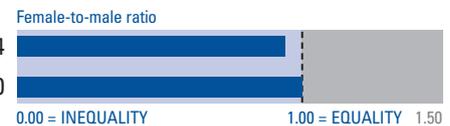
Educational Attainment..... 125 0.809 0.928

Literacy rate.....	122	0.69	0.86	50	72	0.69
Enrolment in primary education.....	125	0.90	0.98	58	64	0.90
Enrolment in secondary education.....	124	0.77	0.90	22	29	0.77
Enrolment in tertiary education.....	111	0.70	0.86	8	12	0.70



Health and Survival..... 121 0.961 0.956

Sex ratio at birth (female/male).....	106	0.94	0.92	—	—	0.94
Healthy life expectancy.....	118	1.00	1.04	42	42	1.00



Political Empowerment..... 121 0.038 0.185

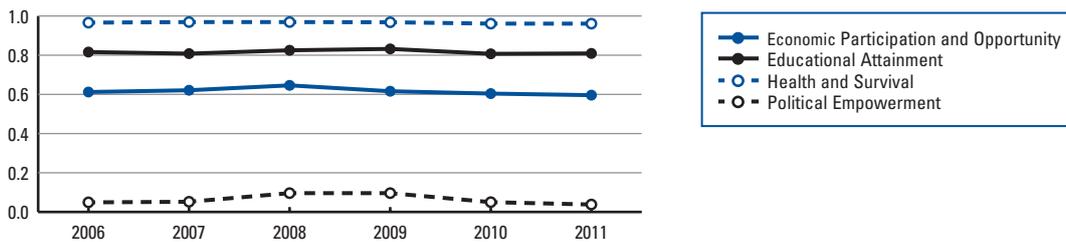
Women in parliament.....	124	0.04	0.22	4	96	0.04
Women in ministerial positions	90	0.11	0.18	10	90	0.11
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Nigeria

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	120	0.601	93	0.596	125	0.809	121	0.961	121	0.038
Gender Gap Index 2010 (out of 134 countries)	118	0.606	86	0.604	124	0.807	120	0.961	111	0.050
Gender Gap Index 2009 (out of 134 countries)	108	0.628	83	0.616	123	0.832	109	0.968	89	0.096
Gender Gap Index 2008 (out of 130 countries)	102	0.634	64	0.646	120	0.825	101	0.969	84	0.096
Gender Gap Index 2007 (out of 128 countries)	107	0.612	72	0.621	118	0.808	100	0.969	106	0.052
Gender Gap Index 2006 (out of 115 countries)	94	0.610	59	0.612	104	0.816	99	0.966	99	0.049

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	—
Male adult unemployment rate (% of male labour force)	—
Women in non-agricultural paid labour	
(% of total labour force)	21
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	3
Ability of women to rise to positions of	
enterprise leadership ¹	5.07

Education

Female teachers, primary education (%)	48
Female teachers, secondary education (%)	34
Female teachers, tertiary education (%)	17
Female school life expectancy, primary to secondary (years)	7
Male school life expectancy, primary to secondary (years)	8

Marriage and Childbearing

Mean age of marriage for women (years)	21
Early marriage (% women, aged 15–19)	28
Fertility rate (births per woman)	5.30
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	123
Antenatal care coverage, at least one visit (%)	58
Births attended by skilled health staff (%)	39
Maternal mortality ratio (per 100,000 live births) ⁴	840 [460-1500]
Contraceptive prevalence, married women (%)	15
Female HIV prevalence, aged 15–49 (%)	4.40
Male HIV prevalence, aged 15–49 (%)	2.90
Infant mortality rate (per 1,000 live births)	86
Overall population sex ratio (male/female)	1.01

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.19
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts	
of violence against women ²	0.75
Year women received right to vote	1958
Quota type	—
Existence of legislation prohibiting	
gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	50
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

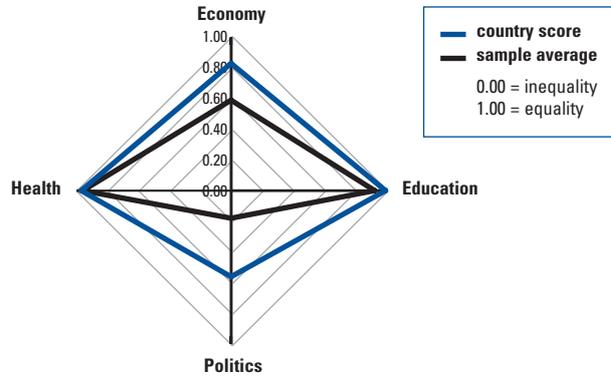
Norway

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **2** **0.840**

Key Indicators

Total population (millions)	4.88
Population growth (%)	1.15
GDP (US\$ billions)	196.84
GDP (PPP) per capita	46,948



Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

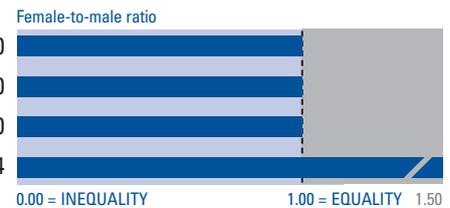
Economic Participation and Opportunity 5 0.830 0.588

Labour force participation.....	9	0.94	0.68	76	81	0.94
Wage equality for similar work (survey).....	25	0.75	0.65	—	—	0.75
Estimated earned income (PPP US\$).....	1	1.00	0.52	40,000	40,000	1.00
Legislators, senior officials, and managers	49	0.46	0.26	31	69	0.46
Professional and technical workers	1	1.00	0.64	51	49	1.06



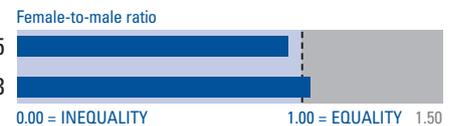
Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	99	99	1.00
Enrolment in secondary education.....	1	1.00	0.90	95	95	1.00
Enrolment in tertiary education.....	1	1.00	0.86	92	56	1.64



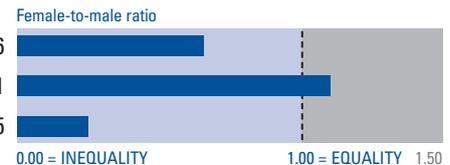
Health and Survival..... 92 0.970 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	98	1.03	1.04	74	72	1.03



Political Empowerment..... 3 0.562 0.185

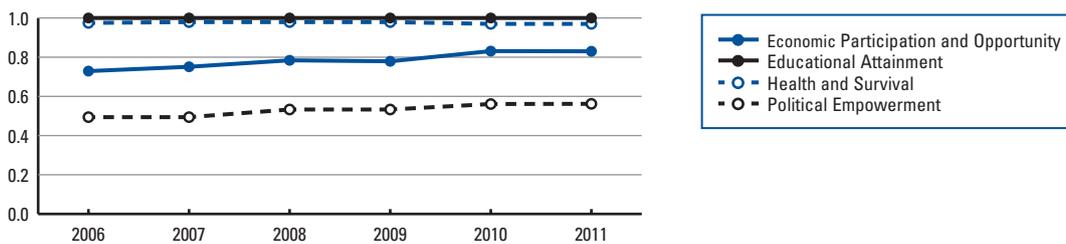
Women in parliament.....	6	0.66	0.22	40	60	0.66
Women in ministerial positions	1	1.00	0.18	53	47	1.11
Years with female head of state (last 50)	10	0.25	0.16	10	40	0.25



Norway

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	2	0.840	5	0.830	1	1.000	92	0.970	3	0.562
Gender Gap Index 2010 (out of 134 countries)	2	0.840	3	0.831	1	1.000	91	0.970	3	0.561
Gender Gap Index 2009 (out of 134 countries)	3	0.823	8	0.779	26	1.000	56	0.979	3	0.533
Gender Gap Index 2008 (out of 130 countries)	1	0.824	6	0.784	1	1.000	53	0.979	2	0.533
Gender Gap Index 2007 (out of 128 countries)	2	0.806	10	0.751	17	1.000	51	0.979	3	0.494
Gender Gap Index 2006 (out of 115 countries)	2	0.799	11	0.729	15	1.000	61	0.975	2	0.494

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	3
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	49
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	5.76

Education

Female teachers, primary education (%)	—
Female teachers, secondary education (%)	—
Female teachers, tertiary education (%)	41
Female school life expectancy, primary to secondary (years)	14
Male school life expectancy, primary to secondary (years)	14

Marriage and Childbearing

Mean age of marriage for women (years)	32
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.90
Adolescent fertility rate (births per 1,000 women, aged 15–19)	9
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	—
Maternal mortality ratio (per 100,000 live births) ⁴	7 [4-12]
Contraceptive prevalence, married women (%)	88
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.20
Infant mortality rate (per 1,000 live births)	3
Overall population sex ratio (male/female)	0.99

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1913
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	46–56 weeks
Maternity leave benefits (% of wages paid)	Parental benefits are paid either at 100% for 46 weeks or at 80% for 56 weeks; prior to 1 July 2009, parental benefits paid 100% for 44 weeks or 80% for 54 weeks
Provider of maternity coverage	Social insurance
Length of paternity leave	12 weeks after birth for babies (father's quota) as of July, 2011
Paternity leave benefits (% of wages paid)	100
Daycare options	Public daycare with allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

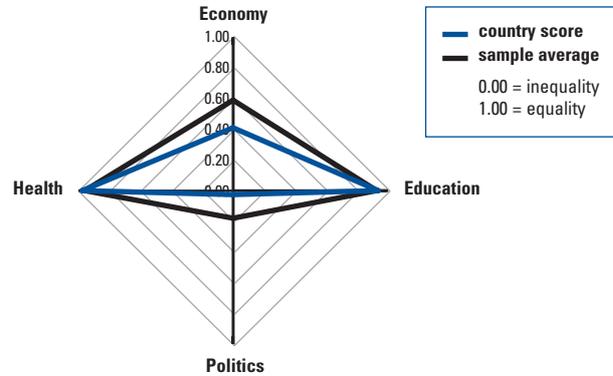
Oman

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **127** **0.587**

Key Indicators

Total population (millions)	2.91
Population growth (%)	2.08
GDP (US\$ billions)	30.02
GDP (PPP) per capita	23,333

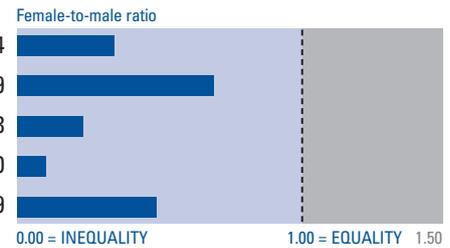


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 130 0.407 0.588

Labour force participation.....	128	0.34	0.68	27	79	0.34
Wage equality for similar work (survey).....	48	0.69	0.65	—	—	0.69
Estimated earned income (PPP US\$).....	128	0.23	0.52	8,866	38,285	0.23
Legislators, senior officials, and managers	113	0.10	0.26	9	91	0.10
Professional and technical workers	100	0.49	0.64	33	67	0.49



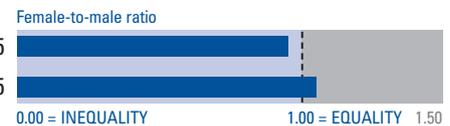
Educational Attainment..... 99 0.941 0.928

Literacy rate.....	102	0.90	0.86	81	90	0.90
Enrolment in primary education.....	98	0.98	0.98	77	78	0.98
Enrolment in secondary education.....	93	0.98	0.90	81	83	0.98
Enrolment in tertiary education.....	104	0.78	0.86	12	16	0.78



Health and Survival..... 62 0.976 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy	72	1.05	1.04	67	64	1.05



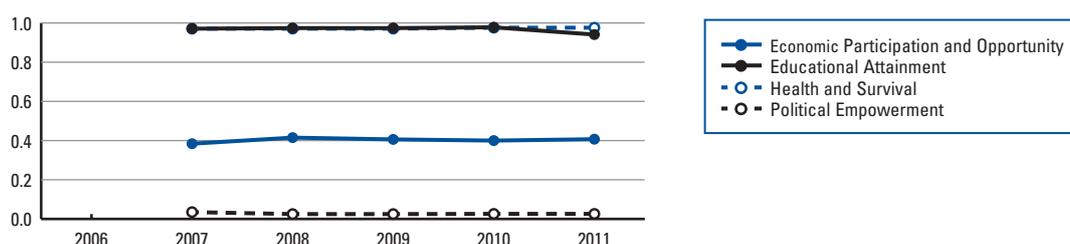
Political Empowerment..... 129 0.026 0.185

Women in parliament.....	130	0.00	0.22	0	100	0.00
Women in ministerial positions	93	0.10	0.18	9	91	0.10
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	127	0.587	130	0.407	99	0.941	62	0.976	129	0.026
Gender Gap Index 2010 (out of 134 countries)	122	0.595	129	0.400	90	0.978	61	0.976	128	0.026
Gender Gap Index 2009 (out of 134 countries)	123	0.594	128	0.406	93	0.974	95	0.971	128	0.025
Gender Gap Index 2008 (out of 130 countries)	118	0.596	122	0.415	89	0.974	90	0.971	123	0.025
Gender Gap Index 2007 (out of 128 countries)	119	0.590	125	0.384	83	0.971	89	0.971	119	0.035
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	—
Male adult unemployment rate (% of male labour force)	—
Women in non-agricultural paid labour	
(% of total labour force)	22
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	40
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	3
Ability of women to rise to positions of	
enterprise leadership ¹	5.01

Education

Female teachers, primary education (%)	64
Female teachers, secondary education (%)	58
Female teachers, tertiary education (%)	30
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	25
Early marriage (% women, aged 15–19)	16
Fertility rate (births per woman)	3.10
Adolescent fertility rate (births per 1,000 women, aged 15–19)	8
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	20 [9-45]
Contraceptive prevalence, married women (%)	24
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	9
Overall population sex ratio (male/female)	1.29

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts	
of violence against women ²	0.75
Year women received right to vote	1994, 2003
Quota type	—
Existence of legislation prohibiting	
gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	—
Maternity leave benefits (% of wages paid)	—
Provider of maternity coverage	—
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

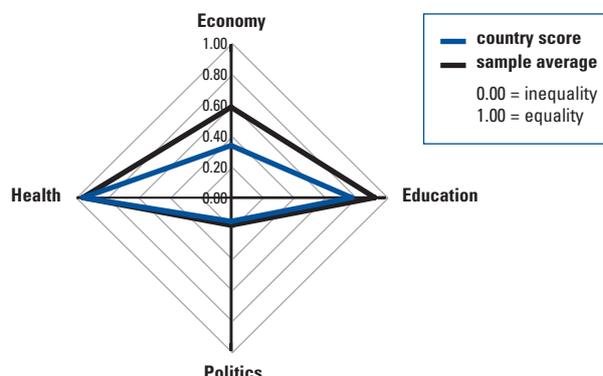
Pakistan

Rank (out of 135 countries) **133** Score (0.00 = inequality, 1.00 = equality) **0.558**

Gender Gap Index 2011

Key Indicators

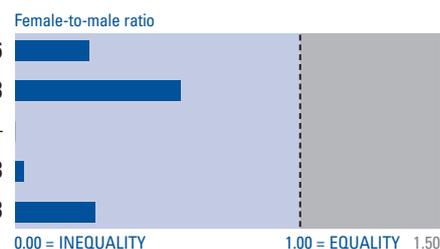
Total population (millions)	173.38
Population growth (%)	2.14
GDP (US\$ billions)	116.33
GDP (PPP) per capita	2,420



Gender Gap Subindexes

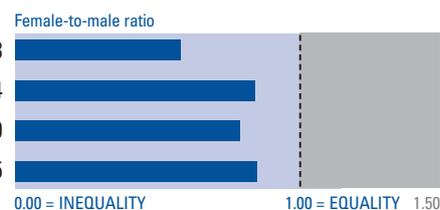
Economic Participation and Opportunity 134 0.345 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	135	0.26	0.68	22	88	0.26
Wage equality for similar work (survey).....	103	0.58	0.65	—	—	0.58
Estimated earned income (PPP US\$).....	—	—	0.52	—	—	—
Legislators, senior officials, and managers	124	0.03	0.26	3	97	0.03
Professional and technical workers	109	0.28	0.64	22	78	0.28



Educational Attainment..... 127 0.778 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	130	0.58	0.86	40	69	0.58
Enrolment in primary education.....	131	0.84	0.98	60	72	0.84
Enrolment in secondary education.....	121	0.79	0.90	29	36	0.79
Enrolment in tertiary education.....	99	0.85	0.86	5	6	0.85



Health and Survival..... 123 0.956 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	131	0.98	1.04	55	56	0.98



Political Empowerment..... 54 0.155 0.185

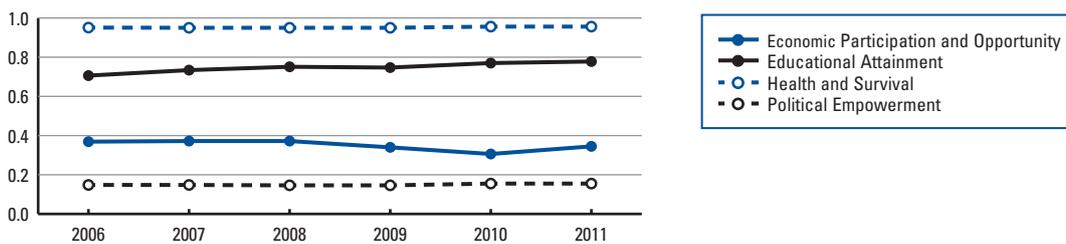
Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	41	0.29	0.22	22	78	0.29
Women in ministerial positions	101	0.08	0.18	8	93	0.08
Years with female head of state (last 50)	20	0.10	0.16	5	45	0.10



Pakistan

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	133	0.558	134	0.345	127	0.778	123	0.956	54	0.155
Gender Gap Index 2010 (out of 134 countries)	132	0.546	133	0.306	127	0.770	122	0.956	52	0.155
Gender Gap Index 2009 (out of 134 countries)	132	0.546	132	0.340	128	0.747	128	0.950	55	0.146
Gender Gap Index 2008 (out of 130 countries)	127	0.555	128	0.372	123	0.751	123	0.950	50	0.146
Gender Gap Index 2007 (out of 128 countries)	126	0.551	126	0.372	123	0.734	121	0.950	43	0.148
Gender Gap Index 2006 (out of 115 countries)	112	0.543	112	0.369	110	0.706	112	0.951	37	0.148

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	9
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	13
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	4.10

Education

Female teachers, primary education (%)	46
Female teachers, secondary education (%)	51
Female teachers, tertiary education (%)	37
Female school life expectancy, primary to secondary (years)	6
Male school life expectancy, primary to secondary (years)	7

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	21
Fertility rate (births per woman)	4.00
Adolescent fertility rate (births per 1,000 women, aged 15–19)	20
Antenatal care coverage, at least one visit (%)	61
Births attended by skilled health staff (%)	39
Maternal mortality ratio (per 100,000 live births) ⁴	260 [140-490]
Contraceptive prevalence, married women (%)	30
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	70
Overall population sex ratio (male/female)	1.06

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.05
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.50
Year women received right to vote	1956
Quota type	Reserved seats at single/lower house
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100;
coverage for employees of industrial, commercial, and other establishments with five or more workers; special systems for public-sector employees, members of the armed forces, police officers, local authority employees, and railway employees	
Provider of maternity coverage	Social insurance
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

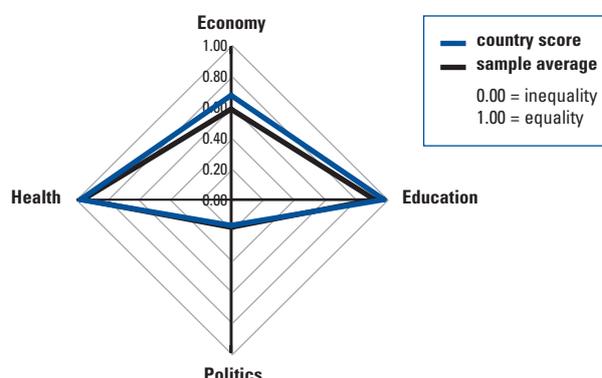
Panama

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **40** **0.704**

Key Indicators

Total population (millions)	3.51
Population growth (%)	1.57
GDP (US\$ billions)	21.32
GDP (PPP) per capita	12,571

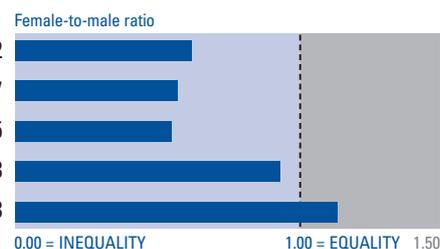


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

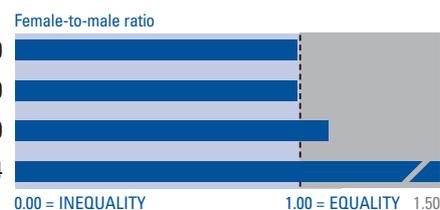
Economic Participation and Opportunity 51 0.680 0.588

Labour force participation.....	97	0.62	0.68	53	85	0.62
Wage equality for similar work (survey).....	106	0.57	0.65	—	—	0.57
Estimated earned income (PPP US\$).....	81	0.55	0.52	9,199	16,852	0.55
Legislators, senior officials, and managers	5	0.93	0.26	48	52	0.93
Professional and technical workers	1	1.00	0.64	53	47	1.13



Educational Attainment..... 54 0.994 0.928

Literacy rate.....	65	0.99	0.86	93	94	0.99
Enrolment in primary education.....	86	0.99	0.98	97	97	0.99
Enrolment in secondary education.....	1	1.00	0.90	69	63	1.10
Enrolment in tertiary education.....	1	1.00	0.86	55	36	1.54



Health and Survival..... 65 0.975 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.96
Healthy life expectancy.....	74	1.05	1.04	68	65	1.05



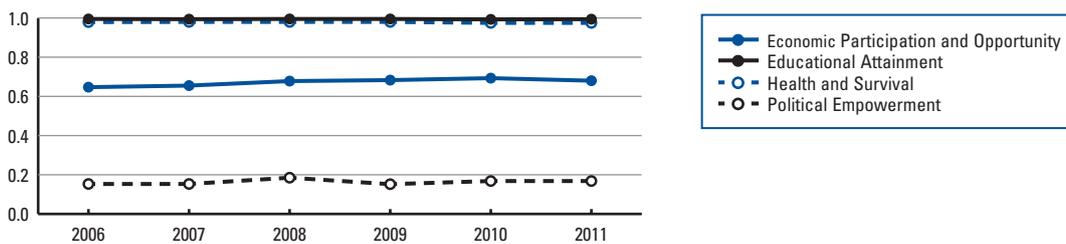
Political Empowerment..... 47 0.168 0.185

Women in parliament.....	112	0.09	0.22	9	92	0.09
Women in ministerial positions	32	0.36	0.18	27	73	0.36
Years with female head of state (last 50)	18	0.11	0.16	5	45	0.11



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	40	0.704	51	0.680	54	0.994	65	0.975	47	0.168
Gender Gap Index 2010 (out of 134 countries)	39	0.707	47	0.693	55	0.993	65	0.975	48	0.168
Gender Gap Index 2009 (out of 134 countries)	43	0.702	51	0.683	52	0.995	1	0.980	52	0.152
Gender Gap Index 2008 (out of 130 countries)	34	0.710	49	0.678	54	0.995	1	0.980	38	0.185
Gender Gap Index 2007 (out of 128 countries)	38	0.695	54	0.655	40	0.994	1	0.980	40	0.153
Gender Gap Index 2006 (out of 115 countries)	31	0.693	44	0.647	35	0.995	47	0.979	35	0.153

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	8
Male adult unemployment rate (% of male labour force)	5
Women in non-agricultural paid labour (% of total labour force)	42
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	42
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	4.61

Education

Female teachers, primary education (%)	76
Female teachers, secondary education (%)	59
Female teachers, tertiary education (%)	46
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	22
Early marriage (% women, aged 15–19)	22
Fertility rate (births per woman)	2.60
Adolescent fertility rate (births per 1,000 women, aged 15–19)	83
Antenatal care coverage, at least one visit (%)	96
Births attended by skilled health staff (%)	89
Maternal mortality ratio (per 100,000 live births) ⁴	71 [58-84]
Contraceptive prevalence, married women (%)	—
Female HIV prevalence, aged 15–49 (%)	0.60
Male HIV prevalence, aged 15–49 (%)	1.10
Infant mortality rate (per 1,000 live births)	16
Overall population sex ratio (male/female)	1.02

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.05
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.17
Year women received right to vote	1941, 1946
Quota type	Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100; if the worker is not entitled to social security benefits, the employer shall cover the full cost of benefit
Provider of maternity coverage	Social Insurance Fund
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

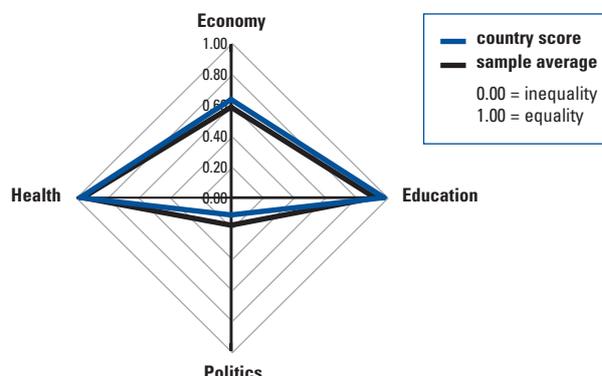
Paraguay

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **67** **0.682**

Key Indicators

Total population (millions)	6.46
Population growth (%)	1.73
GDP (US\$ billions)	10.48
GDP (PPP) per capita	4,653

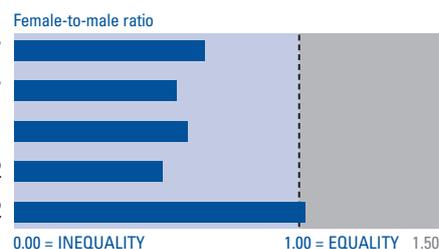


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 69 0.644 0.588

Labour force participation.....	90	0.67	0.68	59	88	0.67
Wage equality for similar work (survey).....	107	0.57	0.65	—	—	0.57
Estimated earned income (PPP US\$).....	55	0.61	0.52	3,430	5,594	0.61
Legislators, senior officials, and managers	36	0.52	0.26	34	66	0.52
Professional and technical workers	1	1.00	0.64	50	50	1.02



Educational Attainment..... 46 0.995 0.928

Literacy rate.....	74	0.98	0.86	93	96	0.98
Enrolment in primary education.....	68	1.00	0.98	85	85	1.00
Enrolment in secondary education.....	1	1.00	0.90	62	58	1.07
Enrolment in tertiary education.....	1	1.00	0.86	43	30	1.43



Health and Survival..... 58 0.976 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	69	1.05	1.04	66	63	1.05



Political Empowerment..... 73 0.113 0.185

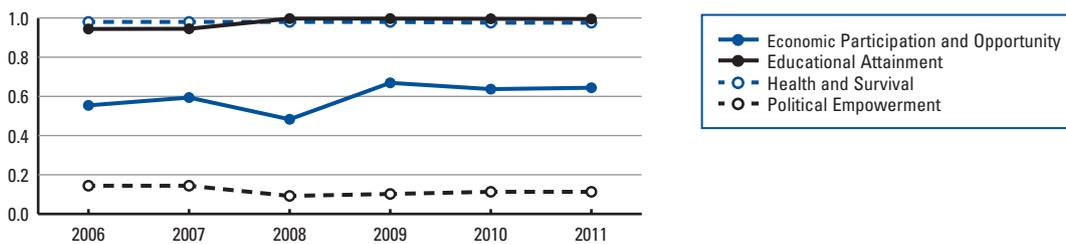
Women in parliament.....	91	0.14	0.22	13	88	0.14
Women in ministerial positions	46	0.28	0.18	22	78	0.28
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Paraguay

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	67	0.682	69	0.644	46	0.995	58	0.976	73	0.113
Gender Gap Index 2010 (out of 134 countries)	69	0.680	71	0.637	45	0.996	57	0.976	75	0.113
Gender Gap Index 2009 (out of 134 countries)	66	0.687	58	0.669	40	0.997	1	0.980	85	0.102
Gender Gap Index 2008 (out of 130 countries)	100	0.638	111	0.483	38	0.997	1	0.980	89	0.092
Gender Gap Index 2007 (out of 128 countries)	69	0.666	83	0.594	95	0.945	1	0.980	45	0.144
Gender Gap Index 2006 (out of 115 countries)	64	0.656	80	0.554	83	0.944	1	0.980	38	0.144

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	7
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	40
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	9
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	4.15

Education

Female teachers, primary education (%)	71
Female teachers, secondary education (%)	62
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years).....	10
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	17
Fertility rate (births per woman).....	3.10
Adolescent fertility rate (births per 1,000 women, aged 15–19)....	65
Antenatal care coverage, at least one visit (%).....	96
Births attended by skilled health staff (%)	97
Maternal mortality ratio (per 100,000 live births) ⁴	95 [57-150]
Contraceptive prevalence, married women (%)	79
Female HIV prevalence, aged 15–49 (%).....	0.20
Male HIV prevalence, aged 15–49 (%).....	0.40
Infant mortality rate (per 1,000 live births)	19
Overall population sex ratio (male/female).....	1.02

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.17
Year women received right to vote	1961
Quota type.....	Legislated candidate quotas; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave.....	12 weeks
Maternity leave benefits (% of wages paid) ..	50; 9 weeks coverage
Provider of maternity coverage	Social insurance system
Length of paternity leave.....	—
Paternity leave benefits (% of wages paid)	—
Daycare options.....	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

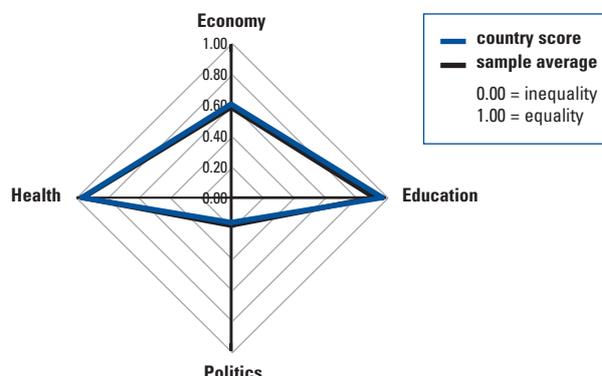
Peru

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **73** **0.680**

Key Indicators

Total population (millions)	29.50
Population growth (%)	1.13
GDP (US\$ billions)	92.51
GDP (PPP) per capita	8,437

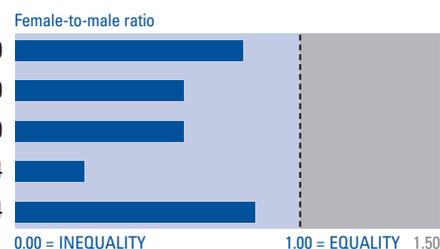


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 85 0.611 0.588

Labour force participation.....	61	0.80	0.68	62	78	0.80
Wage equality for similar work (survey).....	99	0.59	0.65	—	—	0.59
Estimated earned income (PPP US\$).....	61	0.59	0.52	6,399	10,850	0.59
Legislators, senior officials, and managers	87	0.24	0.26	19	81	0.24
Professional and technical workers	77	0.84	0.64	46	54	0.84



Educational Attainment..... 88 0.980 0.928

Literacy rate.....	103	0.89	0.86	85	95	0.89
Enrolment in primary education.....	1	1.00	0.98	95	94	1.00
Enrolment in secondary education.....	1	1.00	0.90	75	75	1.00
Enrolment in tertiary education.....	1	1.00	0.86	36	33	1.06



Health and Survival..... 108 0.966 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.96
Healthy life expectancy.....	116	1.02	1.04	67	66	1.02



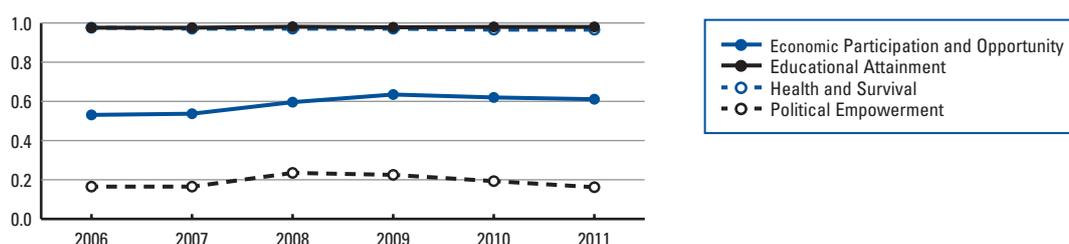
Political Empowerment..... 50 0.162 0.185

Women in parliament.....	47	0.27	0.22	22	79	0.27
Women in ministerial positions	44	0.29	0.18	22	78	0.29
Years with female head of state (last 50)	41	0.02	0.16	1	49	0.02



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	73	0.680	85	0.611	88	0.980	108	0.966	50	0.162
Gender Gap Index 2010 (out of 134 countries)	60	0.690	81	0.620	89	0.980	107	0.966	37	0.193
Gender Gap Index 2009 (out of 134 countries)	44	0.702	76	0.635	89	0.978	91	0.971	33	0.225
Gender Gap Index 2008 (out of 130 countries)	48	0.696	83	0.596	84	0.981	86	0.971	29	0.235
Gender Gap Index 2007 (out of 128 countries)	75	0.662	103	0.537	80	0.976	85	0.971	34	0.165
Gender Gap Index 2006 (out of 115 countries)	60	0.662	86	0.531	71	0.976	58	0.976	31	0.165

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	8
Male adult unemployment rate (% of male labour force)	5
Women in non-agricultural paid labour (% of total labour force)	38
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	43
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	4.30

Education

Female teachers, primary education (%)	65
Female teachers, secondary education (%)	44
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	25
Early marriage (% women, aged 15–19)	13
Fertility rate (births per woman)	2.60
Adolescent fertility rate (births per 1,000 women, aged 15–19)	59
Antenatal care coverage, at least one visit (%)	94
Births attended by skilled health staff (%)	83
Maternal mortality ratio (per 100,000 live births) ⁴	98 [62-160]
Contraceptive prevalence, married women (%)	71
Female HIV prevalence, aged 15–49 (%)	0.20
Male HIV prevalence, aged 15–49 (%)	0.60
Infant mortality rate (per 1,000 live births)	19
Overall population sex ratio (male/female)	1.00

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.05
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.42
Year women received right to vote	1955
Quota type	Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	90 days
Maternity leave benefits (% of wages paid)	100; up to a ceiling
Provider of maternity coverage	Social security system
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

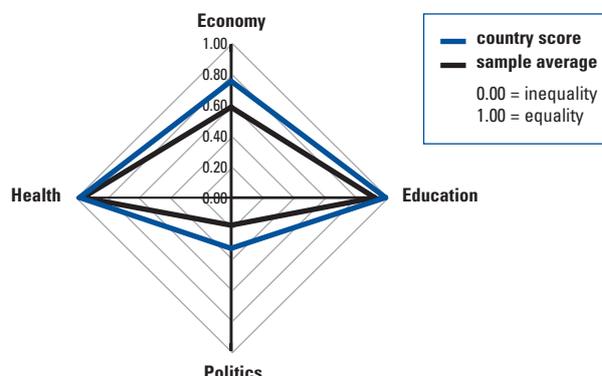
Philippines

Rank (out of 135 countries) **8** Score (0.00 = inequality, 1.00 = equality) **0.769**

Gender Gap Index 2011

Key Indicators

Total population (millions)	93.62
Population growth (%)	1.76
GDP (US\$ billions)	129.02
GDP (PPP) per capita	3,547

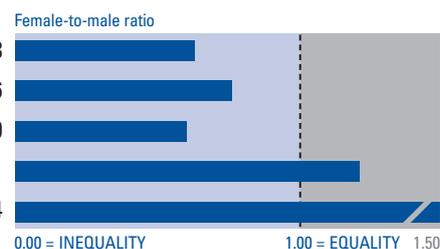


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

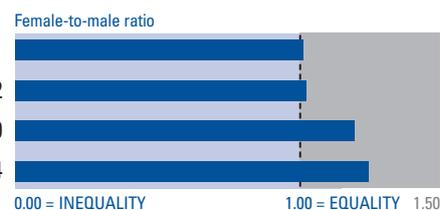
Economic Participation and Opportunity 15 **0.763** **0.588**

Labour force participation.....	94	0.63	0.68	51	80	0.63
Wage equality for similar work (survey).....	23	0.76	0.65	—	—	0.76
Estimated earned income (PPP US\$).....	60	0.60	0.52	2,642	4,429	0.60
Legislators, senior officials, and managers	1	1.00	0.26	55	45	1.21
Professional and technical workers	1	1.00	0.64	62	38	1.64



Educational Attainment..... 1 **1.000** **0.928**

Literacy rate.....	1	1.00	0.86	96	95	1.01
Enrolment in primary education.....	1	1.00	0.98	93	91	1.02
Enrolment in secondary education.....	1	1.00	0.90	66	55	1.19
Enrolment in tertiary education.....	1	1.00	0.86	32	26	1.24



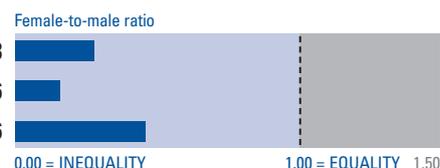
Health and Survival..... 1 **0.980** **0.956**

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	64	59	1.08



Political Empowerment..... 16 **0.331** **0.185**

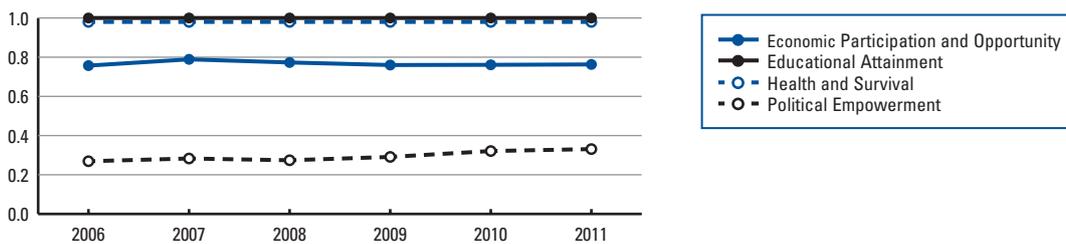
Women in parliament.....	43	0.28	0.22	22	78	0.28
Women in ministerial positions	71	0.16	0.18	14	86	0.16
Years with female head of state (last 50)	6	0.46	0.16	16	34	0.46



Philippines

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	8	0.769	15	0.763	1	1.000	1	0.980	16	0.331
Gender Gap Index 2010 (out of 134 countries)	9	0.765	13	0.761	1	1.000	1	0.980	17	0.321
Gender Gap Index 2009 (out of 134 countries)	9	0.758	11	0.760	1	1.000	1	0.980	19	0.291
Gender Gap Index 2008 (out of 130 countries)	6	0.757	8	0.773	1	1.000	1	0.980	22	0.274
Gender Gap Index 2007 (out of 128 countries)	6	0.763	2	0.789	1	1.000	1	0.980	14	0.283
Gender Gap Index 2006 (out of 115 countries)	6	0.752	4	0.757	1	1.000	1	0.980	16	0.269

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	7
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	42
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	5.64

Education

Female teachers, primary education (%)	87
Female teachers, secondary education (%)	76
Female teachers, tertiary education (%)	56
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	10
Fertility rate (births per woman)	3.10
Adolescent fertility rate (births per 1,000 women, aged 15–19)	53
Antenatal care coverage, at least one visit (%)	91
Births attended by skilled health staff (%)	62
Maternal mortality ratio (per 100,000 live births) ⁴	94 [61-140]
Contraceptive prevalence, married women (%)	51
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	<0.10
Infant mortality rate (per 1,000 live births)	26
Overall population sex ratio (male/female)	1.01

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.17
Year women received right to vote	1937
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	60 days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social security
Length of paternity leave	1 week after legitimate wife's childbirth
Paternity leave benefits (% of wages paid)	100
Daycare options	Public daycare without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

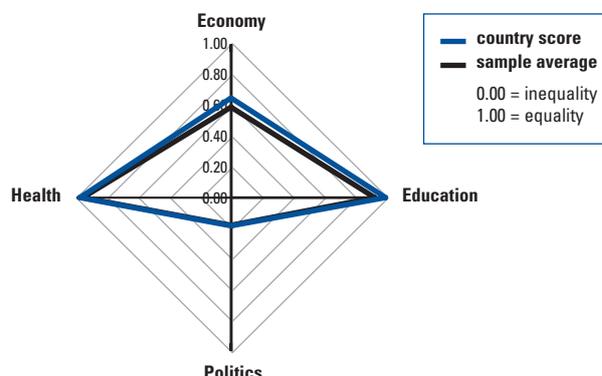
Poland

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **42** **0.704**

Key Indicators

Total population (millions)	38.18
Population growth (%)	0.07
GDP (US\$ billions)	250.89
GDP (PPP) per capita	17,341

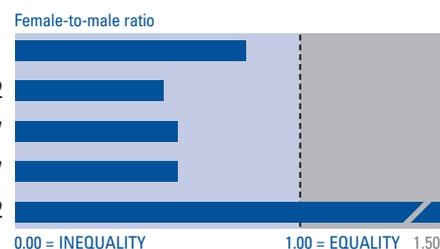


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

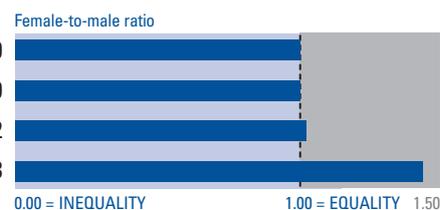
Economic Participation and Opportunity 65 0.653 0.588

Labour force participation.....	57	0.81	0.68	56	70	0.81
Wage equality for similar work (survey).....	123	0.52	0.65	—	—	0.52
Estimated earned income (PPP US\$).....	65	0.57	0.52	13,886	24,292	0.57
Legislators, senior officials, and managers	28	0.57	0.26	36	64	0.57
Professional and technical workers	1	1.00	0.64	60	40	1.52



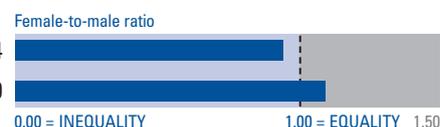
Educational Attainment..... 28 0.999 0.928

Literacy rate.....	54	1.00	0.86	99	100	1.00
Enrolment in primary education.....	1	1.00	0.98	96	95	1.00
Enrolment in secondary education.....	1	1.00	0.90	94	92	1.02
Enrolment in tertiary education.....	1	1.00	0.86	84	59	1.43



Health and Survival..... 48 0.979 0.956

Sex ratio at birth (female/male).....	114	0.94	0.92	—	—	0.94
Healthy life expectancy.....	1	1.06	1.04	70	64	1.09



Political Empowerment..... 40 0.184 0.185

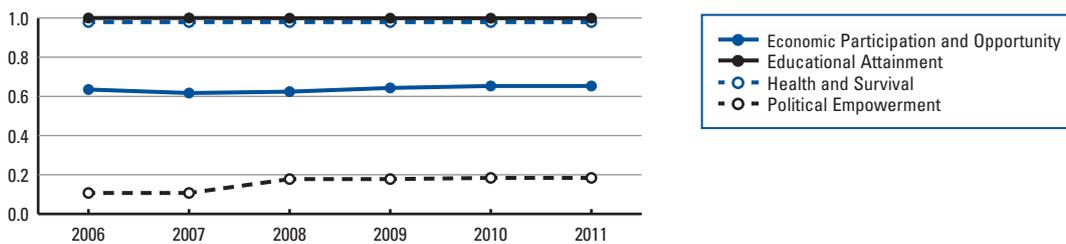
Women in parliament.....	55	0.25	0.22	20	80	0.25
Women in ministerial positions	28	0.38	0.18	28	72	0.38
Years with female head of state (last 50)	33	0.03	0.16	1	49	0.03



Poland

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	42	0.704	65	0.653	28	0.999	48	0.979	40	0.184
Gender Gap Index 2010 (out of 134 countries)	43	0.704	63	0.653	29	0.999	46	0.979	41	0.184
Gender Gap Index 2009 (out of 134 countries)	50	0.700	71	0.643	33	0.999	41	0.979	40	0.178
Gender Gap Index 2008 (out of 130 countries)	49	0.695	73	0.624	30	0.999	38	0.979	39	0.178
Gender Gap Index 2007 (out of 128 countries)	60	0.676	74	0.617	1	1.000	37	0.979	63	0.107
Gender Gap Index 2006 (out of 115 countries)	44	0.680	50	0.635	13	1.000	36	0.979	58	0.107

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	9
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	47
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	3.96

Education

Female teachers, primary education (%)	84
Female teachers, secondary education (%)	70
Female teachers, tertiary education (%)	43
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	25
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	14
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	6 [2-13]
Contraceptive prevalence, married women (%)	73
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	5
Overall population sex ratio (male/female)	0.93

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1918
Quota type	Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	16 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social Insurance Fund
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

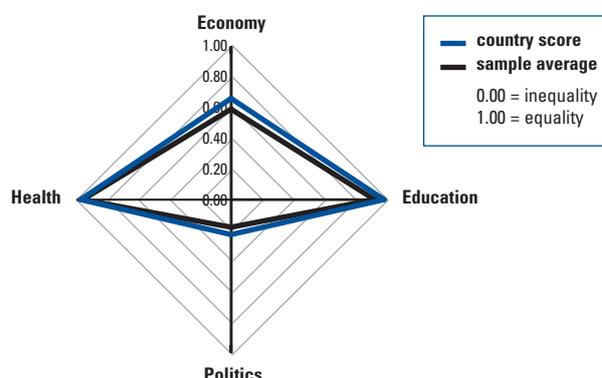
Portugal

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **35** **0.714**

Key Indicators

Total population (millions)	10.64
Population growth (%)	0.09
GDP (US\$ billions)	124.99
GDP (PPP) per capita	21,661

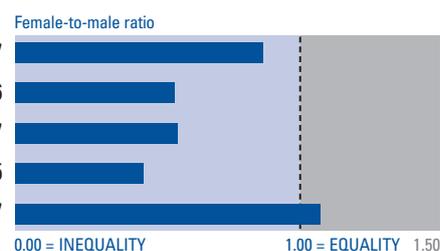


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 59 0.663 0.588

Labour force participation.....	36	0.87	0.68	69	79	0.87
Wage equality for similar work (survey).....	108	0.56	0.65	—	—	0.56
Estimated earned income (PPP US\$).....	69	0.57	0.52	18,218	32,057	0.57
Legislators, senior officials, and managers	50	0.45	0.26	31	69	0.45
Professional and technical workers	1	1.00	0.64	52	48	1.07



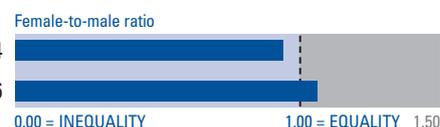
Educational Attainment..... 55 0.993 0.928

Literacy rate.....	81	0.96	0.86	93	97	0.96
Enrolment in primary education.....	1	1.00	0.98	99	98	1.01
Enrolment in secondary education.....	1	1.00	0.90	86	78	1.10
Enrolment in tertiary education.....	1	1.00	0.86	67	56	1.19



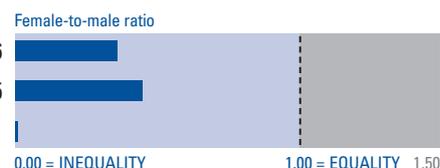
Health and Survival..... 71 0.974 0.956

Sex ratio at birth (female/male).....	122	0.94	0.92	—	—	0.94
Healthy life expectancy.....	56	1.06	1.04	73	69	1.06



Political Empowerment..... 34 0.228 0.185

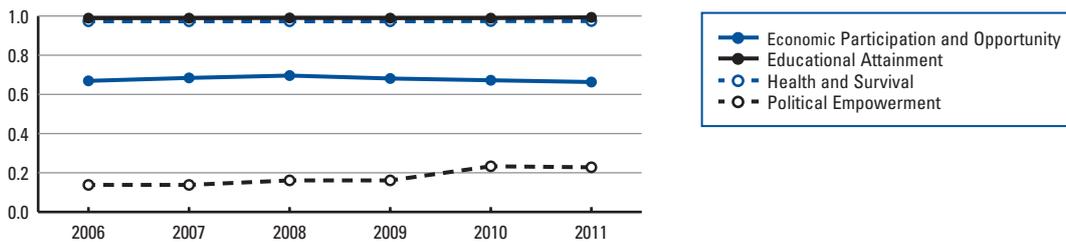
Women in parliament.....	29	0.36	0.22	27	74	0.36
Women in ministerial positions	21	0.45	0.18	31	69	0.45
Years with female head of state (last 50)	44	0.01	0.16	0	50	0.01



Portugal

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	35	0.714	59	0.663	55	0.993	71	0.974	34	0.228
Gender Gap Index 2010 (out of 134 countries)	32	0.717	56	0.672	69	0.989	71	0.974	32	0.233
Gender Gap Index 2009 (out of 134 countries)	46	0.701	53	0.681	76	0.989	80	0.973	47	0.161
Gender Gap Index 2008 (out of 130 countries)	39	0.705	39	0.696	71	0.990	76	0.973	45	0.161
Gender Gap Index 2007 (out of 128 countries)	37	0.696	38	0.684	58	0.989	74	0.973	47	0.138
Gender Gap Index 2006 (out of 115 countries)	33	0.692	33	0.669	57	0.989	71	0.973	40	0.138

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	10
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	48
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	4.10

Education

Female teachers, primary education (%)	80
Female teachers, secondary education (%)	69
Female teachers, tertiary education (%)	43
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	13

Marriage and Childbearing

Mean age of marriage for women (years)	26
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	17
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	7 [5-10]
Contraceptive prevalence, married women (%)	67
Female HIV prevalence, aged 15–49 (%)	0.40
Male HIV prevalence, aged 15–49 (%)	0.70
Infant mortality rate (per 1,000 live births)	4
Overall population sex ratio (male/female)	0.94

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1931, 1976
Quota type	Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	120 days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social insurance
Length of paternity leave	Compulsory period of 10 working days after birth, of which 5 consecutive days must be taken immediately after birth and 5 days within 30 days from birth; 10 additional working days may be added
Paternity leave benefits (% of wages paid)	100
Daycare options	Public daycare with allowance; private daycare, with and without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

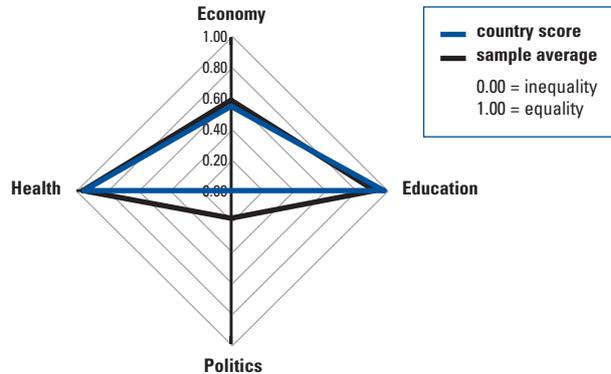
Qatar

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **111** **0.623**

Key Indicators

Total population (millions)	1.51
Population growth (%)	6.78
GDP (US\$ billions)	54.22
GDP (PPP) per capita	82,978

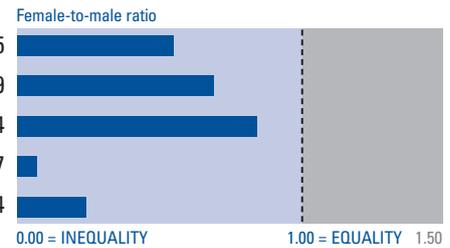


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 104 0.547 0.588

Labour force participation.....	113	0.55	0.68	51	93	0.55
Wage equality for similar work (survey).....	51	0.69	0.65	—	—	0.69
Estimated earned income (PPP US\$).....	7	0.84	0.52	33,582	40,000	0.84
Legislators, senior officials, and managers	120	0.07	0.26	7	93	0.07
Professional and technical workers	113	0.24	0.64	20	80	0.24



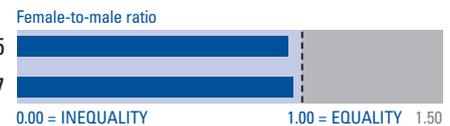
Educational Attainment..... 57 0.992 0.928

Literacy rate.....	73	0.98	0.86	93	95	0.98
Enrolment in primary education.....	81	0.99	0.98	93	94	0.99
Enrolment in secondary education.....	1	1.00	0.90	96	65	1.47
Enrolment in tertiary education.....	1	1.00	0.86	30	5	6.31



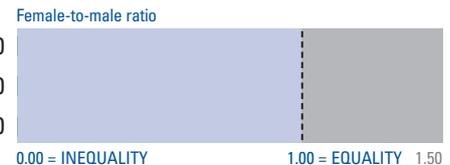
Health and Survival..... 127 0.952 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy	134	0.97	1.04	66	68	0.97



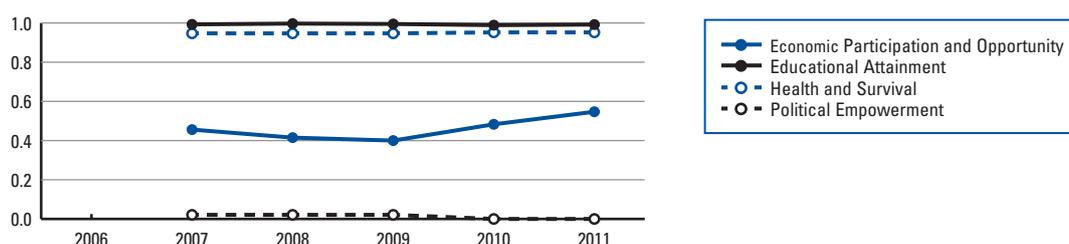
Political Empowerment..... 132 0.000 0.185

Women in parliament.....	130	0.00	0.22	0	100	0.00
Women in ministerial positions	129	0.00	0.18	0	100	0.00
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	111	0.623	104	0.547	57	0.992	127	0.952	132	0.000
Gender Gap Index 2010 (out of 134 countries)	117	0.606	116	0.483	74	0.989	126	0.952	131	0.000
Gender Gap Index 2009 (out of 134 countries)	125	0.591	129	0.400	53	0.995	129	0.947	130	0.021
Gender Gap Index 2008 (out of 130 countries)	119	0.595	123	0.415	41	0.997	125	0.947	126	0.021
Gender Gap Index 2007 (out of 128 countries)	109	0.604	115	0.456	45	0.993	123	0.947	124	0.021
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	3
Male adult unemployment rate (% of male labour force)	0
Women in non-agricultural paid labour (% of total labour force)	13
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	4.60

Education

Female teachers, primary education (%)	83
Female teachers, secondary education (%)	54
Female teachers, tertiary education (%)	38
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	26
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	2.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	16
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	8 [4-19]
Contraceptive prevalence, married women (%)	43
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	<0.10
Infant mortality rate (per 1,000 live births)	7
Overall population sex ratio (male/female)	3.07

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	2003
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	50 days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

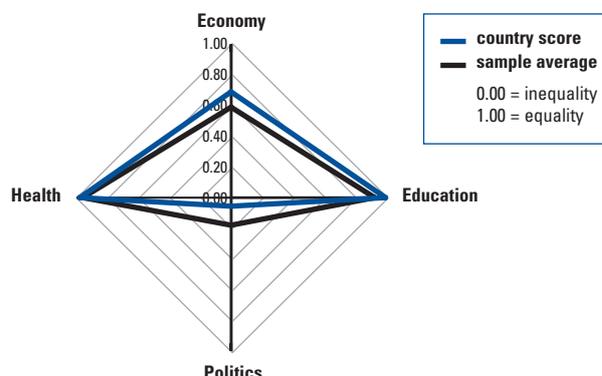
Romania

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **68** **0.681**

Key Indicators

Total population (millions)	21.45
Population growth (%)	-0.15
GDP (US\$ billions)	56.53
GDP (PPP) per capita	10,915

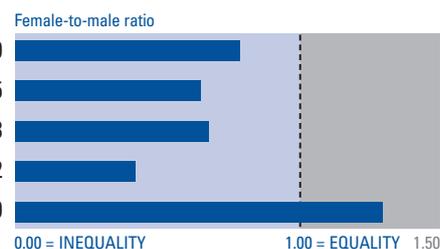


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

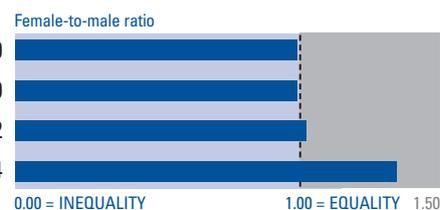
Economic Participation and Opportunity 46 0.694 0.588

Labour force participation.....	64	0.79	0.68	54	68	0.79
Wage equality for similar work (survey).....	72	0.65	0.65	—	—	0.65
Estimated earned income (PPP US\$).....	30	0.68	0.52	11,662	17,043	0.68
Legislators, senior officials, and managers	62	0.42	0.26	29	71	0.42
Professional and technical workers	1	1.00	0.64	56	44	1.29



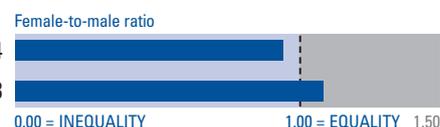
Educational Attainment..... 45 0.995 0.928

Literacy rate.....	66	0.99	0.86	97	98	0.99
Enrolment in primary education.....	77	0.99	0.98	90	91	0.99
Enrolment in secondary education.....	1	1.00	0.90	82	80	1.02
Enrolment in tertiary education.....	1	1.00	0.86	77	58	1.34



Health and Survival..... 41 0.979 0.956

Sex ratio at birth (female/male).....	106	0.94	0.92	—	—	0.94
Healthy life expectancy.....	1	1.06	1.04	68	63	1.08



Political Empowerment..... 112 0.056 0.185

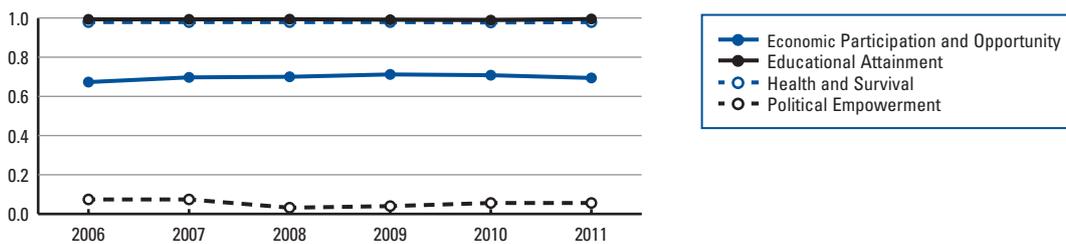
Women in parliament.....	96	0.13	0.22	11	89	0.13
Women in ministerial positions	113	0.07	0.18	6	94	0.07
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Romania

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	68	0.681	46	0.694	45	0.995	41	0.979	112	0.056
Gender Gap Index 2010 (out of 134 countries)	67	0.683	41	0.708	73	0.989	50	0.977	109	0.056
Gender Gap Index 2009 (out of 134 countries)	70	0.681	34	0.712	70	0.991	41	0.979	126	0.040
Gender Gap Index 2008 (out of 130 countries)	70	0.676	34	0.700	60	0.994	38	0.979	120	0.032
Gender Gap Index 2007 (out of 128 countries)	47	0.686	31	0.697	47	0.993	37	0.979	89	0.074
Gender Gap Index 2006 (out of 115 countries)	46	0.680	30	0.673	44	0.993	36	0.979	79	0.074

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	6
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	46
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	4
Ability of women to rise to positions of enterprise leadership ¹	4.82

Education

Female teachers, primary education (%)	86
Female teachers, secondary education (%)	67
Female teachers, tertiary education (%)	43
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	26
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	36
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	27 [17-44]
Contraceptive prevalence, married women (%)	70
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.20
Infant mortality rate (per 1,000 live births)	10
Overall population sex ratio (male/female)	0.95

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1929, 1946
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	126 calendar days
Maternity leave benefits (% of wages paid)	85
Provider of maternity coverage	Social Insurance Fund
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

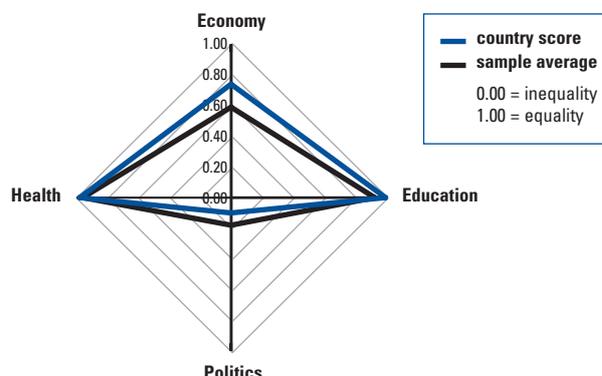
Russian Federation

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **43** **0.704**

Key Indicators

Total population (millions)	141.75
Population growth (%)	-0.07
GDP (US\$ billions)	414.36
GDP (PPP) per capita	14,183

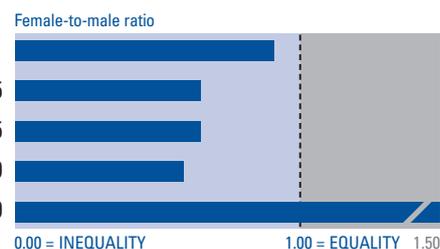


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity29 **0.737** **0.588**

Labour force participation.....	17	0.91	0.68	69	76	0.91
Wage equality for similar work (survey).....	71	0.65	0.65	—	—	0.65
Estimated earned income (PPP US\$).....	42	0.65	0.52	15,193	23,284	0.65
Legislators, senior officials, and managers	24	0.59	0.26	37	63	0.59
Professional and technical workers	1	1.00	0.64	64	36	1.80



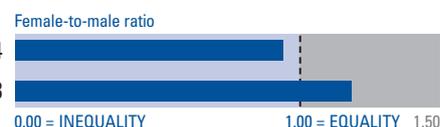
Educational Attainment.....33 **0.998** **0.928**

Literacy rate.....	52	1.00	0.86	99	100	1.00
Enrolment in primary education.....	67	1.00	0.98	92	92	1.00
Enrolment in secondary education.....	—	—	0.90	—	—	—
Enrolment in tertiary education.....	1	1.00	0.86	89	66	1.36



Health and Survival.....41 **0.979** **0.956**

Sex ratio at birth (female/male).....	106	0.94	0.92	—	—	0.94
Healthy life expectancy.....	1	1.06	1.04	65	55	1.18



Political Empowerment.....84 **0.100** **0.185**

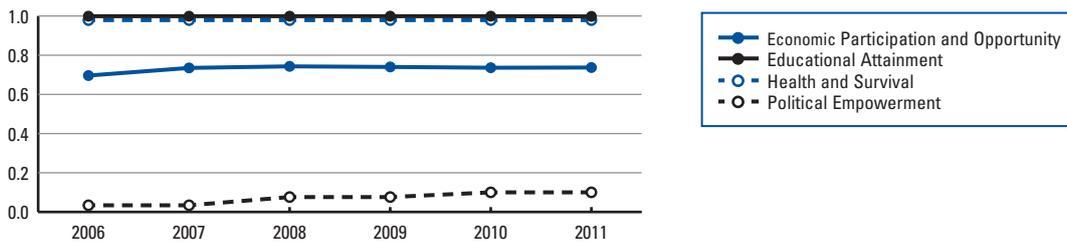
Women in parliament.....	84	0.16	0.22	14	86	0.16
Women in ministerial positions	62	0.20	0.18	17	83	0.20
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Russian Federation

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	43	0.704	29	0.737	33	0.998	41	0.979	84	0.100
Gender Gap Index 2010 (out of 134 countries)	45	0.704	28	0.736	26	0.999	40	0.979	85	0.100
Gender Gap Index 2009 (out of 134 countries)	51	0.699	24	0.740	29	0.999	41	0.979	99	0.076
Gender Gap Index 2008 (out of 130 countries)	42	0.699	16	0.743	28	0.999	38	0.979	100	0.076
Gender Gap Index 2007 (out of 128 countries)	45	0.687	16	0.735	22	0.999	37	0.979	120	0.034
Gender Gap Index 2006 (out of 115 countries)	49	0.677	22	0.696	19	0.999	36	0.979	108	0.034

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	8
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	51
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	42
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	4.42

Education

Female teachers, primary education (%)	98
Female teachers, secondary education (%)	81
Female teachers, tertiary education (%)	55
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	24
Early marriage (% women, aged 15–19)	11
Fertility rate (births per woman)	1.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	29
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	39 [33-46]
Contraceptive prevalence, married women (%)	73
Female HIV prevalence, aged 15–49 (%)	1.10
Male HIV prevalence, aged 15–49 (%)	1.00
Infant mortality rate (per 1,000 live births)	11
Overall population sex ratio (male/female)	0.86

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.25
Year women received right to vote	1918
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	140 calendar days
Maternity leave benefits (% of wages paid)	100, up to a ceiling; in addition, a birth grant is paid in lump sum
Provider of maternity coverage	Social Insurance Fund
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	100; up to a ceiling
Daycare options	Public daycare, with and without allowance; homecare with allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

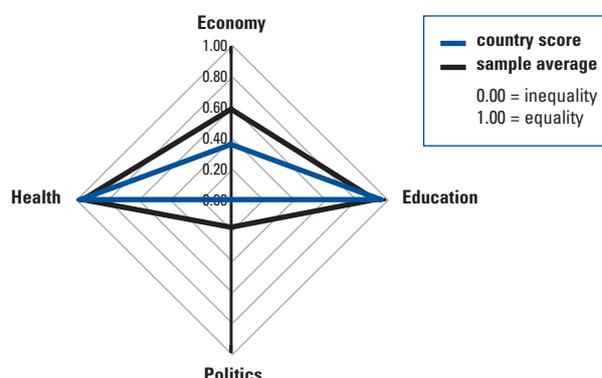
Saudi Arabia

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **131** **0.575**

Key Indicators

Total population (millions)	25.99
Population growth (%)	2.33
GDP (US\$ billions)	250.44
GDP (PPP) per capita	21,321

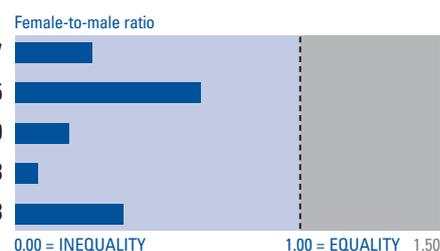


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 133 0.358 0.588

Labour force participation.....	133	0.27	0.68	22	82	0.27
Wage equality for similar work (survey).....	69	0.65	0.65	—	—	0.65
Estimated earned income (PPP US\$).....	131	0.19	0.52	7,157	36,727	0.19
Legislators, senior officials, and managers	118	0.08	0.26	7	93	0.08
Professional and technical workers	104	0.38	0.64	28	72	0.38



Educational Attainment..... 92 0.967 0.928

Literacy rate.....	101	0.90	0.86	81	90	0.90
Enrolment in primary education.....	112	0.97	0.98	85	88	0.97
Enrolment in secondary education.....	1	1.00	0.90	76	70	1.08
Enrolment in tertiary education.....	1	1.00	0.86	36	29	1.23



Health and Survival..... 53 0.976 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	65	1.05	1.04	64	61	1.05



Political Empowerment..... 132 0.000 0.185

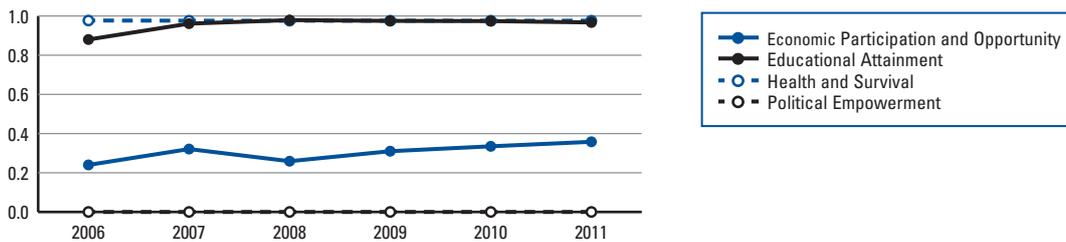
Women in parliament.....	130	0.00	0.22	0	100	0.00
Women in ministerial positions	129	0.00	0.18	0	100	0.00
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Saudi Arabia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	131	0.575	133	0.358	92	0.967	53	0.976	132	0.000
Gender Gap Index 2010 (out of 134 countries)	129	0.571	132	0.335	92	0.974	53	0.976	131	0.000
Gender Gap Index 2009 (out of 134 countries)	130	0.565	133	0.310	92	0.975	65	0.976	134	0.000
Gender Gap Index 2008 (out of 130 countries)	128	0.554	129	0.259	85	0.979	62	0.976	130	0.000
Gender Gap Index 2007 (out of 128 countries)	124	0.565	127	0.321	87	0.961	60	0.976	128	0.000
Gender Gap Index 2006 (out of 115 countries)	114	0.524	115	0.240	93	0.880	54	0.977	115	0.000

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	16
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	15
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	4.00

Education

Female teachers, primary education (%)	50
Female teachers, secondary education (%)	52
Female teachers, tertiary education (%)	35
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	25
Early marriage (% women, aged 15–19)	16
Fertility rate (births per woman)	3.10
Adolescent fertility rate (births per 1,000 women, aged 15–19)	7
Antenatal care coverage, at least one visit (%)	97
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	24 [13-45]
Contraceptive prevalence, married women (%)	24
Female HIV prevalence, aged 15–49 (%)	—
Male HIV prevalence, aged 15–49 (%)	—
Infant mortality rate (per 1,000 live births)	18
Overall population sex ratio (male/female)	1.21

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	1.00
Year women received right to vote	—
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	10 weeks
Maternity leave benefits (% of wages paid)	50% or 100%, depending on the duration of employment
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

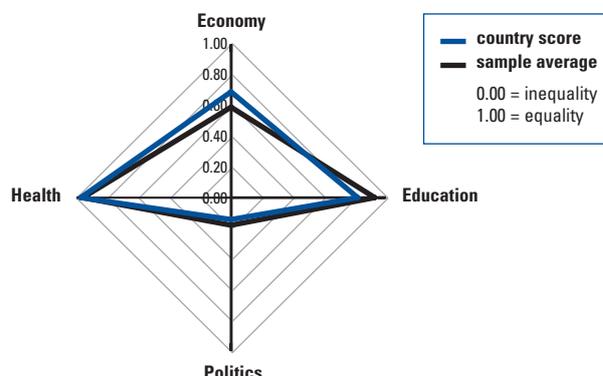
Senegal

Rank (out of 135 countries) **92** Score (0.00 = inequality, 1.00 = equality) **0.657**

Gender Gap Index 2011

Key Indicators

Total population (millions)	12.86
Population growth (%)	2.57
GDP (US\$ billions)	6.97
GDP (PPP) per capita	1,675

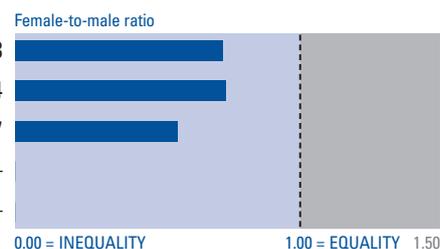


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

Economic Participation and Opportunity 47 **0.688** **0.588**

Labour force participation.....	81	0.73	0.68	66	90	0.73
Wage equality for similar work (survey).....	32	0.74	0.65	—	—	0.74
Estimated earned income (PPP US\$).....	66	0.57	0.52	1,324	2,317	0.57
Legislators, senior officials, and managers	—	—	0.26	—	—	—
Professional and technical workers	—	—	0.64	—	—	—



Educational Attainment..... 123 **0.825** **0.928**

Literacy rate.....	126	0.63	0.86	39	62	0.63
Enrolment in primary education.....	1	1.00	0.98	74	72	1.04
Enrolment in secondary education.....	125	0.76	0.90	18	24	0.76
Enrolment in tertiary education.....	115	0.58	0.86	6	10	0.58



Health and Survival..... 80 **0.973** **0.956**

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	87	1.04	1.04	52	50	1.04



Political Empowerment..... 58 **0.143** **0.185**

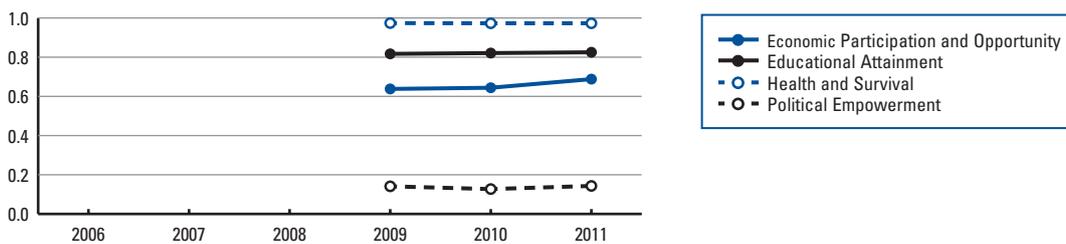
Women in parliament.....	39	0.29	0.22	23	77	0.29
Women in ministerial positions	74	0.15	0.18	13	87	0.15
Years with female head of state (last 50)	30	0.03	0.16	2	48	0.03



Senegal

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	92	0.657	47	0.688	123	0.825	80	0.973	58	0.143
Gender Gap Index 2010 (out of 134 countries)	101	0.641	65	0.644	122	0.821	77	0.973	68	0.127
Gender Gap Index 2009 (out of 134 countries)	102	0.643	74	0.638	124	0.817	76	0.974	59	0.141
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	14
Male adult unemployment rate (% of male labour force)	8
Women in non-agricultural paid labour (% of total labour force)	11
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	5.27

Education

Female teachers, primary education (%)	30
Female teachers, secondary education (%)	14
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	7
Male school life expectancy, primary to secondary (years)	7

Marriage and Childbearing

Mean age of marriage for women (years)	21
Early marriage (% women, aged 15–19)	29
Fertility rate (births per woman)	5.00
Adolescent fertility rate (births per 1,000 women, aged 15–19)	96
Antenatal care coverage, at least one visit (%)	87
Births attended by skilled health staff (%)	52
Maternal mortality ratio (per 100,000 live births) ⁴	410 [240-680]
Contraceptive prevalence, married women (%)	12
Female HIV prevalence, aged 15–49 (%)	1.00
Male HIV prevalence, aged 15–49 (%)	0.70
Infant mortality rate (per 1,000 live births)	51
Overall population sex ratio (male/female)	0.98

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.28
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.25
Year women received right to vote	1945
Quota type	Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social security
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

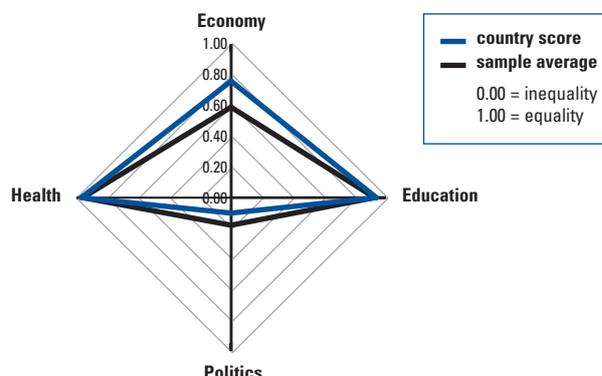
Singapore

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **57** **0.691**

Key Indicators

Total population (millions)	5.14
Population growth (%)	3.02
GDP (US\$ billions)	165.06
GDP (PPP) per capita	51,326

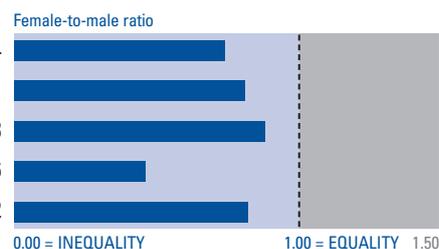


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

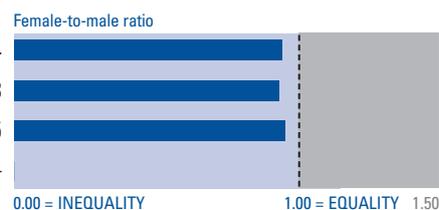
Economic Participation and Opportunity 16 0.758 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	78	0.74	0.68	60	82	0.74
Wage equality for similar work (survey).....	5	0.81	0.65	—	—	0.81
Estimated earned income (PPP US\$).....	6	0.88	0.52	35,060	40,000	0.88
Legislators, senior officials, and managers	48	0.46	0.26	31	69	0.46
Professional and technical workers	78	0.82	0.64	45	55	0.82



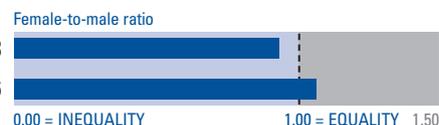
Educational Attainment..... 100 0.938 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	88	0.94	0.86	92	97	0.94
Enrolment in primary education.....	124	0.93	0.98	—	—	0.93
Enrolment in secondary education.....	103	0.95	0.90	—	—	0.95
Enrolment in tertiary education.....	—	—	0.86	—	—	—



Health and Survival..... 101 0.968 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	127	0.93	0.92	—	—	0.93
Healthy life expectancy.....	60	1.06	1.04	75	71	1.06



Political Empowerment..... 83 0.101 0.185

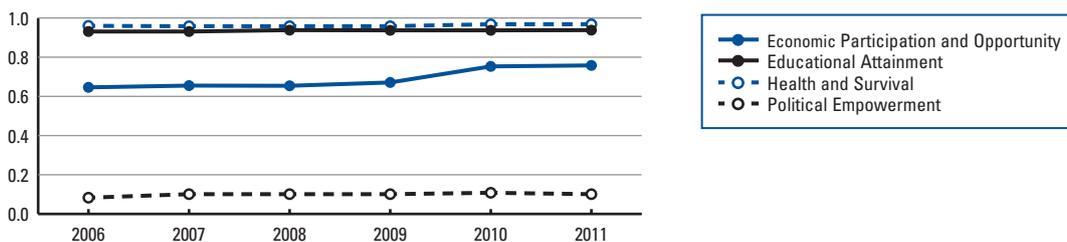
Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	41	0.29	0.22	22	78	0.29
Women in ministerial positions	121	0.05	0.18	5	95	0.05
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Singapore

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	57	0.691	16	0.758	100	0.938	101	0.968	83	0.101
Gender Gap Index 2010 (out of 134 countries)	56	0.691	20	0.753	103	0.937	100	0.968	79	0.108
Gender Gap Index 2009 (out of 134 countries)	84	0.666	57	0.671	102	0.937	121	0.958	86	0.101
Gender Gap Index 2008 (out of 130 countries)	84	0.663	58	0.654	98	0.938	117	0.958	81	0.101
Gender Gap Index 2007 (out of 128 countries)	77	0.661	55	0.655	98	0.931	115	0.958	71	0.101
Gender Gap Index 2006 (out of 115 countries)	65	0.655	45	0.646	86	0.931	107	0.960	75	0.083

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	6
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	46
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	13
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	5.76

Education

Female teachers, primary education (%)	81
Female teachers, secondary education (%)	66
Female teachers, tertiary education (%)	35
Female school life expectancy, primary to secondary (years)	—
Male school life expectancy, primary to secondary (years)	—

Marriage and Childbearing

Mean age of marriage for women (years)	27
Early marriage (% women, aged 15–19)	1
Fertility rate (births per woman)	1.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	5
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	9 [8-10]
Contraceptive prevalence, married women (%)	62
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	2
Overall population sex ratio (male/female)	1.01

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.50
Year women received right to vote	1947
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100;
the first 8 weeks paid by employer, the last 4 weeks funded by the government up to a ceiling; for the third and subsequent births, the full 12 weeks will be funded by the government up to a ceiling	
Provider of maternity coverage	Employer and government
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Slovak Republic

Rank (out of 135 countries) **72** Score (0.00 = inequality, 1.00 = equality) **0.680**

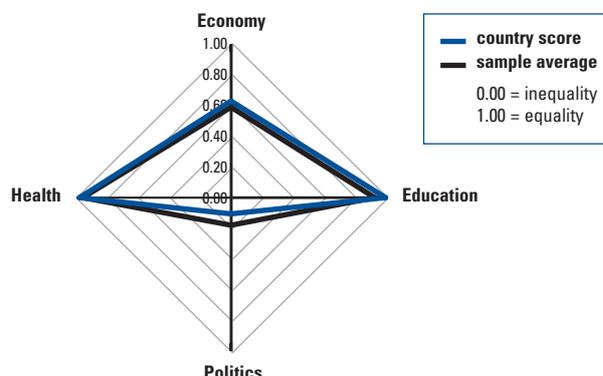
Gender Gap Index 2011

72

0.680

Key Indicators

Total population (millions)	5.43
Population growth (%)	0.22
GDP (US\$ billions)	43.79
GDP (PPP) per capita	19,257

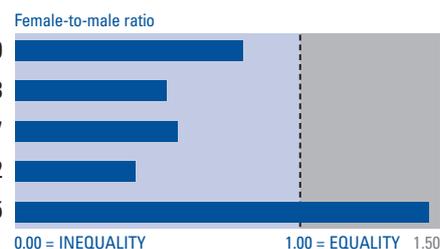


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

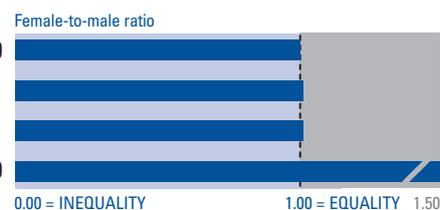
Economic Participation and Opportunity **73** **0.634** **0.588**

Labour force participation.....	60	0.80	0.68	62	77	0.80
Wage equality for similar work (survey).....	119	0.53	0.65	—	—	0.53
Estimated earned income (PPP US\$).....	67	0.57	0.52	16,768	29,371	0.57
Legislators, senior officials, and managers	60	0.42	0.26	30	70	0.42
Professional and technical workers	1	1.00	0.64	59	41	1.45



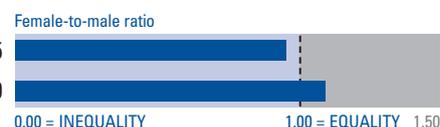
Educational Attainment..... **1** **1.000** **0.928**

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	92	91	1.01
Enrolment in secondary education.....	1	1.00	0.90	—	—	1.01
Enrolment in tertiary education.....	1	1.00	0.86	69	43	1.59



Health and Survival..... **1** **0.980** **0.956**

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	70	64	1.09



Political Empowerment..... **79** **0.106** **0.185**

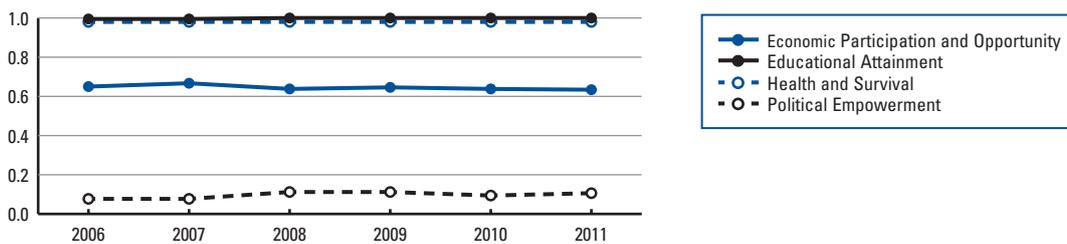
Women in parliament.....	74	0.19	0.22	16	84	0.19
Women in ministerial positions	72	0.15	0.18	13	87	0.15
Years with female head of state (last 50)	38	0.02	0.16	1	49	0.02



Slovak Republic

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	72	0.680	73	0.634	1	1.000	1	0.980	79	0.106
Gender Gap Index 2010 (out of 134 countries)	71	0.678	70	0.638	1	1.000	1	0.980	89	0.094
Gender Gap Index 2009 (out of 134 countries)	68	0.685	68	0.646	1	1.000	1	0.980	75	0.112
Gender Gap Index 2008 (out of 130 countries)	64	0.682	66	0.638	1	1.000	1	0.980	71	0.112
Gender Gap Index 2007 (out of 128 countries)	54	0.680	50	0.667	37	0.995	1	0.980	86	0.077
Gender Gap Index 2006 (out of 115 countries)	50	0.676	43	0.650	34	0.995	1	0.980	77	0.077

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	13
Male adult unemployment rate (% of male labour force)	8
Women in non-agricultural paid labour (% of total labour force)	48
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	4.44

Education

Female teachers, primary education (%)	89
Female teachers, secondary education (%)	74
Female teachers, tertiary education (%)	44
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	28
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	21
Antenatal care coverage, at least one visit (%)	97
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	6 [5-6]
Contraceptive prevalence, married women (%)	80
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	<0.10
Infant mortality rate (per 1,000 live births)	6
Overall population sex ratio (male/female)	0.94

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1920
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	28 weeks
Maternity leave benefits (% of wages paid)	55
Provider of maternity coverage	Social Insurance Fund
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	Public and private daycare, with and without allowance; homecare without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

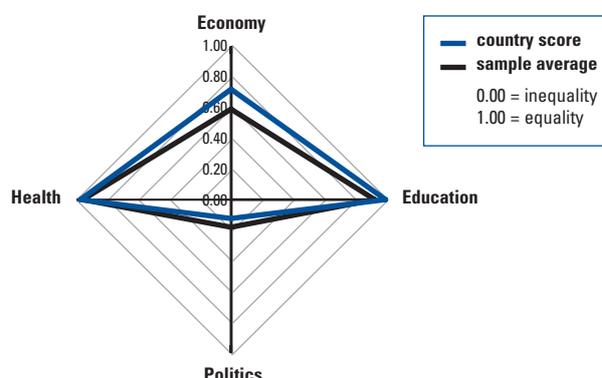
Slovenia

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **41** **0.704**

Key Indicators

Total population (millions)	2.07
Population growth (%)	1.06
GDP (US\$ billions)	26.00
GDP (PPP) per capita	24,834

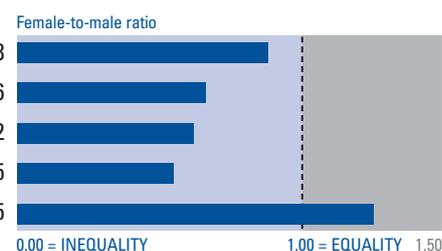


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 34 0.720 0.588

Labour force participation.....	25	0.88	0.68	67	75	0.88
Wage equality for similar work (survey).....	66	0.66	0.65	—	—	0.66
Estimated earned income (PPP US\$).....	53	0.62	0.52	20,797	33,769	0.62
Legislators, senior officials, and managers	32	0.55	0.26	35	65	0.55
Professional and technical workers	1	1.00	0.64	56	44	1.25



Educational Attainment..... 36 0.998 0.928

Literacy rate.....	44	1.00	0.86	100	100	1.00
Enrolment in primary education.....	76	1.00	0.98	97	98	1.00
Enrolment in secondary education.....	1	1.00	0.90	92	91	1.01
Enrolment in tertiary education.....	1	1.00	0.86	104	72	1.45



Health and Survival..... 64 0.975 0.956

Sex ratio at birth (female/male).....	120	0.94	0.92	—	—	0.94
Healthy life expectancy.....	1	1.06	1.04	74	69	1.07



Political Empowerment..... 71 0.123 0.185

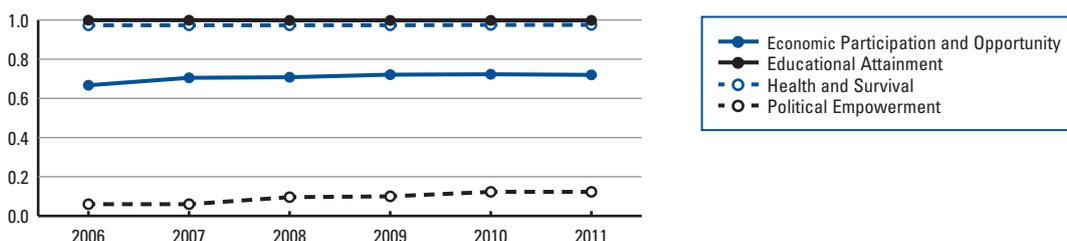
Women in parliament.....	81	0.17	0.22	14	86	0.17
Women in ministerial positions	44	0.29	0.18	22	78	0.29
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Slovenia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	41	0.704	34	0.720	36	0.998	64	0.975	71	0.123
Gender Gap Index 2010 (out of 134 countries)	42	0.705	32	0.723	36	0.998	63	0.975	70	0.123
Gender Gap Index 2009 (out of 134 countries)	52	0.698	31	0.721	36	0.998	80	0.973	87	0.100
Gender Gap Index 2008 (out of 130 countries)	51	0.694	31	0.708	36	0.998	76	0.973	85	0.096
Gender Gap Index 2007 (out of 128 countries)	49	0.684	27	0.705	18	0.999	74	0.973	99	0.060
Gender Gap Index 2006 (out of 115 countries)	51	0.675	34	0.667	22	0.999	71	0.973	88	0.060

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	6
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	47
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	4.85

Education

Female teachers, primary education (%)	98
Female teachers, secondary education (%)	72
Female teachers, tertiary education (%)	37
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	13

Marriage and Childbearing

Mean age of marriage for women (years)	31
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	5
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	18 [15-20]
Contraceptive prevalence, married women (%)	79
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	0.10
Infant mortality rate (per 1,000 live births)	2
Overall population sex ratio (male/female)	0.96

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1946
Quota type	Legislated candidate quotas; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	105 calendar days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	State
Length of paternity leave	90 days: 15 days paid, 75 days unpaid
Paternity leave benefits (% of wages paid)	100; with a minimum value and a ceiling
Daycare options	Public daycare with allowance; private daycare with and without allowance; homecare without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

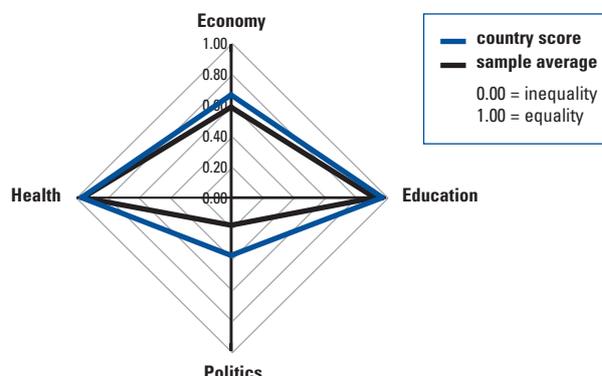
South Africa

Rank (out of 135 countries) **14** Score (0.00 = inequality, 1.00 = equality) **0.748**

Gender Gap Index 2011

Key Indicators

Total population (millions)	49.96
Population growth (%)	1.29
GDP (US\$ billions)	187.23
GDP (PPP) per capita	9,482

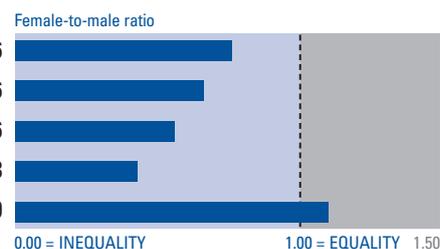


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

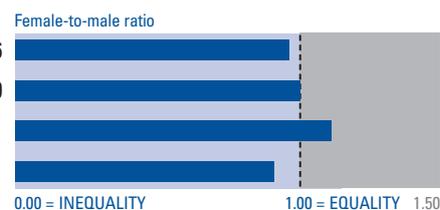
Economic Participation and Opportunity 58 0.665 0.588

Labour force participation.....	72	0.76	0.68	51	67	0.76
Wage equality for similar work (survey).....	67	0.66	0.65	—	—	0.66
Estimated earned income (PPP US\$).....	74	0.56	0.52	7,411	13,225	0.56
Legislators, senior officials, and managers	59	0.43	0.26	30	70	0.43
Professional and technical workers	1	1.00	0.64	52	48	1.10



Educational Attainment..... 86 0.981 0.928

Literacy rate.....	83	0.96	0.86	87	91	0.96
Enrolment in primary education.....	69	1.00	0.98	85	85	1.00
Enrolment in secondary education.....	1	1.00	0.90	65	59	1.11
Enrolment in tertiary education.....	94	0.91	0.86	14	16	0.91



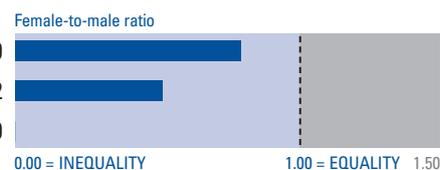
Health and Survival..... 102 0.968 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.98
Healthy life expectancy.....	107	1.02	1.04	48	47	1.02



Political Empowerment..... 9 0.377 0.185

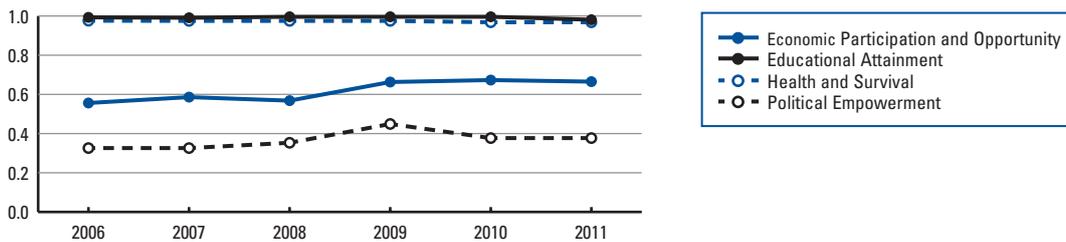
Women in parliament.....	2	0.80	0.22	45	56	0.80
Women in ministerial positions	14	0.52	0.18	34	66	0.52
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



South Africa

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	14	0.748	58	0.665	86	0.981	102	0.968	9	0.377
Gender Gap Index 2010 (out of 134 countries)	12	0.753	55	0.673	43	0.996	101	0.968	9	0.377
Gender Gap Index 2009 (out of 134 countries)	6	0.771	60	0.663	43	0.996	70	0.975	5	0.449
Gender Gap Index 2008 (out of 130 countries)	22	0.723	93	0.568	45	0.996	67	0.975	9	0.353
Gender Gap Index 2007 (out of 128 countries)	20	0.719	85	0.586	52	0.991	65	0.975	10	0.326
Gender Gap Index 2006 (out of 115 countries)	18	0.713	79	0.556	42	0.993	59	0.976	8	0.326

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	26
Male adult unemployment rate (% of male labour force)	20
Women in non-agricultural paid labour (% of total labour force)	44
Inheritance practices in favour of male heirs ²	1.00
Firms with female participation in ownership (% of firms)	37
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	4
Ability of women to rise to positions of enterprise leadership ¹	4.88

Education

Female teachers, primary education (%)	77
Female teachers, secondary education (%)	55
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	28
Early marriage (% women, aged 15–19)	3
Fertility rate (births per woman)	2.50
Adolescent fertility rate (births per 1,000 women, aged 15–19)	54
Antenatal care coverage, at least one visit (%)	92
Births attended by skilled health staff (%)	91
Maternal mortality ratio (per 100,000 live births) ⁴	410 [240-610]
Contraceptive prevalence, married women (%)	60
Female HIV prevalence, aged 15–49 (%)	22.50
Male HIV prevalence, aged 15–49 (%)	13.10
Infant mortality rate (per 1,000 live births)	43
Overall population sex ratio (male/female)	0.97

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.42
Year women received right to vote	1930, 1994
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	4 months
Maternity leave benefits (% of wages paid)	Up to a maximum amount of 60% depending on the level of income
Provider of maternity coverage	Unemployment Insurance Fund
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

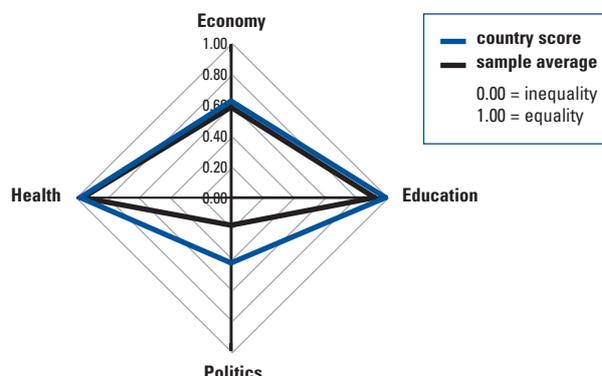
Spain

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **12** **0.758**

Key Indicators

Total population (millions)	46.22
Population growth (%)	0.56
GDP (US\$ billions)	712.34
GDP (PPP) per capita	26,855

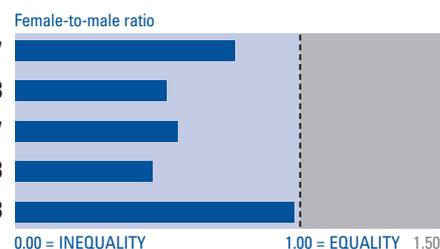


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

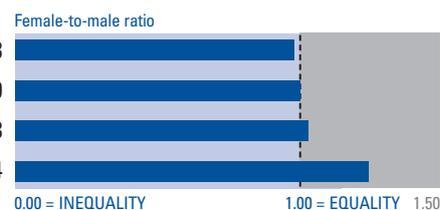
Economic Participation and Opportunity 74 0.633 0.588

Labour force participation.....	70	0.77	0.68	63	82	0.77
Wage equality for similar work (survey).....	122	0.53	0.65	—	—	0.53
Estimated earned income (PPP US\$).....	64	0.57	0.52	22,985	40,000	0.57
Legislators, senior officials, and managers	43	0.48	0.26	32	68	0.48
Professional and technical workers	61	0.98	0.64	50	50	0.98



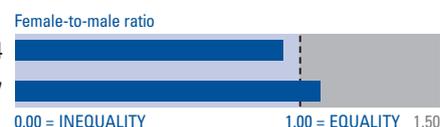
Educational Attainment..... 37 0.997 0.928

Literacy rate.....	68	0.98	0.86	97	98	0.98
Enrolment in primary education.....	1	1.00	0.98	100	100	1.00
Enrolment in secondary education.....	1	1.00	0.90	97	94	1.03
Enrolment in tertiary education.....	1	1.00	0.86	82	66	1.24



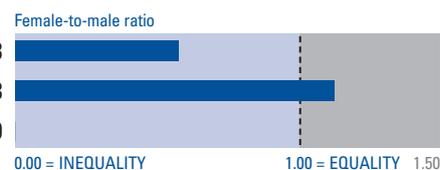
Health and Survival..... 56 0.976 0.956

Sex ratio at birth (female/male).....	118	0.94	0.92	—	—	0.94
Healthy life expectancy.....	1	1.06	1.04	76	71	1.07



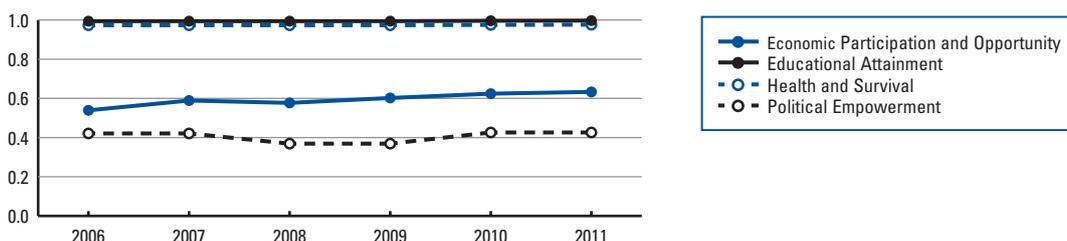
Political Empowerment..... 5 0.426 0.185

Women in parliament.....	14	0.58	0.22	37	63	0.58
Women in ministerial positions	1	1.00	0.18	53	47	1.13
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	12	0.758	74	0.633	37	0.997	56	0.976	5	0.426
Gender Gap Index 2010 (out of 134 countries)	11	0.755	78	0.624	40	0.996	63	0.975	5	0.426
Gender Gap Index 2009 (out of 134 countries)	17	0.734	90	0.602	56	0.994	80	0.973	9	0.369
Gender Gap Index 2008 (out of 130 countries)	17	0.728	89	0.577	58	0.994	76	0.973	7	0.369
Gender Gap Index 2007 (out of 128 countries)	10	0.744	84	0.589	39	0.994	74	0.973	5	0.421
Gender Gap Index 2006 (out of 115 countries)	11	0.732	85	0.539	38	0.994	71	0.973	5	0.421

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	18
Male adult unemployment rate (% of male labour force)	10
Women in non-agricultural paid labour (% of total labour force)	45
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	3.81

Education

Female teachers, primary education (%)	75
Female teachers, secondary education (%)	55
Female teachers, tertiary education (%)	38
Female school life expectancy, primary to secondary (years)	14
Male school life expectancy, primary to secondary (years)	13

Marriage and Childbearing

Mean age of marriage for women (years)	29
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	13
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	—
Maternal mortality ratio (per 100,000 live births) ⁴	6 [5-7]
Contraceptive prevalence, married women (%)	66
Female HIV prevalence, aged 15–49 (%)	0.20
Male HIV prevalence, aged 15–49 (%)	0.60
Infant mortality rate (per 1,000 live births)	3
Overall population sex ratio (male/female)	0.97

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1931
Quota type	Legislated candidate quotas; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	16 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social security
Length of paternity leave	2 weeks
Paternity leave benefits (% of wages paid)	100
Daycare options	Public and private daycare, with and without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

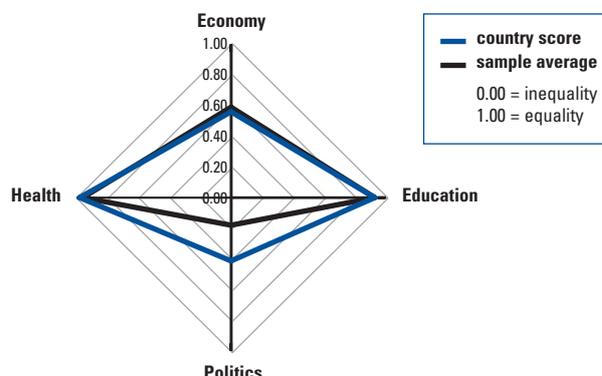
Sri Lanka

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **31** **0.721**

Key Indicators

Total population (millions)	20.45
Population growth (%)	0.73
GDP (US\$ billions)	27.03
GDP (PPP) per capita	4,646

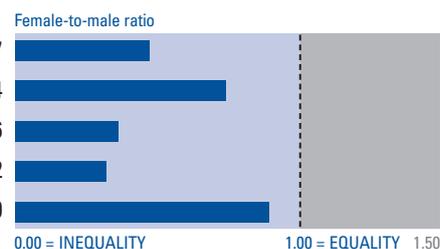


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

Economic Participation and Opportunity 102 0.560 0.588

Labour force participation.....	119	0.47	0.68	38	80	0.47
Wage equality for similar work (survey).....	30	0.74	0.65	—	—	0.74
Estimated earned income (PPP US\$).....	120	0.36	0.52	2,542	7,070	0.36
Legislators, senior officials, and managers	76	0.32	0.26	24	76	0.32
Professional and technical workers	71	0.89	0.64	47	53	0.89



Educational Attainment..... 103 0.933 0.928

Literacy rate.....	80	0.97	0.86	89	92	0.97
Enrolment in primary education.....	1	1.00	0.98	95	95	1.01
Enrolment in secondary education.....	1	1.00	0.90	—	—	1.05
Enrolment in tertiary education.....	120	0.50	0.86	3	6	0.50



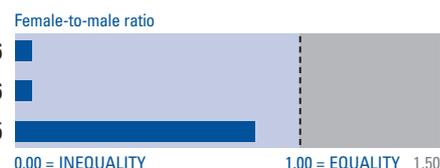
Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.96
Healthy life expectancy.....	1	1.06	1.04	65	61	1.07



Political Empowerment..... 7 0.413 0.185

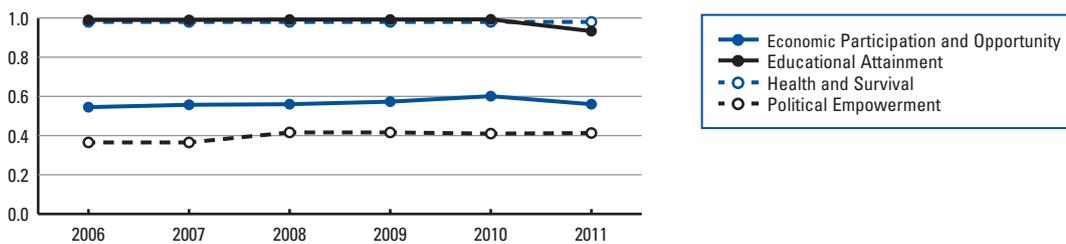
Women in parliament.....	122	0.06	0.22	6	94	0.06
Women in ministerial positions	115	0.06	0.18	6	94	0.06
Years with female head of state (last 50)	1	0.85	0.16	23	27	0.85



Sri Lanka

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	31	0.721	102	0.560	103	0.933	1	0.980	7	0.413
Gender Gap Index 2010 (out of 134 countries)	16	0.746	89	0.601	57	0.993	1	0.980	6	0.410
Gender Gap Index 2009 (out of 134 countries)	16	0.740	99	0.573	68	0.992	1	0.980	6	0.416
Gender Gap Index 2008 (out of 130 countries)	12	0.737	99	0.560	65	0.992	1	0.980	5	0.416
Gender Gap Index 2007 (out of 128 countries)	15	0.723	94	0.557	56	0.990	1	0.980	7	0.365
Gender Gap Index 2006 (out of 115 countries)	13	0.720	84	0.545	52	0.990	1	0.980	7	0.365

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	8
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	31
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	5.31

Education

Female teachers, primary education (%)	85
Female teachers, secondary education (%)	63
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	24
Early marriage (% women, aged 15–19)	7
Fertility rate (births per woman)	2.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	28
Antenatal care coverage, at least one visit (%)	99
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	39 [26-57]
Contraceptive prevalence, married women (%)	68
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	<0.10
Infant mortality rate (per 1,000 live births)	13
Overall population sex ratio (male/female)	0.97

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.33
Year women received right to vote	1931
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	Six-sevenths (86%) of wages for workers paid at a time-rate or piece-rate; employees covered by the Shop and Offices Employees Act receive 100% of the remuneration
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

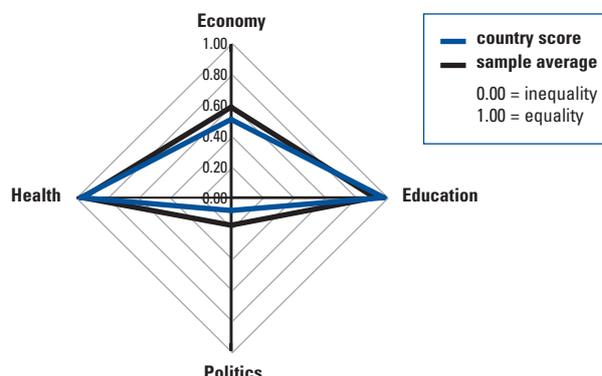
Suriname

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **104** **0.640**

Key Indicators

Total population (millions)	0.52
Population growth (%)	0.88
GDP (US\$ billions)	1.39
GDP (PPP) per capita	6,931

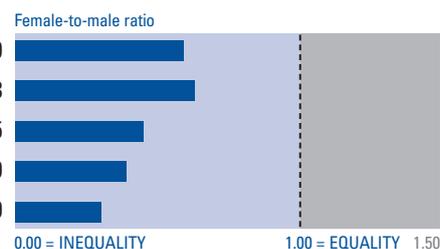


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

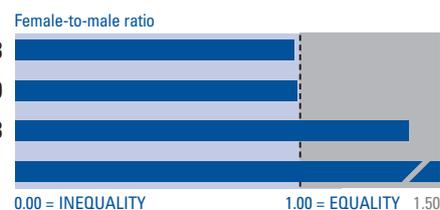
Economic Participation and Opportunity 114 0.508 0.588

Labour force participation.....	104	0.59	0.68	42	72	0.59
Wage equality for similar work (survey).....	81	0.63	0.65	—	—	0.63
Estimated earned income (PPP US\$).....	102	0.45	0.52	4,654	10,251	0.45
Legislators, senior officials, and managers	68	0.39	0.26	28	72	0.39
Professional and technical workers	107	0.30	0.64	23	77	0.30



Educational Attainment..... 62 0.991 0.928

Literacy rate.....	69	0.98	0.86	94	95	0.98
Enrolment in primary education.....	92	0.99	0.98	90	91	0.99
Enrolment in secondary education.....	1	1.00	0.90	73	53	1.38
Enrolment in tertiary education.....	1	1.00	0.86	16	9	1.71



Health and Survival..... 70 0.974 0.956

Sex ratio at birth (female/male).....	123	0.94	0.92	—	—	0.94
Healthy life expectancy.....	1	1.06	1.04	64	58	1.10



Political Empowerment..... 95 0.084 0.185

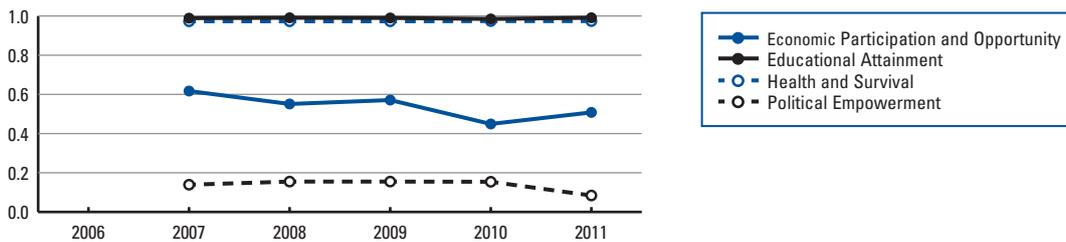
Women in parliament.....	105	0.11	0.22	10	90	0.11
Women in ministerial positions	61	0.20	0.18	17	83	0.20
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Suriname

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	104	0.640	114	0.508	62	0.991	70	0.974	95	0.084
Gender Gap Index 2010 (out of 134 countries)	102	0.641	123	0.449	85	0.985	70	0.974	53	0.154
Gender Gap Index 2009 (out of 134 countries)	78	0.673	101	0.571	74	0.990	80	0.973	51	0.155
Gender Gap Index 2008 (out of 130 countries)	79	0.667	101	0.551	70	0.991	76	0.973	49	0.155
Gender Gap Index 2007 (out of 128 countries)	56	0.679	73	0.617	64	0.989	74	0.973	46	0.139
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	14
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	38
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	4.42

Education

Female teachers, primary education (%)	93
Female teachers, secondary education (%)	60
Female teachers, tertiary education (%)	48
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	19
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	2.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	66
Antenatal care coverage, at least one visit (%)	90
Births attended by skilled health staff (%)	90
Maternal mortality ratio (per 100,000 live births) ⁴	100 [86–110]
Contraceptive prevalence, married women (%)	42
Female HIV prevalence, aged 15–49 (%)	0.60
Male HIV prevalence, aged 15–49 (%)	1.40
Infant mortality rate (per 1,000 live births)	24
Overall population sex ratio (male/female)	1.00

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1948
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	—
Maternity leave benefits (% of wages paid)	—
Provider of maternity coverage	—
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	Public daycare with allowance; private daycare; homecare, with and without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

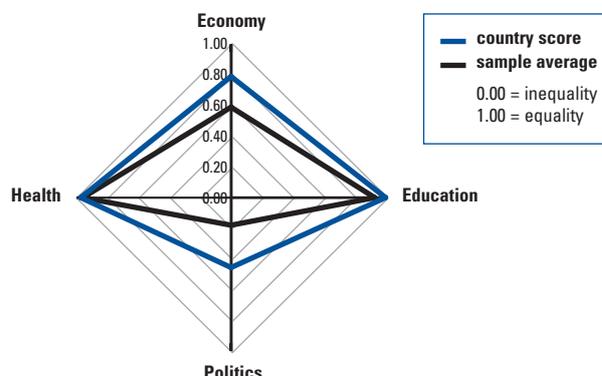
Sweden

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **4** **0.804**

Key Indicators

Total population (millions)	9.39
Population growth (%)	0.98
GDP (US\$ billions)	302.11
GDP (PPP) per capita	33,632

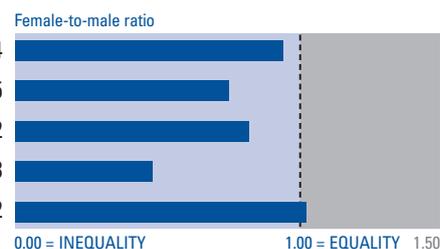


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

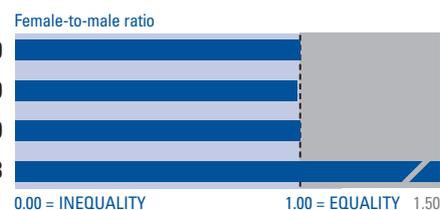
Economic Participation and Opportunity 7 **0.793** **0.588**

Labour force participation.....	8	0.94	0.68	77	82	0.94
Wage equality for similar work (survey).....	28	0.75	0.65	—	—	0.75
Estimated earned income (PPP US\$).....	9	0.82	0.52	32,990	40,000	0.82
Legislators, senior officials, and managers	44	0.48	0.26	32	68	0.48
Professional and technical workers	1	1.00	0.64	51	49	1.02



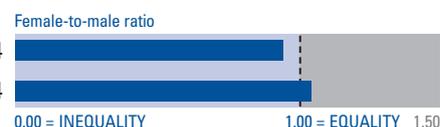
Educational Attainment..... 41 **0.996** **0.928**

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	85	0.99	0.98	96	96	0.99
Enrolment in secondary education.....	82	1.00	0.90	98	98	1.00
Enrolment in tertiary education.....	1	1.00	0.86	88	56	1.58



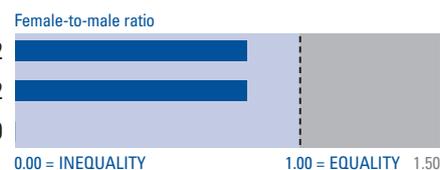
Health and Survival..... 82 **0.973** **0.956**

Sex ratio at birth (female/male).....	114	0.94	0.92	—	—	0.94
Healthy life expectancy.....	82	1.04	1.04	75	72	1.04



Political Empowerment..... 4 **0.456** **0.185**

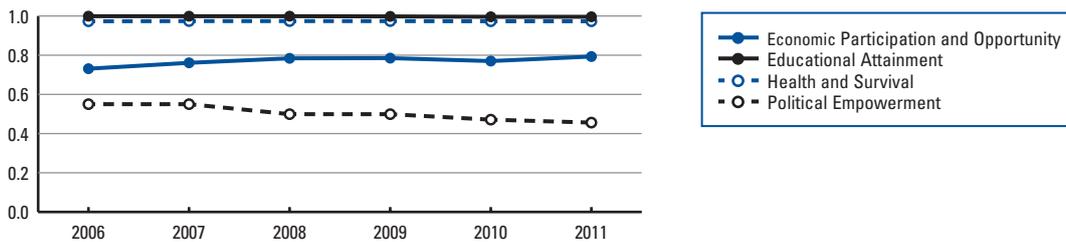
Women in parliament.....	1	0.82	0.22	45	55	0.82
Women in ministerial positions	6	0.82	0.18	45	55	0.82
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Sweden

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	4	0.804	7	0.793	41	0.996	82	0.973	4	0.456
Gender Gap Index 2010 (out of 134 countries)	4	0.802	11	0.770	41	0.996	80	0.973	4	0.471
Gender Gap Index 2009 (out of 134 countries)	4	0.814	6	0.785	39	0.998	79	0.974	4	0.499
Gender Gap Index 2008 (out of 130 countries)	3	0.814	5	0.784	33	0.999	75	0.974	4	0.499
Gender Gap Index 2007 (out of 128 countries)	1	0.821	6	0.761	27	0.999	73	0.974	1	0.550
Gender Gap Index 2006 (out of 115 countries)	1	0.813	9	0.731	23	0.999	70	0.973	1	0.550

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	8
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	50
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	5.55

Education

Female teachers, primary education (%)	81
Female teachers, secondary education (%)	59
Female teachers, tertiary education (%)	44
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	32
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.90
Adolescent fertility rate (births per 1,000 women, aged 15–19)	6
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	—
Maternal mortality ratio (per 100,000 live births) ⁴	5 [3-8]
Contraceptive prevalence, married women (%)	75
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.20
Infant mortality rate (per 1,000 live births)	2
Overall population sex ratio (male/female)	0.99

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1919, 1921
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	480 days
Maternity leave benefits (% of wages paid)	80; up to a ceiling for 390 days; flat rate for remaining 90 days
Provider of maternity coverage	Social insurance
Length of paternity leave	10 optional nursing days in connection to birth; can be used within 2 months from the birth
Paternity leave benefits (% of wages paid)	80; up to a ceiling
Daycare options	Public and private daycare, with allowance; homecare with allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

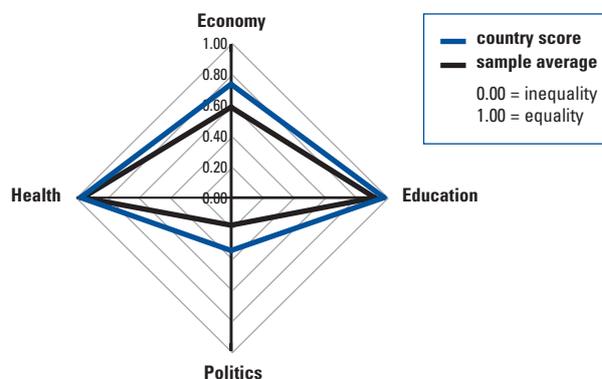
Switzerland

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **10** **0.763**

Key Indicators

Total population (millions)	7.79
Population growth (%)	0.76
GDP (US\$ billions)	293.61
GDP (PPP) per capita	37,610

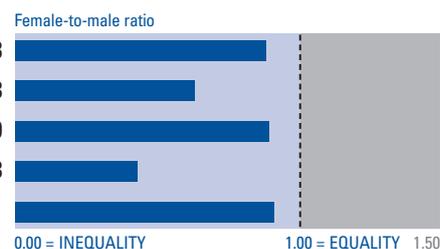


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

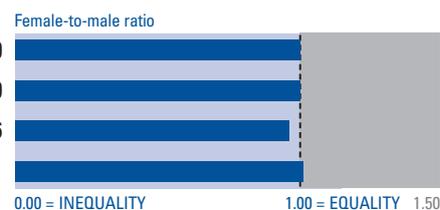
Economic Participation and Opportunity28 **0.742** **0.588**

Labour force participation.....	32	0.88	0.68	76	87	0.88
Wage equality for similar work (survey).....	80	0.63	0.65	—	—	0.63
Estimated earned income (PPP US\$).....	4	0.89	0.52	35,577	40,000	0.89
Legislators, senior officials, and managers	58	0.43	0.26	30	70	0.43
Professional and technical workers	69	0.91	0.64	48	52	0.91



Educational Attainment.....68 **0.990** **0.928**

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	71	1.00	0.98	94	94	1.00
Enrolment in secondary education.....	100	0.96	0.90	82	86	0.96
Enrolment in tertiary education.....	1	1.00	0.86	52	51	1.01



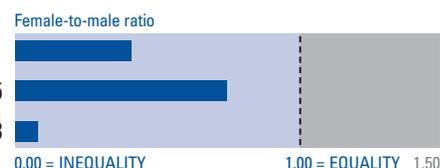
Health and Survival.....75 **0.974** **0.956**

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	84	1.04	1.04	76	73	1.04



Political Empowerment.....13 **0.345** **0.185**

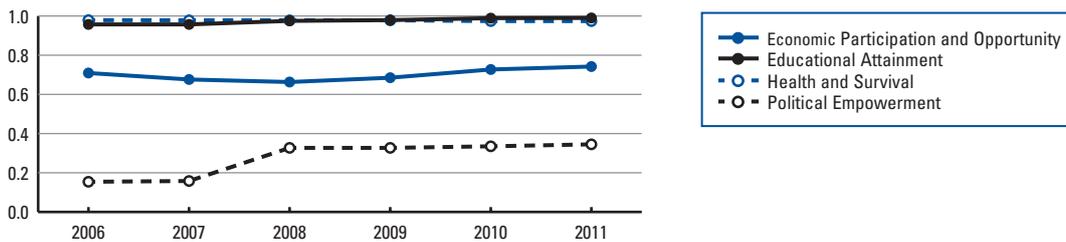
Women in parliament.....	24	0.41	0.22	29	71	0.41
Women in ministerial positions	7	0.75	0.18	43	57	0.75
Years with female head of state (last 50)	23	0.08	0.16	4	47	0.08



Switzerland

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	10	0.763	28	0.742	68	0.990	75	0.974	13	0.345
Gender Gap Index 2010 (out of 134 countries)	10	0.756	30	0.727	71	0.989	74	0.974	13	0.335
Gender Gap Index 2009 (out of 134 countries)	13	0.743	48	0.685	88	0.979	59	0.978	12	0.327
Gender Gap Index 2008 (out of 130 countries)	14	0.736	54	0.663	88	0.975	56	0.978	11	0.327
Gender Gap Index 2007 (out of 128 countries)	40	0.692	42	0.676	92	0.957	55	0.978	37	0.158
Gender Gap Index 2006 (out of 115 countries)	26	0.700	18	0.709	79	0.957	35	0.979	34	0.154

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	4
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	48
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	4.77

Education

Female teachers, primary education (%)	—
Female teachers, secondary education (%)	—
Female teachers, tertiary education (%)	35
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	13

Marriage and Childbearing

Mean age of marriage for women (years)	29
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.50
Adolescent fertility rate (births per 1,000 women, aged 15–19)	4
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	10 [8-11]
Contraceptive prevalence, married women (%)	82
Female HIV prevalence, aged 15–49 (%)	0.20
Male HIV prevalence, aged 15–49 (%)	0.50
Infant mortality rate (per 1,000 live births)	4
Overall population sex ratio (male/female)	0.95

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1971
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	14 weeks
Maternity leave benefits (% of wages paid)	80; up to a ceiling
Provider of maternity coverage	Social insurance
Length of paternity leave	No statutory paternity leave
Paternity leave benefits (% of wages paid)	—
Daycare options	Public and private daycare, with and without allowance; homecare, with and without allowance. 26 different cantonal systems

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

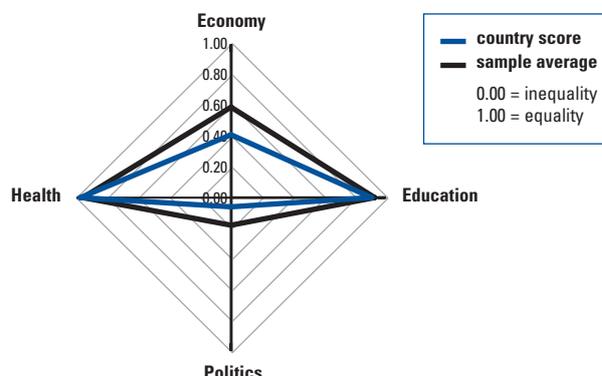
Syria

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **124** **0.590**

Key Indicators

Total population (millions)	21.62
Population growth (%)	2.45
GDP (US\$ billions)	30.73
GDP (PPP) per capita	4,486

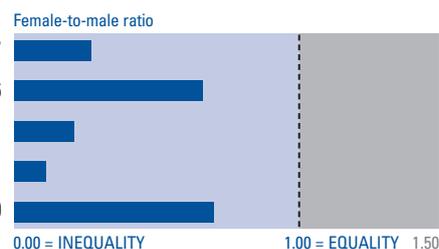


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

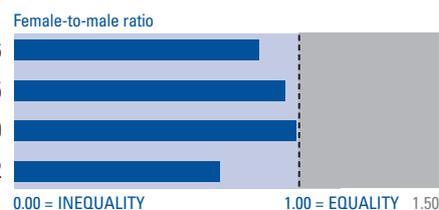
Economic Participation and Opportunity 129 0.409 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	134	0.27	0.68	22	82	0.27
Wage equality for similar work (survey).....	64	0.66	0.65	—	—	0.66
Estimated earned income (PPP US\$).....	129	0.21	0.52	1,657	7,745	0.21
Legislators, senior officials, and managers	106	0.11	0.26	10	90	0.11
Professional and technical workers	85	0.70	0.64	41	59	0.70



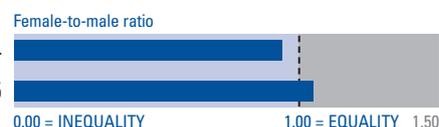
Educational Attainment..... 109 0.914 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	106	0.86	0.86	78	90	0.86
Enrolment in primary education.....	121	0.95	0.98	92	97	0.95
Enrolment in secondary education.....	87	0.99	0.90	69	70	0.99
Enrolment in tertiary education.....	107	0.72	0.86	12	17	0.72



Health and Survival..... 61 0.976 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	106	0.94	0.92	—	—	0.94
Healthy life expectancy	68	1.05	1.04	65	62	1.05



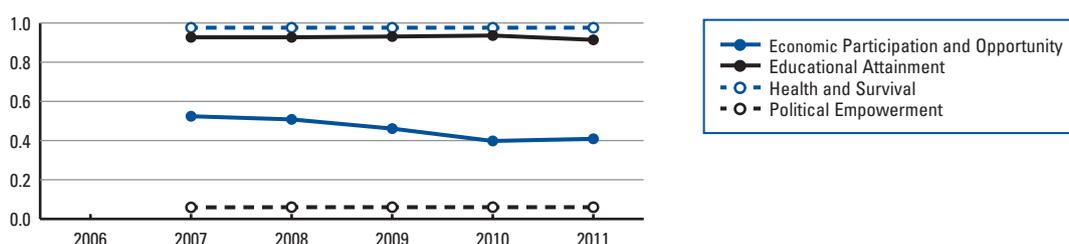
Political Empowerment..... 110 0.060 0.185

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	93	0.14	0.22	12	88	0.14
Women in ministerial positions	113	0.07	0.18	6	94	0.07
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	124	0.590	129	0.409	109	0.914	61	0.976	110	0.060
Gender Gap Index 2010 (out of 134 countries)	124	0.593	130	0.398	104	0.936	60	0.976	107	0.060
Gender Gap Index 2009 (out of 134 countries)	121	0.607	120	0.461	104	0.931	68	0.976	116	0.060
Gender Gap Index 2008 (out of 130 countries)	107	0.618	107	0.508	101	0.927	65	0.976	112	0.060
Gender Gap Index 2007 (out of 128 countries)	103	0.622	104	0.524	99	0.927	63	0.976	100	0.059
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	26
Male adult unemployment rate (% of male labour force)	5
Women in non-agricultural paid labour (% of total labour force)	16
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	11
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	4.57

Education

Female teachers, primary education (%)	66
Female teachers, secondary education (%)	60
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	11
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	25
Early marriage (% women, aged 15–19)	25
Fertility rate (births per woman)	3.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	75
Antenatal care coverage, at least one visit (%)	96
Births attended by skilled health staff (%)	95
Maternal mortality ratio (per 100,000 live births) ⁴	46 [20-100]
Contraceptive prevalence, married women (%)	58
Female HIV prevalence, aged 15–49 (%)	—
Male HIV prevalence, aged 15–49 (%)	—
Infant mortality rate (per 1,000 live births)	14
Overall population sex ratio (male/female)	1.02

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.50
Year women received right to vote	1949, 1953
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	50 days
Maternity leave benefits (% of wages paid)	70
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

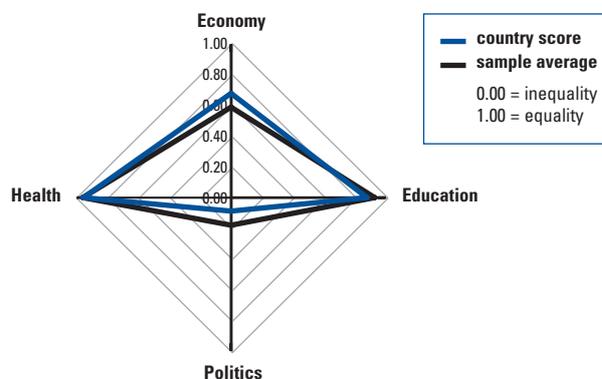
Tajikistan

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **96** **0.653**

Key Indicators

Total population (millions)	7.07
Population growth (%)	1.75
GDP (US\$ billions)	1.92
GDP (PPP) per capita	1,886

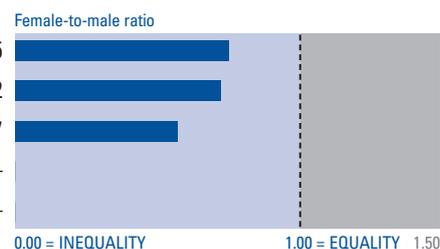


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

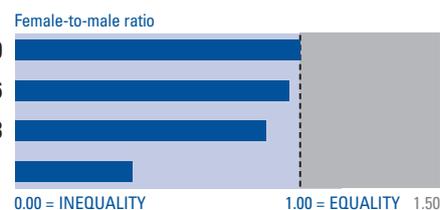
Economic Participation and Opportunity 49 **0.683** **0.588**

Labour force participation.....	76	0.75	0.68	60	81	0.75
Wage equality for similar work (survey).....	39	0.72	0.65	—	—	0.72
Estimated earned income (PPP US\$).....	70	0.57	0.52	1,433	2,525	0.57
Legislators, senior officials, and managers	—	—	0.26	—	—	—
Professional and technical workers	—	—	0.64	—	—	—



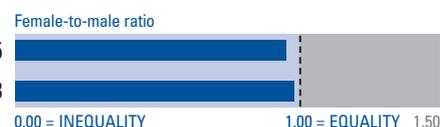
Educational Attainment..... 113 **0.884** **0.928**

Literacy rate.....	49	1.00	0.86	100	100	1.00
Enrolment in primary education.....	118	0.96	0.98	95	99	0.96
Enrolment in secondary education.....	113	0.88	0.90	77	88	0.88
Enrolment in tertiary education.....	128	0.41	0.86	12	28	0.41



Health and Survival..... 122 **0.956** **0.956**

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	130	0.98	1.04	57	58	0.98



Political Empowerment..... 94 **0.088** **0.185**

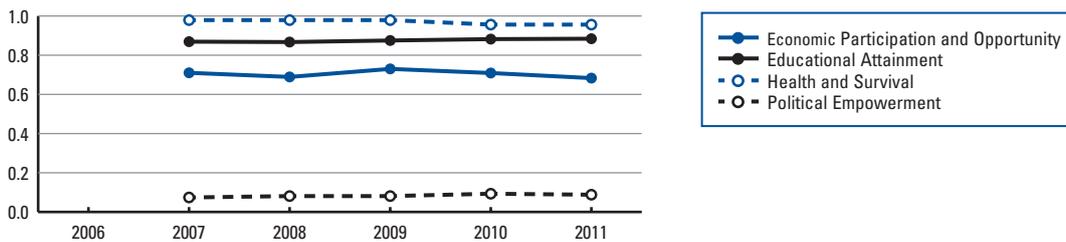
Women in parliament.....	61	0.23	0.22	19	81	0.23
Women in ministerial positions	115	0.06	0.18	6	94	0.06
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Tajikistan

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	96	0.653	49	0.683	113	0.884	122	0.956	94	0.088
Gender Gap Index 2010 (out of 134 countries)	89	0.660	40	0.709	113	0.882	121	0.956	90	0.093
Gender Gap Index 2009 (out of 134 countries)	86	0.666	27	0.730	114	0.875	58	0.979	96	0.081
Gender Gap Index 2008 (out of 130 countries)	89	0.654	44	0.689	112	0.867	55	0.979	98	0.081
Gender Gap Index 2007 (out of 128 countries)	79	0.658	25	0.710	107	0.869	54	0.979	90	0.074
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	—
Male adult unemployment rate (% of male labour force)	—
Women in non-agricultural paid labour (% of total labour force)	37
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	60
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	5.00

Education

Female teachers, primary education (%)	68
Female teachers, secondary education (%)	49
Female teachers, tertiary education (%)	33
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	21
Early marriage (% women, aged 15–19)	12
Fertility rate (births per woman)	3.40
Adolescent fertility rate (births per 1,000 women, aged 15–19)	27
Antenatal care coverage, at least one visit (%)	89
Births attended by skilled health staff (%)	88
Maternal mortality ratio (per 100,000 live births) ⁴	64 [29–140]
Contraceptive prevalence, married women (%)	38
Female HIV prevalence, aged 15–49 (%)	0.10
Male HIV prevalence, aged 15–49 (%)	0.30
Infant mortality rate (per 1,000 live births)	52
Overall population sex ratio (male/female)	0.97

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.50
Year women received right to vote	1924
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	140 calendar days
Maternity leave benefits (% of wages paid)	Paid amount not specified
Provider of maternity coverage	Social security
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

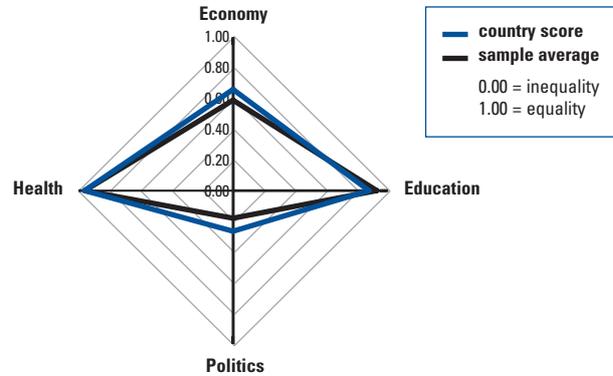
Tanzania

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **59** **0.690**

Key Indicators

Total population (millions)	45.04
Population growth (%)	2.93
GDP (US\$ billions)	19.95
GDP (PPP) per capita	1,286

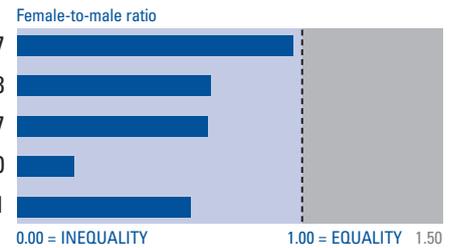


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 63 0.657 0.588

Labour force participation.....	4	0.97	0.68	89	91	0.97
Wage equality for similar work (survey).....	55	0.68	0.65	—	—	0.68
Estimated earned income (PPP US\$).....	34	0.67	0.52	1,096	1,630	0.67
Legislators, senior officials, and managers	91	0.20	0.26	16	84	0.20
Professional and technical workers	90	0.61	0.64	38	62	0.61



Educational Attainment..... 114 0.878 0.928

Literacy rate.....	107	0.85	0.86	67	79	0.85
Enrolment in primary education.....	1	1.00	0.98	97	96	1.01
Enrolment in secondary education.....	116	0.87	0.90	24	28	0.87
Enrolment in tertiary education.....	123	0.48	0.86	1	2	0.48



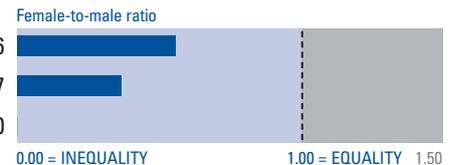
Health and Survival..... 111 0.961 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	118	1.00	1.04	45	45	1.00



Political Empowerment..... 30 0.265 0.185

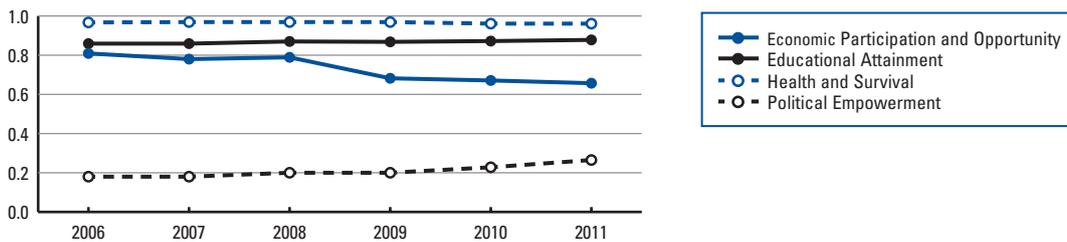
Women in parliament.....	15	0.56	0.22	36	64	0.56
Women in ministerial positions	31	0.37	0.18	27	73	0.37
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Tanzania

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	59	0.690	63	0.657	114	0.878	111	0.961	30	0.265
Gender Gap Index 2010 (out of 134 countries)	66	0.683	57	0.671	114	0.872	110	0.961	33	0.228
Gender Gap Index 2009 (out of 134 countries)	73	0.680	52	0.682	115	0.868	105	0.969	37	0.200
Gender Gap Index 2008 (out of 130 countries)	38	0.707	3	0.789	111	0.870	100	0.969	35	0.200
Gender Gap Index 2007 (out of 128 countries)	34	0.697	4	0.780	109	0.859	99	0.969	29	0.180
Gender Gap Index 2006 (out of 115 countries)	24	0.704	1	0.809	97	0.859	95	0.967	26	0.180

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	6
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	31
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	39
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	4.52

Education

Female teachers, primary education (%)	49
Female teachers, secondary education (%)	32
Female teachers, tertiary education (%)	17
Female school life expectancy, primary to secondary (years)	9
Male school life expectancy, primary to secondary (years)	9

Marriage and Childbearing

Mean age of marriage for women (years)	20
Early marriage (% women, aged 15–19)	25
Fertility rate (births per woman)	5.60
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	139
Antenatal care coverage, at least one visit (%)	96
Births attended by skilled health staff (%)	51
Maternal mortality ratio (per 100,000 live births) ⁴	790 [470-1,300]
Contraceptive prevalence, married women (%)	26
Female HIV prevalence, aged 15–49 (%)	6.80
Male HIV prevalence, aged 15–49 (%)	4.50
Infant mortality rate (per 1,000 live births)	68
Overall population sex ratio (male/female)	1.00

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.15
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.25
Year women received right to vote	1959
Quota type	Reserved seats at single/lower house
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	National Social Security Fund
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

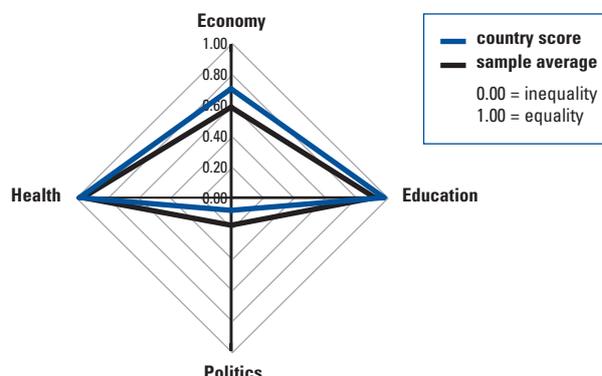
Thailand

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **60** **0.689**

Key Indicators

Total population (millions).....	68.14
Population growth (%).....	0.55
GDP (US\$ billions).....	187.48
GDP (PPP) per capita.....	7,783

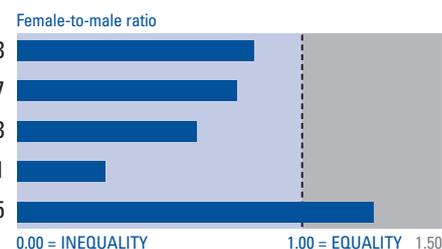


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 41 0.709 0.588

Labour force participation.....	52	0.83	0.68	70	85	0.83
Wage equality for similar work (survey).....	17	0.77	0.65	—	—	0.77
Estimated earned income (PPP US\$).....	51	0.63	0.52	6,185	9,865	0.63
Legislators, senior officials, and managers	79	0.31	0.26	24	76	0.31
Professional and technical workers	1	1.00	0.64	56	44	1.25



Educational Attainment..... 82 0.986 0.928

Literacy rate.....	84	0.96	0.86	92	96	0.96
Enrolment in primary education.....	95	0.99	0.98	89	91	0.99
Enrolment in secondary education.....	1	1.00	0.90	77	68	1.13
Enrolment in tertiary education.....	1	1.00	0.86	51	39	1.31



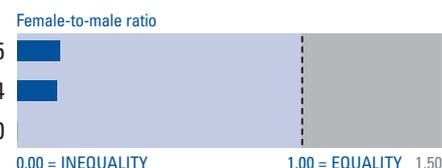
Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	65	59	1.10



Political Empowerment..... 97 0.083 0.185

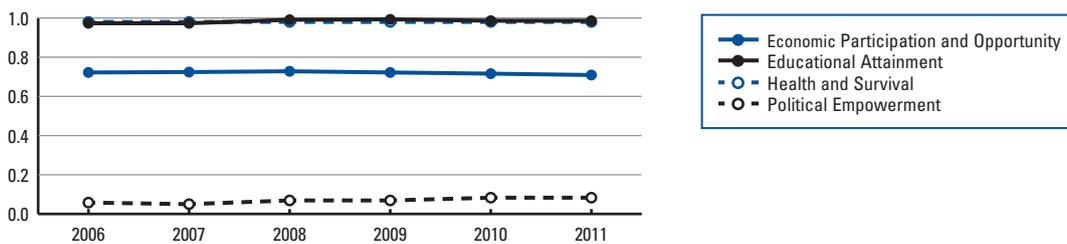
Women in parliament.....	87	0.15	0.22	13	87	0.15
Women in ministerial positions	75	0.14	0.18	13	88	0.14
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Thailand

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	60	0.689	41	0.709	82	0.986	1	0.980	97	0.083
Gender Gap Index 2010 (out of 134 countries)	57	0.691	36	0.716	84	0.986	1	0.980	94	0.083
Gender Gap Index 2009 (out of 134 countries)	59	0.691	30	0.722	62	0.993	1	0.980	105	0.069
Gender Gap Index 2008 (out of 130 countries)	52	0.692	25	0.728	69	0.991	1	0.980	104	0.069
Gender Gap Index 2007 (out of 128 countries)	52	0.682	21	0.724	81	0.973	1	0.980	110	0.050
Gender Gap Index 2006 (out of 115 countries)	40	0.683	13	0.722	72	0.973	1	0.980	89	0.058

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	1
Male adult unemployment rate (% of male labour force)	1
Women in non-agricultural paid labour (% of total labour force)	45
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	46
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	5.32

Education

Female teachers, primary education (%)	60
Female teachers, secondary education (%)	55
Female teachers, tertiary education (%)	68
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	24
Early marriage (% women, aged 15–19)	15
Fertility rate (births per woman)	1.80
Adolescent fertility rate (births per 1,000 women, aged 15–19)	43
Antenatal care coverage, at least one visit (%)	99
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	48 [32-68]
Contraceptive prevalence, married women (%)	81
Female HIV prevalence, aged 15–49 (%)	—
Male HIV prevalence, aged 15–49 (%)	—
Infant mortality rate (per 1,000 live births)	12
Overall population sex ratio (male/female)	0.97

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.50
Existence of legislation punishing acts of violence against women ²	0.33
Year women received right to vote	1932
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	90 days
Maternity leave benefits (% of wages paid)	Employer for 45 days at a rate of 100%; social insurance for the remaining 45 days at a rate of 50%; social insurance also pays a lump sum on the birth of the child
Provider of maternity coverage	Employer and social insurance system
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

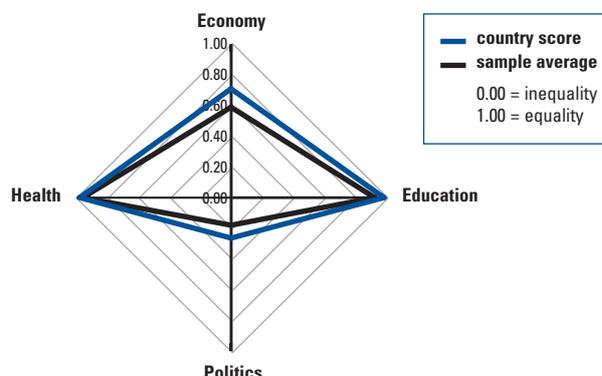
Trinidad and Tobago

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **21** **0.737**

Key Indicators

Total population (millions)	1.34
Population growth (%)	0.38
GDP (US\$ billions)	14.05
GDP (PPP) per capita	23,041

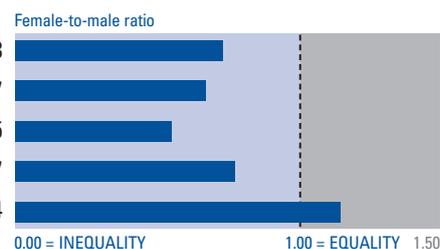


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 39 0.711 0.588

Labour force participation.....	79	0.73	0.68	61	83	0.73
Wage equality for similar work (survey).....	61	0.67	0.65	—	—	0.67
Estimated earned income (PPP US\$).....	79	0.55	0.52	18,276	33,290	0.55
Legislators, senior officials, and managers	8	0.77	0.26	43	57	0.77
Professional and technical workers	1	1.00	0.64	53	47	1.14



Educational Attainment..... 49 0.994 0.928

Literacy rate.....	62	0.99	0.86	98	99	0.99
Enrolment in primary education.....	87	0.99	0.98	92	93	0.99
Enrolment in secondary education.....	1	1.00	0.90	67	65	1.04
Enrolment in tertiary education.....	1	1.00	0.86	13	10	1.28



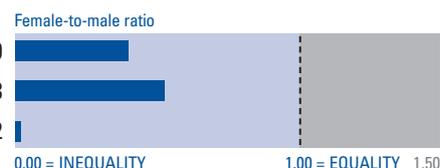
Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	1	1.06	1.04	64	59	1.08



Political Empowerment..... 31 0.264 0.185

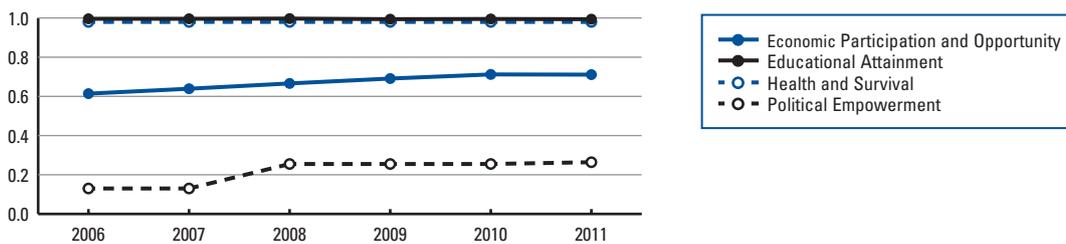
Women in parliament.....	25	0.40	0.22	29	71	0.40
Women in ministerial positions	13	0.53	0.18	34	66	0.53
Years with female head of state (last 50)	36	0.02	0.16	1	49	0.02



Trinidad and Tobago

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	21	0.737	39	0.711	49	0.994	1	0.980	31	0.264
Gender Gap Index 2010 (out of 134 countries)	21	0.735	38	0.712	50	0.995	1	0.980	30	0.255
Gender Gap Index 2009 (out of 134 countries)	19	0.730	44	0.691	58	0.994	1	0.980	27	0.255
Gender Gap Index 2008 (out of 130 countries)	19	0.724	52	0.666	39	0.997	1	0.980	24	0.255
Gender Gap Index 2007 (out of 128 countries)	46	0.686	64	0.639	34	0.996	1	0.980	52	0.130
Gender Gap Index 2006 (out of 115 countries)	45	0.680	56	0.614	30	0.996	1	0.980	46	0.130

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	6
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	44
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	53
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	4.94

Education

Female teachers, primary education (%)	79
Female teachers, secondary education (%)	63
Female teachers, tertiary education (%)	33
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	27
Early marriage (% women, aged 15–19)	9
Fertility rate (births per woman)	1.60
Adolescent fertility rate (births per 1,000 women, aged 15–19)	33
Antenatal care coverage, at least one visit (%)	96
Births attended by skilled health staff (%)	98
Maternal mortality ratio (per 100,000 live births) ⁴	55 [35–82]
Contraceptive prevalence, married women (%)	43
Female HIV prevalence, aged 15–49 (%)	1.00
Male HIV prevalence, aged 15–49 (%)	2.10
Infant mortality rate (per 1,000 live births)	31
Overall population sex ratio (male/female)	0.94

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.33
Year women received right to vote	1946
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	13 weeks
Maternity leave benefits (% of wages paid)	100% pay for 1 month and 50% for 2 months (employer) and a sum depending on earnings (social security); when the total is less than full pay, the employer pays the difference
Provider of maternity coverage	Employer and National Insurance Board
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

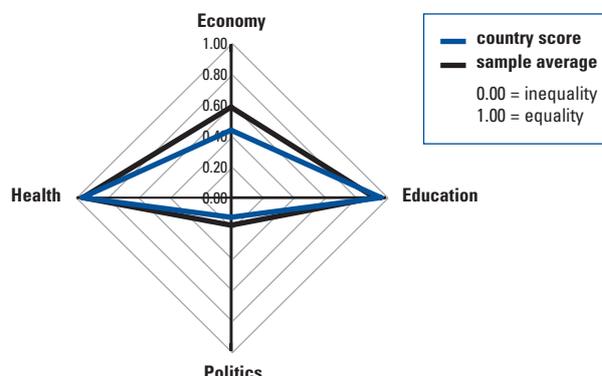
Tunisia

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **108** **0.625**

Key Indicators

Total population (millions)	10.54
Population growth (%)	0.98
GDP (US\$ billions)	30.35
GDP (PPP) per capita	7,714

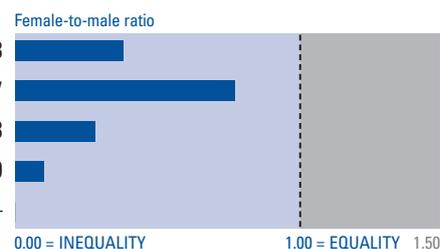


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

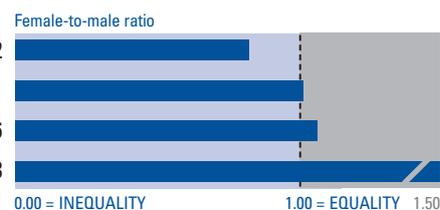
Economic Participation and Opportunity 126 0.444 0.588

Labour force participation.....	125	0.38	0.68	28	74	0.38
Wage equality for similar work (survey).....	13	0.77	0.65	—	—	0.77
Estimated earned income (PPP US\$).....	123	0.28	0.52	3,617	12,875	0.28
Legislators, senior officials, and managers	113	0.10	0.26	9	91	0.10
Professional and technical workers	—	—	0.64	—	—	—



Educational Attainment..... 94 0.966 0.928

Literacy rate.....	113	0.82	0.86	71	86	0.82
Enrolment in primary education.....	1	1.00	0.98	99	98	1.01
Enrolment in secondary education.....	1	1.00	0.90	67	63	1.06
Enrolment in tertiary education.....	1	1.00	0.86	42	27	1.53



Health and Survival..... 110 0.964 0.956

Sex ratio at birth (female/male).....	126	0.93	0.92	—	—	0.93
Healthy life expectancy.....	95	1.03	1.04	67	65	1.03



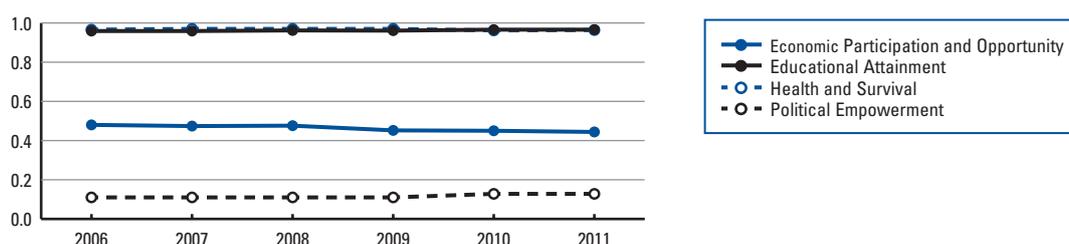
Political Empowerment..... 69 0.128 0.185

Women in parliament.....	28	0.38	0.22	28	72	0.38
Women in ministerial positions	125	0.04	0.18	4	96	0.04
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	108	0.625	126	0.444	94	0.966	110	0.964	69	0.128
Gender Gap Index 2010 (out of 134 countries)	107	0.627	122	0.450	94	0.966	109	0.962	67	0.128
Gender Gap Index 2009 (out of 134 countries)	109	0.623	123	0.452	97	0.961	100	0.970	77	0.110
Gender Gap Index 2008 (out of 130 countries)	103	0.629	113	0.476	93	0.962	95	0.970	73	0.110
Gender Gap Index 2007 (out of 128 countries)	102	0.628	111	0.474	88	0.959	94	0.970	60	0.110
Gender Gap Index 2006 (out of 115 countries)	90	0.629	97	0.480	77	0.959	98	0.966	53	0.110

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	17
Male adult unemployment rate (% of male labour force)	13
Women in non-agricultural paid labour (% of total labour force)	25
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	5.40

Education

Female teachers, primary education (%)	54
Female teachers, secondary education (%)	45
Female teachers, tertiary education (%)	42
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	13

Marriage and Childbearing

Mean age of marriage for women (years)	27
Early marriage (% women, aged 15–19)	3
Fertility rate (births per woman)	1.90
Adolescent fertility rate (births per 1,000 women, aged 15–19)	6
Antenatal care coverage, at least one visit (%)	96
Births attended by skilled health staff (%)	95
Maternal mortality ratio (per 100,000 live births) ⁴	60 [32–110]
Contraceptive prevalence, married women (%)	60
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	<0.10
Infant mortality rate (per 1,000 live births)	18
Overall population sex ratio (male/female)	1.01

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.25
Year women received right to vote	1959
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	1–2 months
Maternity leave benefits (% of wages paid)	Social insurance benefits paid to private sector employees for 30 days at a rate of 67% of average daily wage; 100% for civil servants
Provider of maternity coverage	National Social Security Fund
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

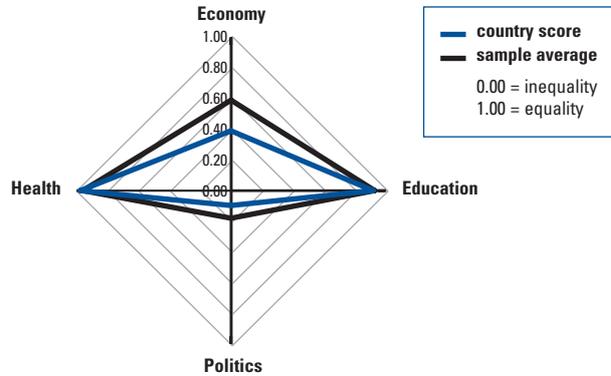
Turkey

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **122** **0.595**

Key Indicators

Total population (millions)	75.71
Population growth (%)	1.18
GDP (US\$ billions)	388.91
GDP (PPP) per capita	12,051



Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 132 0.389 0.588

Labour force participation.....	126	0.35	0.68	26	74	0.35	
Wage equality for similar work (survey).....	102	0.58	0.65	—	—	0.58	
Estimated earned income (PPP US\$).....	124	0.26	0.52	5,602	21,660	0.26	
Legislators, senior officials, and managers	110	0.11	0.26	10	90	0.11	
Professional and technical workers	94	0.54	0.64	35	65	0.54	

Educational Attainment..... 106 0.920 0.928

Literacy rate.....	104	0.89	0.86	85	96	0.89	
Enrolment in primary education.....	110	0.98	0.98	94	96	0.98	
Enrolment in secondary education.....	111	0.91	0.90	70	77	0.91	
Enrolment in tertiary education.....	103	0.78	0.86	34	43	0.78	

Health and Survival..... 62 0.976 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95	
Healthy life expectancy.....	72	1.05	1.04	67	64	1.05	

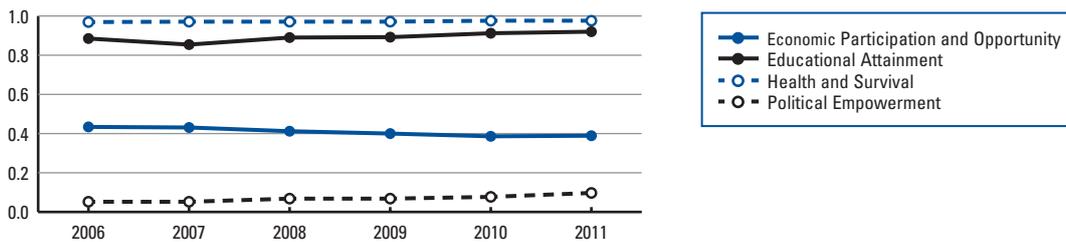
Political Empowerment..... 89 0.097 0.185

Women in parliament.....	82	0.17	0.22	14	86	0.17	
Women in ministerial positions	99	0.08	0.18	8	92	0.08	
Years with female head of state (last 50)	26	0.06	0.16	3	47	0.06	

Turkey

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	122	0.595	132	0.389	106	0.920	62	0.976	89	0.097
Gender Gap Index 2010 (out of 134 countries)	126	0.588	131	0.386	109	0.912	61	0.976	99	0.077
Gender Gap Index 2009 (out of 134 countries)	129	0.583	130	0.400	110	0.892	93	0.971	107	0.068
Gender Gap Index 2008 (out of 130 countries)	123	0.585	124	0.412	108	0.890	88	0.971	106	0.068
Gender Gap Index 2007 (out of 128 countries)	121	0.577	118	0.431	110	0.854	87	0.971	108	0.052
Gender Gap Index 2006 (out of 115 countries)	105	0.585	106	0.434	92	0.885	85	0.969	96	0.052

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	14
Male adult unemployment rate (% of male labour force)	11
Women in non-agricultural paid labour (% of total labour force)	22
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	4.11

Education

Female teachers, primary education (%)	—
Female teachers, secondary education (%)	—
Female teachers, tertiary education (%)	40
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	2.10
Adolescent fertility rate (births per 1,000 women, aged 15–19)	56
Antenatal care coverage, at least one visit (%)	92
Births attended by skilled health staff (%)	91
Maternal mortality ratio (per 100,000 live births) ⁴	23 [15-36]
Contraceptive prevalence, married women (%)	71
Female HIV prevalence, aged 15–49 (%)	<0.10
Male HIV prevalence, aged 15–49 (%)	<0.10
Infant mortality rate (per 1,000 live births)	18
Overall population sex ratio (male/female)	1.01

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1930
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	16 weeks
Maternity leave benefits (% of wages paid)	67; 12 weeks coverage
Provider of maternity coverage	Social security
Length of paternity leave	Public sector only: 10 days
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
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 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

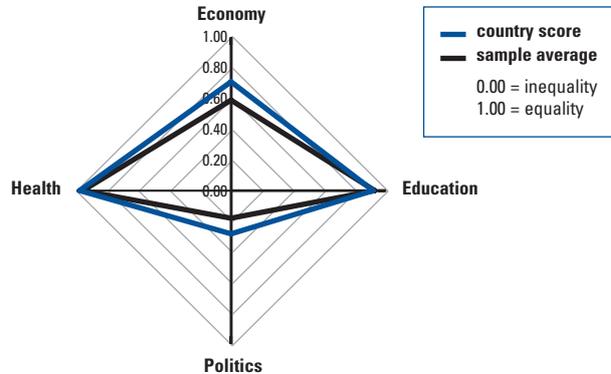
Uganda

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **29** **0.722**

Key Indicators

Total population (millions)	33.80
Population growth (%)	3.27
GDP (US\$ billions)	12.61
GDP (PPP) per capita	1,129



Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 42 0.709 0.588

Labour force participation.....	26	0.88	0.68	80	91	0.88
Wage equality for similar work (survey).....	6	0.80	0.65	—	—	0.80
Estimated earned income (PPP US\$).....	41	0.65	0.52	963	1,471	0.65
Legislators, senior officials, and managers	38	0.50	0.26	33	67	0.50
Professional and technical workers	95	0.54	0.64	35	65	0.54



Educational Attainment..... 107 0.917 0.928

Literacy rate.....	118	0.76	0.86	62	81	0.76
Enrolment in primary education.....	1	1.00	0.98	94	91	1.03
Enrolment in secondary education.....	106	0.94	0.90	21	22	0.94
Enrolment in tertiary education.....	101	0.80	0.86	4	5	0.80



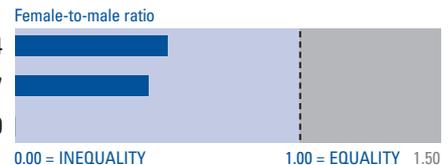
Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	1	1.06	1.04	44	41	1.07



Political Empowerment..... 25 0.282 0.185

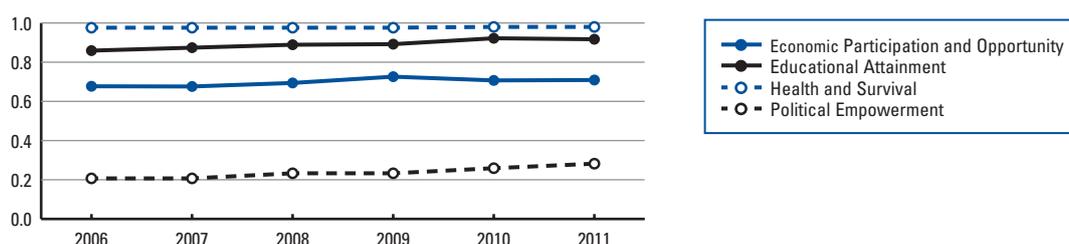
Women in parliament.....	16	0.54	0.22	35	65	0.54
Women in ministerial positions	19	0.47	0.18	32	68	0.47
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Uganda

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	29	0.722	42	0.709	107	0.917	1	0.980	25	0.282
Gender Gap Index 2010 (out of 134 countries)	33	0.717	42	0.707	107	0.922	1	0.980	29	0.259
Gender Gap Index 2009 (out of 134 countries)	40	0.707	28	0.726	111	0.892	69	0.976	30	0.233
Gender Gap Index 2008 (out of 130 countries)	43	0.698	40	0.694	109	0.889	66	0.976	30	0.233
Gender Gap Index 2007 (out of 128 countries)	50	0.683	41	0.676	104	0.874	64	0.976	24	0.207
Gender Gap Index 2006 (out of 115 countries)	47	0.680	28	0.677	98	0.859	60	0.976	22	0.207

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	4
Male adult unemployment rate (% of male labour force)	3
Women in non-agricultural paid labour (% of total labour force)	39
Inheritance practices in favour of male heirs ²	1.00
Firms with female participation in ownership (% of firms)	39
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	5.62

Education

Female teachers, primary education (%)	40
Female teachers, secondary education (%)	23
Female teachers, tertiary education (%)	20
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	20
Early marriage (% women, aged 15–19)	32
Fertility rate (births per woman)	6.30
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	159
Antenatal care coverage, at least one visit (%)	94
Births attended by skilled health staff (%)	42
Maternal mortality ratio (per 100,000 live births) ⁴	430 [240-670]
Contraceptive prevalence, married women (%)	24
Female HIV prevalence, aged 15–49 (%)	7.70
Male HIV prevalence, aged 15–49 (%)	5.30
Infant mortality rate (per 1,000 live births)	79
Overall population sex ratio (male/female)	1.00

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.05
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1962
Quota type	Reserved seats
Existence of legislation prohibiting gender-based discrimination	—
Childcare Ecosystem	
Length of maternity leave	60 working days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

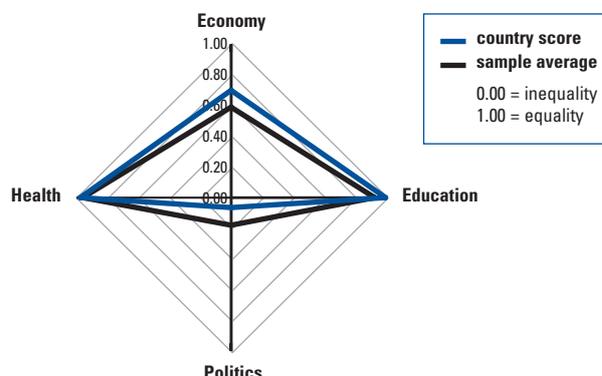
Ukraine

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **64** **0.686**

Key Indicators

Total population (millions)	45.76
Population growth (%)	-0.54
GDP (US\$ billions)	47.47
GDP (PPP) per capita	6,032

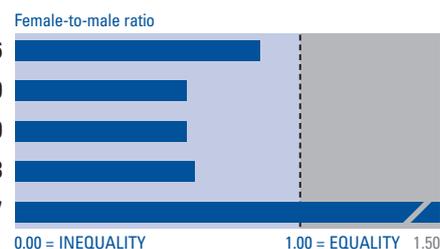


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

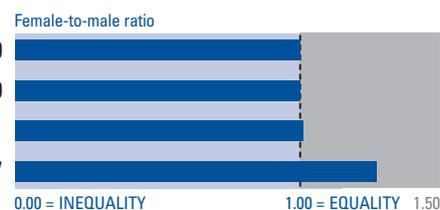
Economic Participation and Opportunity 44 0.704 0.588

Labour force participation.....	40	0.86	0.68	62	72	0.86
Wage equality for similar work (survey).....	95	0.60	0.65	—	—	0.60
Estimated earned income (PPP US\$).....	59	0.60	0.52	4,830	8,057	0.60
Legislators, senior officials, and managers	19	0.63	0.26	39	61	0.63
Professional and technical workers	1	1.00	0.64	64	36	1.77



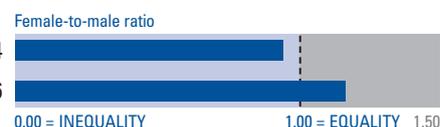
Educational Attainment..... 24 1.000 0.928

Literacy rate.....	48	1.00	0.86	100	100	1.00
Enrolment in primary education.....	1	1.00	0.98	89	88	1.00
Enrolment in secondary education.....	1	1.00	0.90	85	85	1.01
Enrolment in tertiary education.....	1	1.00	0.86	91	72	1.27



Health and Survival..... 56 0.976 0.956

Sex ratio at birth (female/male).....	118	0.94	0.92	—	—	0.94
Healthy life expectancy.....	1	1.06	1.04	64	55	1.16



Political Empowerment..... 106 0.065 0.185

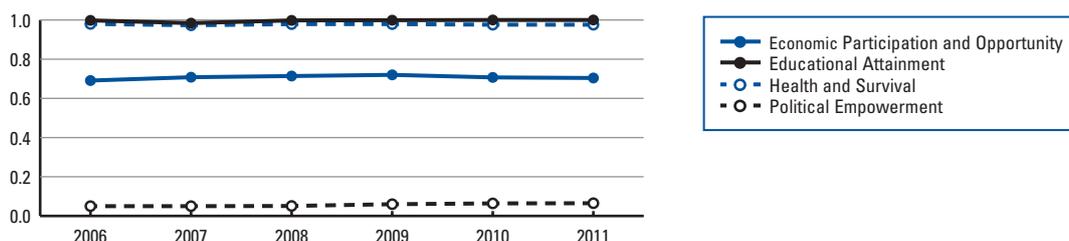
Women in parliament.....	115	0.09	0.22	8	92	0.09
Women in ministerial positions	123	0.05	0.18	4	96	0.05
Years with female head of state (last 50)	25	0.06	0.16	3	47	0.06



Ukraine

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	64	0.686	44	0.704	24	1.000	56	0.976	106	0.065
Gender Gap Index 2010 (out of 134 countries)	63	0.687	43	0.707	23	1.000	56	0.976	105	0.064
Gender Gap Index 2009 (out of 134 countries)	61	0.690	33	0.720	31	0.999	41	0.979	117	0.060
Gender Gap Index 2008 (out of 130 countries)	62	0.686	27	0.714	34	0.998	38	0.979	117	0.051
Gender Gap Index 2007 (out of 128 countries)	57	0.679	26	0.708	73	0.984	74	0.973	109	0.050
Gender Gap Index 2006 (out of 115 countries)	48	0.680	24	0.691	25	0.998	1	0.980	97	0.050

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	6
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	55
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	4.27

Education

Female teachers, primary education (%)	99
Female teachers, secondary education (%)	79
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	10
Fertility rate (births per woman)	1.30
Adolescent fertility rate (births per 1,000 women, aged 15–19)	30
Antenatal care coverage, at least one visit (%)	99
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	26 [20-33]
Contraceptive prevalence, married women (%)	67
Female HIV prevalence, aged 15–49 (%)	1.20
Male HIV prevalence, aged 15–49 (%)	1.10
Infant mortality rate (per 1,000 live births)	13
Overall population sex ratio (male/female)	0.86

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.42
Year women received right to vote	1919
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	126 days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social security
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

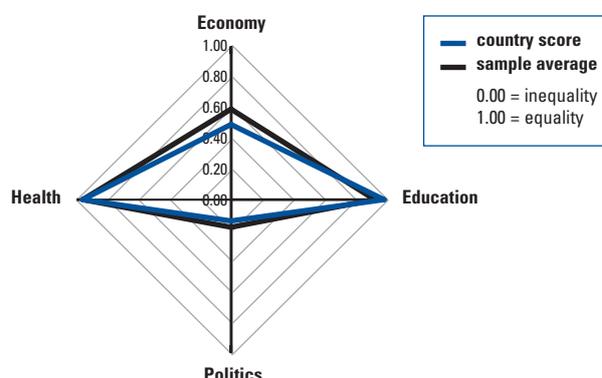
United Arab Emirates

Rank (out of 135 countries) **103** Score (0.00 = inequality, 1.00 = equality) **0.645**

Gender Gap Index 2011

Key Indicators

Total population (millions)	4.71
Population growth (%)	2.34
GDP (US\$ billions)	117.76
GDP (PPP) per capita	52,435

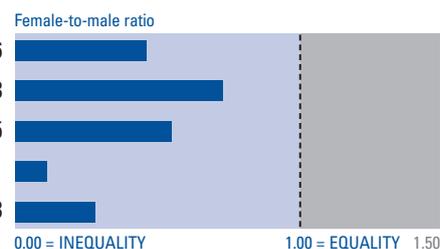


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

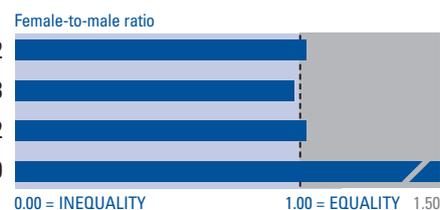
Economic Participation and Opportunity 119 0.490 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	121	0.46	0.68	43	93	0.46
Wage equality for similar work (survey).....	35	0.73	0.65	—	—	0.73
Estimated earned income (PPP US\$).....	77	0.55	0.52	22,101	40,000	0.55
Legislators, senior officials, and managers	108	0.11	0.26	10	90	0.11
Professional and technical workers	110	0.28	0.64	22	78	0.28



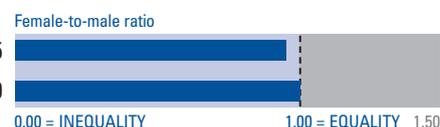
Educational Attainment..... 59 0.991 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	1	1.00	0.86	91	89	1.02
Enrolment in primary education.....	102	0.98	0.98	89	90	0.98
Enrolment in secondary education.....	1	1.00	0.90	84	82	1.02
Enrolment in tertiary education.....	1	1.00	0.86	41	22	1.89



Health and Survival..... 111 0.961 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	118	1.00	1.04	68	68	1.00



Political Empowerment..... 62 0.139 0.185

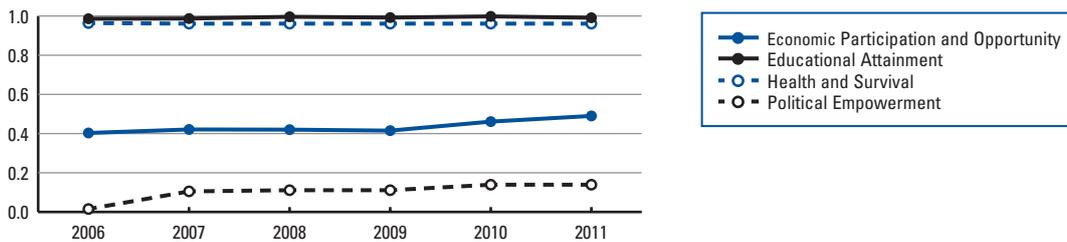
Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	40	0.29	0.22	23	78	0.29
Women in ministerial positions	62	0.20	0.18	17	83	0.20
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



United Arab Emirates

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	103	0.645	119	0.490	59	0.991	111	0.961	62	0.139
Gender Gap Index 2010 (out of 134 countries)	103	0.640	120	0.461	37	0.998	110	0.961	60	0.139
Gender Gap Index 2009 (out of 134 countries)	112	0.620	126	0.415	67	0.992	116	0.961	76	0.111
Gender Gap Index 2008 (out of 130 countries)	105	0.622	121	0.420	46	0.996	112	0.961	72	0.111
Gender Gap Index 2007 (out of 128 countries)	105	0.618	119	0.421	68	0.987	110	0.961	65	0.105
Gender Gap Index 2006 (out of 115 countries)	101	0.592	109	0.403	61	0.986	100	0.964	112	0.015

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	12
Male adult unemployment rate (% of male labour force)	2
Women in non-agricultural paid labour (% of total labour force)	20
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	5.05

Education

Female teachers, primary education (%)	86
Female teachers, secondary education (%)	58
Female teachers, tertiary education (%)	31
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	24
Early marriage (% women, aged 15–19)	19
Fertility rate (births per woman)	1.90
Adolescent fertility rate (births per 1,000 women, aged 15–19)	22
Antenatal care coverage, at least one visit (%)	100
Births attended by skilled health staff (%)	100
Maternal mortality ratio (per 100,000 live births) ⁴	10 [4–24]
Contraceptive prevalence, married women (%)	28
Female HIV prevalence, aged 15–49 (%)	—
Male HIV prevalence, aged 15–49 (%)	—
Infant mortality rate (per 1,000 live births)	7
Overall population sex ratio (male/female)	2.04

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.30
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	2006
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	45 days
Maternity leave benefits (% of wages paid)	100% after one continuous year of employment, 50% for employment less than one year
Provider of maternity coverage	Employer
Length of paternity leave	Public sector only: 3 consecutive working days after birth. Private sector: none
Paternity leave benefits (% of wages paid)	100; public sector only
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

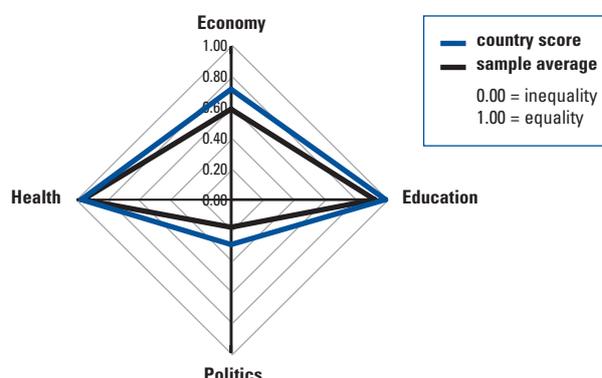
United Kingdom

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **16** **0.746**

Key Indicators

Total population (millions)	62.25
Population growth (%)	0.66
GDP (US\$ billions)	1,698.16
GDP (PPP) per capita	32,173

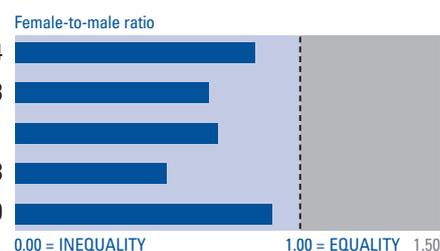


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

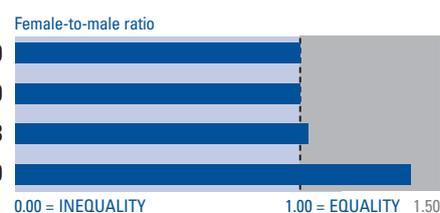
Economic Participation and Opportunity 33 0.722 0.588

Labour force participation.....	47	0.84	0.68	69	82	0.84
Wage equality for similar work (survey).....	57	0.68	0.65	—	—	0.68
Estimated earned income (PPP US\$).....	23	0.71	0.52	28,354	40,000	0.71
Legislators, senior officials, and managers	35	0.53	0.26	35	65	0.53
Professional and technical workers	70	0.90	0.64	47	53	0.90



Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	100	99	1.00
Enrolment in secondary education.....	1	1.00	0.90	95	92	1.03
Enrolment in tertiary education.....	1	1.00	0.86	69	50	1.39



Health and Survival..... 91 0.970 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	97	1.03	1.04	73	71	1.03



Political Empowerment..... 23 0.293 0.185

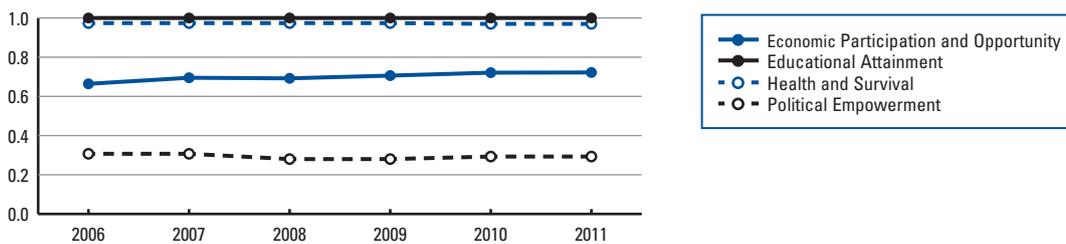
Women in parliament.....	45	0.28	0.22	22	78	0.28
Women in ministerial positions	43	0.29	0.18	23	77	0.29
Years with female head of state (last 50)	7	0.30	0.16	12	38	0.30



United Kingdom

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	16	0.746	33	0.722	1	1.000	91	0.970	23	0.293
Gender Gap Index 2010 (out of 134 countries)	15	0.746	34	0.721	1	1.000	90	0.970	22	0.293
Gender Gap Index 2009 (out of 134 countries)	15	0.740	35	0.706	1	1.000	72	0.974	22	0.280
Gender Gap Index 2008 (out of 130 countries)	13	0.737	42	0.692	1	1.000	69	0.974	21	0.280
Gender Gap Index 2007 (out of 128 countries)	11	0.744	32	0.695	1	1.000	67	0.974	12	0.307
Gender Gap Index 2006 (out of 115 countries)	9	0.736	37	0.664	1	1.000	63	0.974	12	0.307

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	6
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	52
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	4.90

Education

Female teachers, primary education (%)	81
Female teachers, secondary education (%)	62
Female teachers, tertiary education (%)	42
Female school life expectancy, primary to secondary (years)	13
Male school life expectancy, primary to secondary (years)	13

Marriage and Childbearing

Mean age of marriage for women (years)	26
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	1.80
Adolescent fertility rate (births per 1,000 women, aged 15–19)	26
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	12 [11–14]
Contraceptive prevalence, married women (%)	82
Female HIV prevalence, aged 15–49 (%)	0.20
Male HIV prevalence, aged 15–49 (%)	0.30
Infant mortality rate (per 1,000 live births)	5
Overall population sex ratio (male/female)	0.96

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1918, 1928
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	52 weeks
Maternity leave benefits (% of wages paid)	Statutory maternity leave is paid for a continuous period of up to 39 weeks; 90% for the first 6 weeks and a flat rate for the remaining weeks; from April 2010, paid maternity leave increased to 52 weeks
Provider of maternity coverage	Employer (92% refunded by public funds)
Length of paternity leave	2 weeks within the first 8 weeks after birth; fathers may also be able to take up to 26 weeks' additional paternity leave if the mother returns to work before the end of her 52-week maternity leave period
Paternity leave benefits (% of wages paid)	90% capped at a flat rate for 2 weeks
Daycare options	Public and private daycare, without allowance to families

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

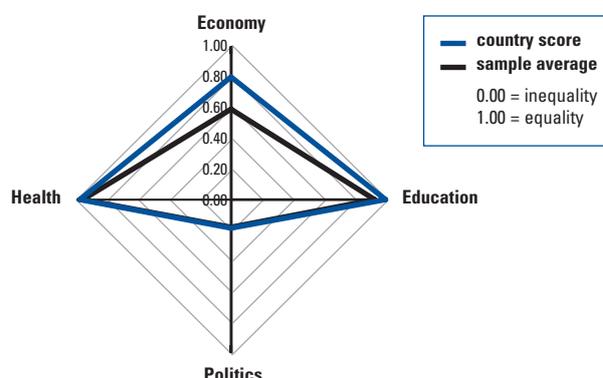
United States

Rank (out of 135 countries) **17** Score (0.00 = inequality, 1.00 = equality) **0.741**

Gender Gap Index 2011

Key Indicators

Total population (millions)	309.71
Population growth (%)	0.88
GDP (US\$ billions)	11,681.22
GDP (PPP) per capita	42,551

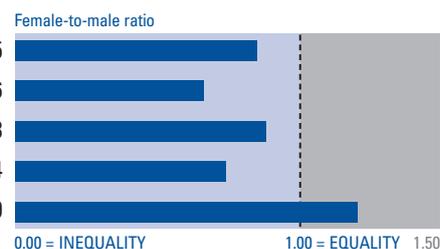


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

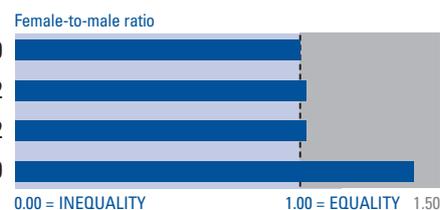
Economic Participation and Opportunity 6 0.800 0.588

Labour force participation.....	44	0.85	0.68	68	80	0.85
Wage equality for similar work (survey).....	68	0.66	0.65	—	—	0.66
Estimated earned income (PPP US\$).....	5	0.88	0.52	35,346	40,000	0.88
Legislators, senior officials, and managers	10	0.74	0.26	43	57	0.74
Professional and technical workers	1	1.00	0.64	55	45	1.20



Educational Attainment..... 1 1.000 0.928

Literacy rate.....	1	1.00	0.86	99	99	1.00
Enrolment in primary education.....	1	1.00	0.98	92	90	1.02
Enrolment in secondary education.....	1	1.00	0.90	89	87	1.02
Enrolment in tertiary education.....	1	1.00	0.86	101	72	1.40



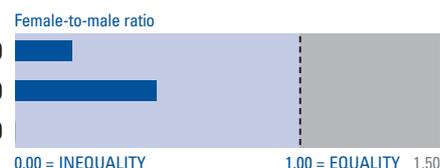
Health and Survival..... 39 0.979 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.96
Healthy life expectancy.....	54	1.06	1.04	72	68	1.06



Political Empowerment..... 39 0.186 0.185

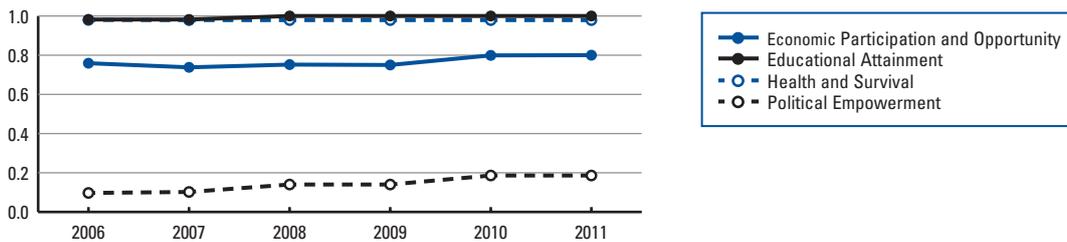
Women in parliament.....	72	0.20	0.22	17	83	0.20
Women in ministerial positions	15	0.50	0.18	33	67	0.50
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



United States

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	17	0.741	6	0.800	1	1.000	39	0.979	39	0.186
Gender Gap Index 2010 (out of 134 countries)	19	0.741	6	0.799	1	1.000	38	0.979	40	0.186
Gender Gap Index 2009 (out of 134 countries)	31	0.717	17	0.750	1	1.000	40	0.979	61	0.140
Gender Gap Index 2008 (out of 130 countries)	27	0.718	12	0.752	1	1.000	37	0.979	56	0.140
Gender Gap Index 2007 (out of 128 countries)	31	0.700	14	0.738	76	0.982	36	0.979	69	0.102
Gender Gap Index 2006 (out of 115 countries)	23	0.704	3	0.759	66	0.982	1	0.980	66	0.097

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	8
Male adult unemployment rate (% of male labour force)	6
Women in non-agricultural paid labour (% of total labour force)	48
Inheritance practices in favour of male heirs ²	—
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	—
Women's access to bank loans ²	—
Women's access to property other than land ²	—
Women's access to finance programmes ³	5
Ability of women to rise to positions of enterprise leadership ¹	4.92

Education

Female teachers, primary education (%)	86
Female teachers, secondary education (%)	60
Female teachers, tertiary education (%)	46
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	11

Marriage and Childbearing

Mean age of marriage for women (years)	26
Early marriage (% women, aged 15–19)	—
Fertility rate (births per woman)	2.10
Adolescent fertility rate (births per 1,000 women, aged 15–19)	41
Antenatal care coverage, at least one visit (%)	—
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	24 [20-27]
Contraceptive prevalence, married women (%)	73
Female HIV prevalence, aged 15–49 (%)	0.30
Male HIV prevalence, aged 15–49 (%)	0.80
Infant mortality rate (per 1,000 live births)	7
Overall population sex ratio (male/female)	0.97

Social Institutions and Political Rights

Paternal versus maternal authority ²	—
Female genital mutilation ²	—
Acceptance or legality of polygamy ²	—
Existence of legislation punishing acts of violence against women ²	—
Year women received right to vote	1920, 1965
Quota type	—
Existence of legislation prohibiting gender-based discrimination	Yes

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	There is no national program; cash benefits may be provided at the state level or by the employer
Provider of maternity coverage	—
Length of paternity leave	No federal nor State laws directing or mandating paternity leave
Paternity leave benefits (% of wages paid)	There is no national program; any wages disbursed to a parent on such leave would be set by the father's individual employer or a State having a paid leave law
Daycare options	Public and private daycare, with and without allowance; homecare, with and without allowance

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

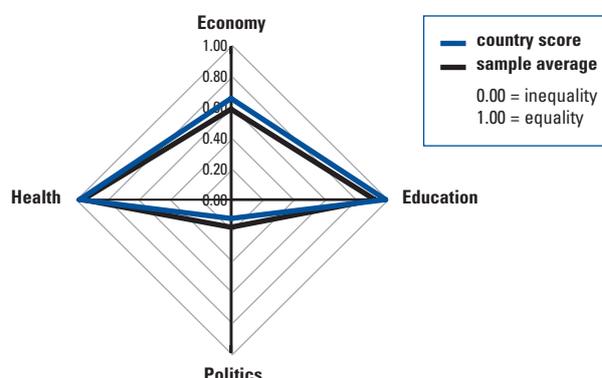
Uruguay

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **58** **0.691**

Key Indicators

Total population (millions)	3.36
Population growth (%)	0.35
GDP (US\$ billions)	31.16
GDP (PPP) per capita	12,903

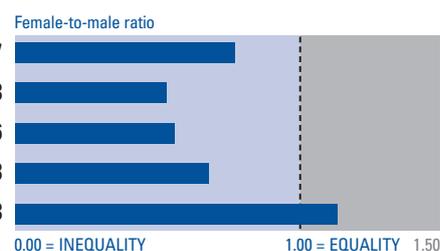


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 60 0.662 0.588

Labour force participation.....	68	0.77	0.68	65	85	0.77
Wage equality for similar work (survey).....	121	0.53	0.65	—	—	0.53
Estimated earned income (PPP US\$).....	76	0.56	0.52	9,549	17,092	0.56
Legislators, senior officials, and managers	15	0.68	0.26	40	60	0.68
Professional and technical workers	1	1.00	0.64	53	47	1.13



Educational Attainment..... 35 0.998 0.928

Literacy rate.....	1	1.00	0.86	99	98	1.01
Enrolment in primary education.....	74	1.00	0.98	98	99	1.00
Enrolment in secondary education.....	1	1.00	0.90	73	66	1.11
Enrolment in tertiary education.....	1	1.00	0.86	83	48	1.75



Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.96
Healthy life expectancy.....	1	1.06	1.04	70	64	1.09



Political Empowerment..... 70 0.123 0.185

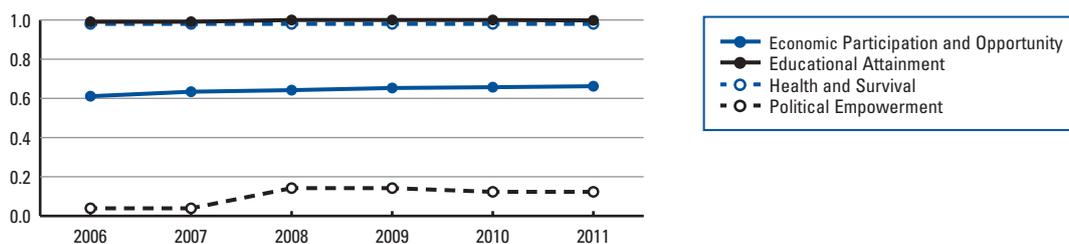
Women in parliament.....	77	0.18	0.22	15	85	0.18
Women in ministerial positions	49	0.27	0.18	21	79	0.27
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Uruguay

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	58	0.691	60	0.662	35	0.998	1	0.980	70	0.123
Gender Gap Index 2010 (out of 134 countries)	59	0.690	62	0.657	1	1.000	1	0.980	71	0.123
Gender Gap Index 2009 (out of 134 countries)	57	0.694	62	0.653	1	1.000	1	0.980	58	0.142
Gender Gap Index 2008 (out of 130 countries)	54	0.691	65	0.642	27	1.000	1	0.980	53	0.142
Gender Gap Index 2007 (out of 128 countries)	78	0.661	66	0.634	53	0.991	1	0.980	115	0.039
Gender Gap Index 2006 (out of 115 countries)	66	0.655	60	0.611	47	0.991	1	0.980	103	0.039

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	10
Male adult unemployment rate (% of male labour force)	5
Women in non-agricultural paid labour (% of total labour force)	46
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	36
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	3.75

Education

Female teachers, primary education (%)	92
Female teachers, secondary education (%)	72
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	12
Male school life expectancy, primary to secondary (years)	12

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	13
Fertility rate (births per woman)	2.10
Adolescent fertility rate (births per 1,000 women, aged 15–19)	60
Antenatal care coverage, at least one visit (%)	96
Births attended by skilled health staff (%)	99
Maternal mortality ratio (per 100,000 live births) ⁴	27 [22-33]
Contraceptive prevalence, married women (%)	77
Female HIV prevalence, aged 15–49 (%)	0.30
Male HIV prevalence, aged 15–49 (%)	0.70
Infant mortality rate (per 1,000 live births)	11
Overall population sex ratio (male/female)	0.93

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.42
Year women received right to vote	1932
Quota type	Legislated candidate quotas; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100%; for private sector employees; Special system for civil servants
Provider of maternity coverage	Social security system
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

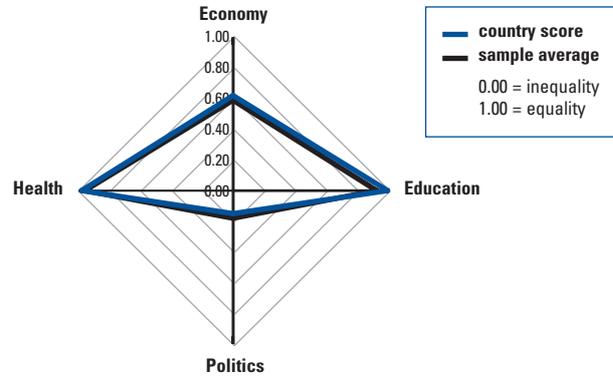
Venezuela

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **63** **0.686**

Key Indicators

Total population (millions)	28.83
Population growth (%)	1.57
GDP (US\$ billions)	156.97
GDP (PPP) per capita	10,805

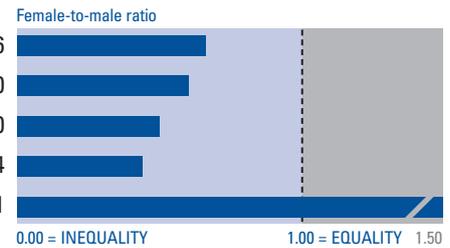


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

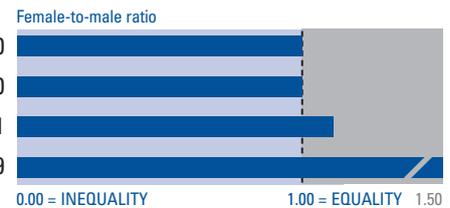
Economic Participation and Opportunity 82 0.616 0.588

Labour force participation.....	92	0.66	0.68	55	83	0.66
Wage equality for similar work (survey).....	91	0.60	0.65	—	—	0.60
Estimated earned income (PPP US\$).....	91	0.50	0.52	8,200	16,413	0.50
Legislators, senior officials, and managers	53	0.44	0.26	31	69	0.44
Professional and technical workers	1	1.00	0.64	64	36	1.81



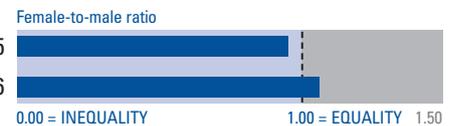
Educational Attainment..... 30 0.999 0.928

Literacy rate.....	56	1.00	0.86	95	95	1.00
Enrolment in primary education.....	65	1.00	0.98	92	92	1.00
Enrolment in secondary education.....	1	1.00	0.90	75	67	1.11
Enrolment in tertiary education.....	1	1.00	0.86	99	59	1.69



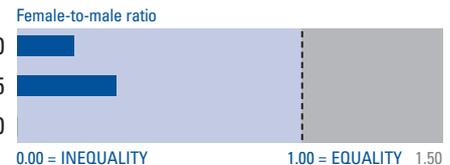
Health and Survival..... 1 0.980 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95
Healthy life expectancy.....	1	1.06	1.04	68	64	1.06



Political Empowerment..... 56 0.150 0.185

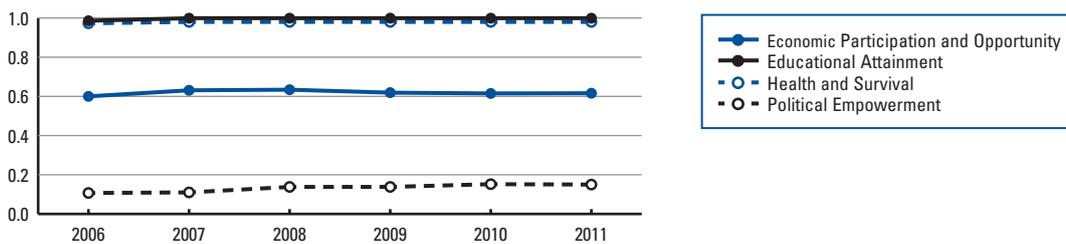
Women in parliament.....	71	0.20	0.22	17	83	0.20
Women in ministerial positions	35	0.35	0.18	26	74	0.35
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Venezuela

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	63	0.686	82	0.616	30	0.999	1	0.980	56	0.150
Gender Gap Index 2010 (out of 134 countries)	64	0.686	83	0.615	31	0.999	1	0.980	55	0.152
Gender Gap Index 2009 (out of 134 countries)	69	0.684	80	0.619	34	0.999	1	0.980	63	0.138
Gender Gap Index 2008 (out of 130 countries)	59	0.688	71	0.634	31	0.999	1	0.980	57	0.138
Gender Gap Index 2007 (out of 128 countries)	55	0.680	68	0.631	25	0.999	1	0.980	62	0.110
Gender Gap Index 2006 (out of 115 countries)	57	0.666	66	0.600	62	0.986	71	0.973	57	0.107

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	8
Male adult unemployment rate (% of male labour force)	7
Women in non-agricultural paid labour (% of total labour force)	42
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	24
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	4.39

Education

Female teachers, primary education (%)	81
Female teachers, secondary education (%)	65
Female teachers, tertiary education (%)	34
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	18
Fertility rate (births per woman)	2.50
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	101
Antenatal care coverage, at least one visit (%)	94
Births attended by skilled health staff (%)	95
Maternal mortality ratio (per 100,000 live births) ⁴	68 [59-75]
Contraceptive prevalence, married women (%)	70
Female HIV prevalence, aged 15–49 (%)	—
Male HIV prevalence, aged 15–49 (%)	—
Infant mortality rate (per 1,000 live births)	15
Overall population sex ratio (male/female)	1.01

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.42
Year women received right to vote	1946
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	18 weeks
Maternity leave benefits (% of wages paid)	67
Provider of maternity coverage	Social insurance
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
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 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

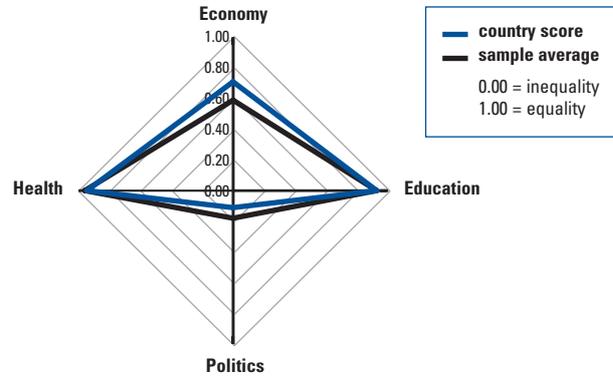
Vietnam

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **79** **0.673**

Key Indicators

Total population (millions)	88.36
Population growth (%)	1.23
GDP (US\$ billions)	62.83
GDP (PPP) per capita	2,828

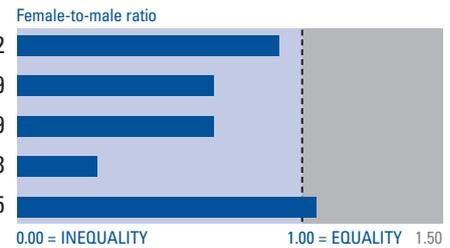


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

Economic Participation and Opportunity 40 0.711 0.588

Labour force participation.....	13	0.92	0.68	74	81	0.92
Wage equality for similar work (survey).....	53	0.69	0.65	—	—	0.69
Estimated earned income (PPP US\$).....	29	0.69	0.52	2,409	3,511	0.69
Legislators, senior officials, and managers	83	0.28	0.26	22	78	0.28
Professional and technical workers	1	1.00	0.64	51	49	1.05



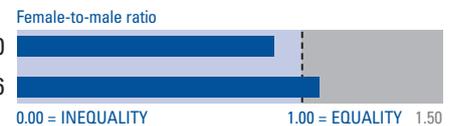
Educational Attainment..... 104 0.926 0.928

Literacy rate.....	86	0.95	0.86	91	95	0.95
Enrolment in primary education.....	120	0.95	0.98	91	96	0.95
Enrolment in secondary education.....	98	0.96	0.90	68	71	0.96
Enrolment in tertiary education.....	106	0.73	0.86	8	11	0.73



Health and Survival..... 130 0.946 0.956

Sex ratio at birth (female/male).....	131	0.90	0.92	—	—	0.90
Healthy life expectancy.....	1	1.06	1.04	66	62	1.06



Political Empowerment..... 76 0.111 0.185

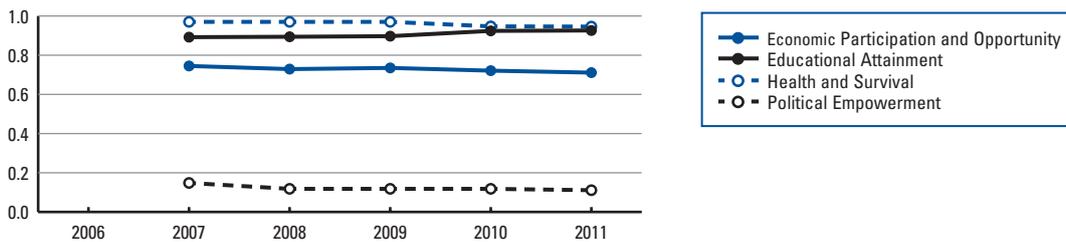
Women in parliament.....	34	0.32	0.22	24	76	0.32
Women in ministerial positions	124	0.04	0.18	4	96	0.04
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



Vietnam

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	79	0.673	40	0.711	104	0.926	130	0.946	76	0.111
Gender Gap Index 2010 (out of 134 countries)	72	0.678	33	0.721	106	0.924	127	0.947	72	0.118
Gender Gap Index 2009 (out of 134 countries)	71	0.680	25	0.735	108	0.897	97	0.970	72	0.118
Gender Gap Index 2008 (out of 130 countries)	68	0.678	24	0.729	106	0.894	92	0.970	67	0.118
Gender Gap Index 2007 (out of 128 countries)	42	0.689	11	0.745	103	0.892	91	0.970	42	0.148
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	2
Male adult unemployment rate (% of male labour force)	2
Women in non-agricultural paid labour (% of total labour force)	40
Inheritance practices in favour of male heirs ²	0.00
Firms with female participation in ownership (% of firms)	13
Women's access to land ownership ²	0.00
Women's access to bank loans ²	0.00
Women's access to property other than land ²	0.00
Women's access to finance programmes ³	3
Ability of women to rise to positions of enterprise leadership ¹	4.78

Education

Female teachers, primary education (%)	78
Female teachers, secondary education (%)	64
Female teachers, tertiary education (%)	48
Female school life expectancy, primary to secondary (years)	10
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	23
Early marriage (% women, aged 15–19)	8
Fertility rate (births per woman)	2.10
Adolescent fertility rate (births per 1,000 women, aged 15–19)	35
Antenatal care coverage, at least one visit (%)	91
Births attended by skilled health staff (%)	88
Maternal mortality ratio (per 100,000 live births) ⁴	56 [27–120]
Contraceptive prevalence, married women (%)	79
Female HIV prevalence, aged 15–49 (%)	0.30
Male HIV prevalence, aged 15–49 (%)	0.60
Infant mortality rate (per 1,000 live births)	19
Overall population sex ratio (male/female)	0.98

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	0.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1946
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	4–6 months
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Social insurance fund
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

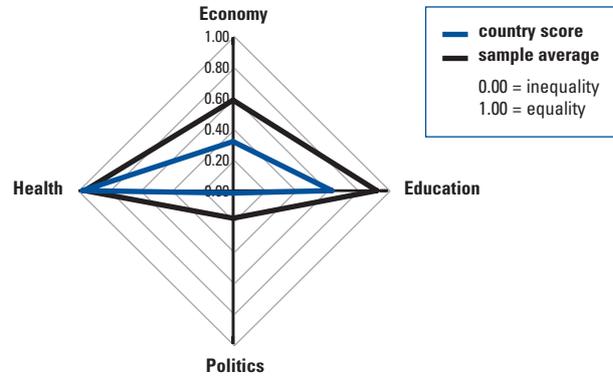
Yemen

Rank (out of 135 countries) **135** Score (0.00 = inequality, 1.00 = equality) **0.487**

Gender Gap Index 2011

Key Indicators

Total population (millions)	24.26
Population growth (%)	2.83
GDP (US\$ billions)	13.32
GDP (PPP) per capita	2,243



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
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Gender Gap Subindexes

Economic Participation and Opportunity 135 0.318 0.588

Labour force participation.....	132	0.28	0.68	21	74	0.28	
Wage equality for similar work (survey).....	88	0.62	0.65	—	—	0.62	
Estimated earned income (PPP US\$).....	130	0.21	0.52	857	4,046	0.21	
Legislators, senior officials, and managers	125	0.02	0.26	2	98	0.02	
Professional and technical workers	115	0.18	0.64	15	85	0.18	

Educational Attainment..... 134 0.642 0.928

Literacy rate.....	131	0.56	0.86	45	80	0.56	
Enrolment in primary education.....	133	0.83	0.98	66	79	0.83	
Enrolment in secondary education.....	131	0.46	0.90	21	46	0.46	
Enrolment in tertiary education.....	126	0.42	0.86	6	14	0.42	

Health and Survival..... 83 0.973 0.956

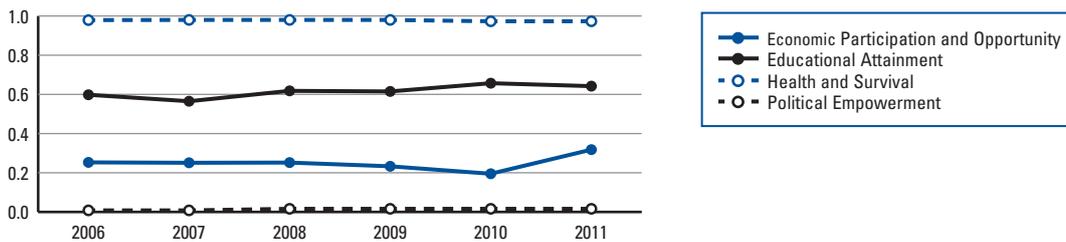
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.95	
Healthy life expectancy.....	89	1.04	1.04	55	53	1.04	

Political Empowerment..... 131 0.016 0.185

Women in parliament.....	129	0.00	0.22	0	100	0.00	
Women in ministerial positions	115	0.06	0.18	6	94	0.06	
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00	

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	135	0.487	135	0.318	134	0.642	83	0.973	131	0.016
Gender Gap Index 2010 (out of 134 countries)	134	0.460	134	0.195	132	0.657	81	0.973	130	0.016
Gender Gap Index 2009 (out of 134 countries)	134	0.461	134	0.233	133	0.615	1	0.980	133	0.016
Gender Gap Index 2008 (out of 130 countries)	130	0.466	130	0.252	129	0.618	1	0.980	129	0.016
Gender Gap Index 2007 (out of 128 countries)	128	0.451	128	0.251	127	0.565	1	0.980	127	0.008
Gender Gap Index 2006 (out of 115 countries)	115	0.459	114	0.253	114	0.598	48	0.979	113	0.008

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	41
Male adult unemployment rate (% of male labour force)	12
Women in non-agricultural paid labour (% of total labour force)	6
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	0.50
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	1
Ability of women to rise to positions of enterprise leadership ¹	3.29

Education

Female teachers, primary education (%)	20
Female teachers, secondary education (%)	21
Female teachers, tertiary education (%)	17
Female school life expectancy, primary to secondary (years)	6
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	22
Early marriage (% women, aged 15–19)	27
Fertility rate (births per woman)	5.20
Adolescent fertility rate (births per 1,000 women, aged 15–19)	80
Antenatal care coverage, at least one visit (%)	47
Births attended by skilled health staff (%)	36
Maternal mortality ratio (per 100,000 live births) ⁴	210 [110-400]
Contraceptive prevalence, married women (%)	28
Female HIV prevalence, aged 15–49 (%)	—
Male HIV prevalence, aged 15–49 (%)	—
Infant mortality rate (per 1,000 live births)	51
Overall population sex ratio (male/female)	1.02

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1967, 1970
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	60 days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

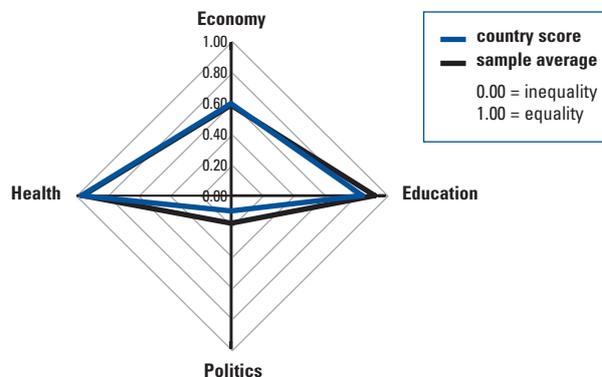
Zambia

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **106** **0.630**

Key Indicators

Total population (millions)	12.93
Population growth (%)	1.58
GDP (US\$ billions)	5.59
GDP (PPP) per capita	1,401

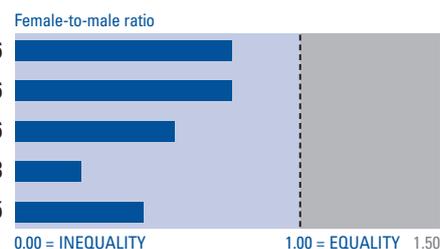


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

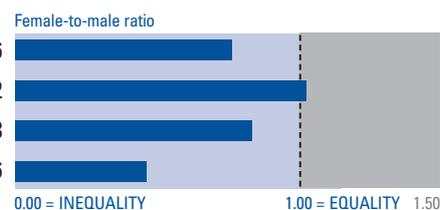
Economic Participation and Opportunity 87 0.600 0.588

Labour force participation.....	73	0.76	0.68	60	79	0.76
Wage equality for similar work (survey).....	21	0.76	0.65	—	—	0.76
Estimated earned income (PPP US\$).....	72	0.56	0.52	1,031	1,831	0.56
Legislators, senior officials, and managers	88	0.23	0.26	19	81	0.23
Professional and technical workers	102	0.45	0.64	31	69	0.45



Educational Attainment..... 120 0.851 0.928

Literacy rate.....	119	0.76	0.86	61	81	0.76
Enrolment in primary education.....	1	1.00	0.98	92	90	1.02
Enrolment in secondary education.....	118	0.83	0.90	42	51	0.83
Enrolment in tertiary education.....	124	0.46	0.86	2	3	0.46



Health and Survival..... 97 0.969 0.956

Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	103	1.03	1.04	40	39	1.03



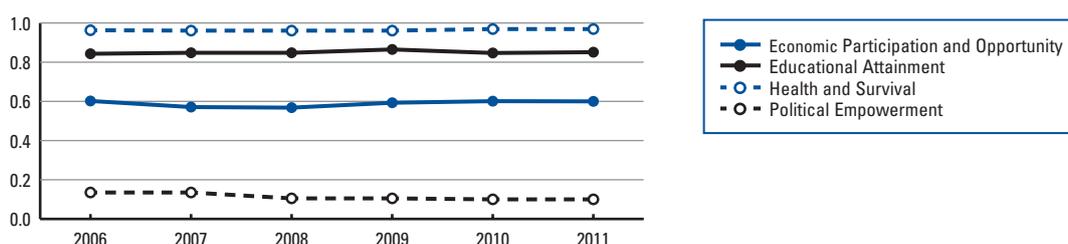
Political Empowerment..... 84 0.100 0.185

Women in parliament.....	84	0.16	0.22	14	86	0.16
Women in ministerial positions	62	0.20	0.18	17	83	0.20
Years with female head of state (last 50)	52	0.00	0.16	0	50	0.00



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	106	0.630	87	0.600	120	0.851	97	0.969	84	0.100
Gender Gap Index 2010 (out of 134 countries)	106	0.629	88	0.601	119	0.847	97	0.969	84	0.100
Gender Gap Index 2009 (out of 134 countries)	107	0.631	93	0.593	116	0.865	116	0.961	82	0.105
Gender Gap Index 2008 (out of 130 countries)	106	0.620	94	0.568	115	0.848	112	0.961	78	0.105
Gender Gap Index 2007 (out of 128 countries)	101	0.629	92	0.571	111	0.848	110	0.961	49	0.135
Gender Gap Index 2006 (out of 115 countries)	85	0.636	64	0.602	100	0.843	102	0.963	43	0.135

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	11
Male adult unemployment rate (% of male labour force)	14
Women in non-agricultural paid labour (% of total labour force)	22
Inheritance practices in favour of male heirs ²	1.00
Firms with female participation in ownership (% of firms)	18
Women's access to land ownership ²	1.00
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	2
Ability of women to rise to positions of enterprise leadership ¹	5.03

Education

Female teachers, primary education (%)	50
Female teachers, secondary education (%)	—
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	8
Male school life expectancy, primary to secondary (years)	9

Marriage and Childbearing

Mean age of marriage for women (years)	21
Early marriage (% women, aged 15–19)	24
Fertility rate (births per woman)	5.80
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	151
Antenatal care coverage, at least one visit (%)	94
Births attended by skilled health staff (%)	46
Maternal mortality ratio (per 100,000 live births) ⁴	470 [250-680]
Contraceptive prevalence, married women (%)	41
Female HIV prevalence, aged 15–49 (%)	16.00
Male HIV prevalence, aged 15–49 (%)	11.10
Infant mortality rate (per 1,000 live births)	86
Overall population sex ratio (male/female)	1.00

Social Institutions and Political Rights

Paternal versus maternal authority ²	1.00
Female genital mutilation ²	0.00
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.75
Year women received right to vote	1962
Quota type	—
Existence of legislation prohibiting gender-based discrimination	—
Childcare Ecosystem	
Length of maternity leave	12 weeks
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

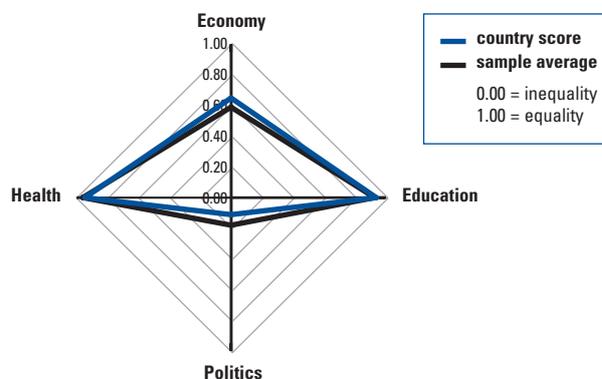
Zimbabwe

Rank (out of 135 countries) Score (0.00 = inequality, 1.00 = equality)

Gender Gap Index 2011 **88** **0.661**

Key Indicators

Total population (millions)	12.64
Population growth (%)	0.96
GDP (US\$ billions)	4.08
GDP (PPP) per capita	—

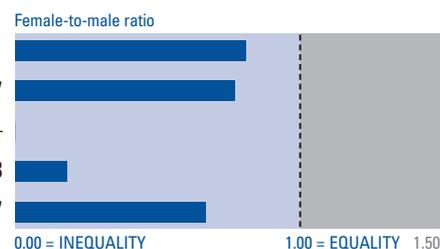


Rank Score Sample average Female Male Female-to-male ratio

Gender Gap Subindexes

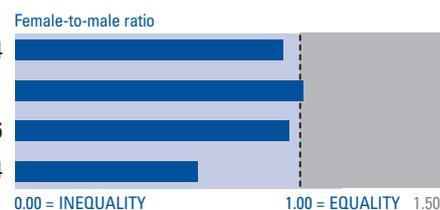
Economic Participation and Opportunity 66 0.650 0.588

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Labour force participation.....	55	0.81	0.68	61	75	0.81
Wage equality for similar work (survey).....	15	0.77	0.65	—	—	0.77
Estimated earned income (PPP US\$).....	—	—	0.52	—	—	—
Legislators, senior officials, and managers.....	94	0.18	0.26	15	85	0.18
Professional and technical workers.....	89	0.67	0.64	40	60	0.67



Educational Attainment..... 102 0.936 0.928

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Literacy rate.....	87	0.94	0.86	89	95	0.94
Enrolment in primary education.....	1	1.00	0.98	91	89	1.01
Enrolment in secondary education.....	101	0.96	0.90	37	39	0.96
Enrolment in tertiary education.....	113	0.64	0.86	3	4	0.64



Health and Survival..... 129 0.946 0.956

Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Sex ratio at birth (female/male).....	1	0.94	0.92	—	—	0.97
Healthy life expectancy.....	135	0.95	1.04	38	40	0.95



Political Empowerment..... 75 0.111 0.185

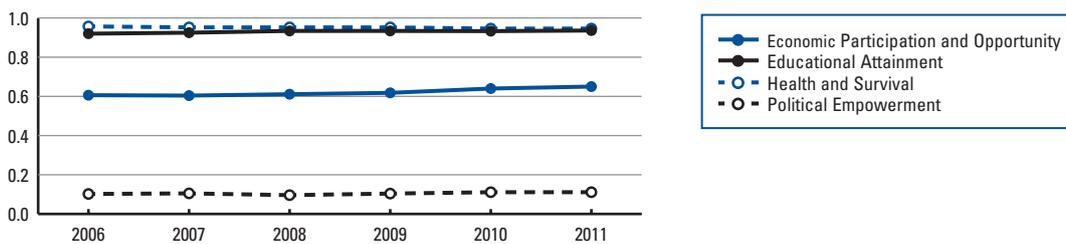
Indicator	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Women in parliament.....	78	0.18	0.22	15	85	0.18
Women in ministerial positions.....	56	0.23	0.18	19	81	0.23
Years with female head of state (last 50).....	52	0.00	0.16	0	50	0.00



Zimbabwe

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2011 (out of 135 countries)	88	0.661	66	0.650	102	0.936	129	0.946	75	0.111
Gender Gap Index 2010 (out of 134 countries)	92	0.657	67	0.640	105	0.933	128	0.946	76	0.111
Gender Gap Index 2009 (out of 134 countries)	95	0.652	81	0.618	103	0.934	125	0.952	83	0.104
Gender Gap Index 2008 (out of 130 countries)	92	0.649	76	0.611	100	0.934	121	0.952	83	0.096
Gender Gap Index 2007 (out of 128 countries)	88	0.646	79	0.604	100	0.925	119	0.952	64	0.105
Gender Gap Index 2006 (out of 115 countries)	76	0.646	62	0.606	87	0.920	108	0.957	62	0.102

Evolution 2006–2011



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force)	4
Male adult unemployment rate (% of male labour force)	4
Women in non-agricultural paid labour (% of total labour force)	22
Inheritance practices in favour of male heirs ²	0.50
Firms with female participation in ownership (% of firms)	—
Women's access to land ownership ²	1.00
Women's access to bank loans ²	0.50
Women's access to property other than land ²	0.50
Women's access to finance programmes ³	—
Ability of women to rise to positions of enterprise leadership ¹	4.98

Education

Female teachers, primary education (%)	—
Female teachers, secondary education (%)	—
Female teachers, tertiary education (%)	—
Female school life expectancy, primary to secondary (years)	9
Male school life expectancy, primary to secondary (years)	10

Marriage and Childbearing

Mean age of marriage for women (years)	21
Early marriage (% women, aged 15–19)	23
Fertility rate (births per woman)	3.40
Adolescent fertility rate (births per 1,000 women, aged 15–19) ..	101
Antenatal care coverage, at least one visit (%)	93
Births attended by skilled health staff (%)	60
Maternal mortality ratio (per 100,000 live births) ⁴	790 [410-1,200]
Contraceptive prevalence, married women (%)	60
Female HIV prevalence, aged 15–49 (%)	17.30
Male HIV prevalence, aged 15–49 (%)	11.20
Infant mortality rate (per 1,000 live births)	56
Overall population sex ratio (male/female)	0.94

Social Institutions and Political Rights

Paternal versus maternal authority ²	0.50
Female genital mutilation ²	0.05
Acceptance or legality of polygamy ²	1.00
Existence of legislation punishing acts of violence against women ²	0.67
Year women received right to vote	1919, 1957
Quota type	No legislated; voluntary political party quotas
Existence of legislation prohibiting gender-based discrimination	—

Childcare Ecosystem

Length of maternity leave	98 days
Maternity leave benefits (% of wages paid)	100
Provider of maternity coverage	Employer
Length of paternity leave	—
Paternity leave benefits (% of wages paid)	—
Daycare options	—

1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
 2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
 3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
 4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

About the Authors

Ricardo Hausmann is Director of Harvard's Center for International Development and Professor of the Practice of Economic Development at the Kennedy School of Government. Previously he served as the first Chief Economist of the Inter-American Development Bank (1994–2000), where he created the Research Department. He has served as Minister of Planning of Venezuela (1992–1993) and as a member of the Board of the Central Bank of Venezuela. He also served as Chair of the IMF World Bank Development Committee. He was Professor of Economics at the Instituto de Estudios Superiores de Administración (IESA) (1985–1991) in Caracas, where he founded the Center for Public Policy. He holds a PhD in Economics from Cornell University. Professor Hausmann's research interests include issues of growth, macroeconomic stability, international finance and the social dimensions of development. He did pioneering work on the causes of macroeconomic volatility in developing countries and studied its effects on growth, poverty and inequality. He also studied the role of budgetary and political institutions in achieving fiscal balance and the role of foreign currency debts in causing economic crises. Professor Hausmann has made important contributions to the study of the "resource curse". More recently, his growth diagnostics methodology, designed to identify the binding constraints to growth in countries, has been adopted widely by multilateral organizations, and his breakthrough research on the patterns of change in productive structures is informing countries' industrial policies around the world. Professor Hausmann developed the methodology of the World Economic Forum Global Gender Gap Index, which looks into areas of health, education, economic participation and political power; he is also a co-author of the annual *Global Gender Gap Report*.

Laura D'Andrea Tyson is the S.K. and Angela Chan Professor of Global Management at the Haas School of Business, at the University of California Berkeley. She served as Dean of the London Business School from 2002 to 2006, and as Dean of the Berkeley Haas School of Business from 1998 to 2001. Tyson is a member of President Barack Obama's Council of Jobs and Competitiveness. She was also a member of President Obama's Economic Recovery Advisory Board (2009–2011). She served in the Clinton Administration and was the Chair of the Council of Economic Advisers (1993–1995) and the President's National Economic Adviser (1995–1996). Tyson is a Senior Advisor at the McKinsey Global Institute, Credit Suisse Research Institute, and The Rock Creek Group. She is a Senior Fellow at the Center for American Progress and is on the Advisory Council of the Brookings Institution Hamilton Project. She serves on the Advisory Board of Newman's Own, Generation Investment Management, and H&Q Asia Pacific. She is also a Special Advisor at Berkeley Research Group and a Commissioner at the Committee for Responsible Federal Budget. Tyson is a member of the World Economic Forum's Global Agenda Council, MIT Corporation, Committee on Capital Markets Regulation, and Think Long Committee for California. She is a member of the National Academies' Board on Science, Technology and Economic Policy and a member of the National Academies Committee on Research Universities. Tyson serves as a member of the Boards of Directors of Eastman Kodak Company, Morgan Stanley, AT&T, Silver Spring Networks, CB Richard Ellis, the Peter G. Peterson Institute of International Economics and the New America Foundation. Tyson has written books and articles on industrial competitiveness and trade. She has also written opinion columns for many publications including *BusinessWeek*, *The New York Times* and the *Financial Times* and has made numerous television appearances on economic issues. She is on the editorial board of the *International Economy* and contributes to the *New York Times* Economix blog and the *Financial Times* A-list.

Saadia Zahidi is a Senior Director and Head of Constituents at the World Economic Forum. Under her leadership, the Women Leaders and Gender Parity Programme aims to benchmark global gender gaps, create awareness of the economic incentives for gender parity and promote collaboration among leaders—women and men—to address gender gaps. Zahidi has been co-author and editor of the *Global Gender Gap Report* series since its inception in 2006; she is also co-author and editor of the *Corporate Gender Gap Report* and responsible for the Forum’s initial study in this field, *Women’s Empowerment: Measuring the Global Gender Gap*, in 2005. Zahidi frequently serves as an expert and spokesperson in the media and at international conferences on issues of gender parity. She also serves as an expert and advisor on gender gap issues for several institutions, including as a member of the Scientific Advisory Council of the Gender Equality Project, the Women in Public Service Initiative and *The Wall Street Journal* Women in the Economy Taskforce, among other initiatives. As Head of Constituents at the World Economic Forum, her responsibilities also include the engagement of labour leaders, religious leaders, international organizations, NGOs and other civil society actors. She was previously an Economist with the Forum’s Global Competitiveness Programme. Her research interests include issues of education, gender, skills, employment and human capital. Zahidi holds a cum laude BA degree in Economics from Smith College, Massachusetts, United States and an MPhil degree in International Economics from the Graduate Institute of International Studies in Geneva, Switzerland.

Project Team

Yasmina Bekhouche is Senior Project Associate for the Women Leaders and Gender Parity Programme at the World Economic Forum. Her responsibilities include the production of *The Global Gender Gap Report*, encompassing the production of the Index and co-authoring the main chapter. She is also responsible for the production of regional studies and organizing community activities at the World Economic Forum's annual meetings and regional summits. She previously worked at the Foreign Affairs Division of the Swiss Federal Administration. Bekhouche holds a Master's degree in International Relations from the Graduate Institute of International Studies in Geneva, Switzerland. Her interests include social issues, human capital management, diversity and geopolitics.

Marc Cuénod is the Team Coordinator and Research Associate for Constituents at the World Economic Forum. His responsibilities include coordination among the following communities at the Forum: women leaders, gender parity groups, religious leaders, NGOs and labour leaders. Cuénod has previously contributed to the *Corporate Gender Gap Report 2010*, *The Global Gender Gap Reports 2009 and 2010* and *The India Gender Gap Review 2009*. He formerly worked in the Hotel Management Industry in Madagascar and as an assistant consultant in a hospitality consulting company. Cuénod holds a Bachelor of Science in International Hospitality Management from the Ecole Hôtelière de Lausanne, Switzerland. His interests include global competitiveness, demography, population dynamics and economic growth.

Silvia Magnoni is Community Manager for the Women Leaders and Gender Parity programme at the World Economic Forum, where she coordinates a community of leaders committed to gender equality. Prior to joining the Forum, Magnoni worked for Green Center in Denmark, the European Central Bank and the Food and Agriculture Organization of the United Nations. Her expertise encompasses public policy, sustainability and gender mainstreaming. Magnoni holds an Honors Degree in Business Economics from LIUC University, Italy and an Advanced Postgraduate Degree in European Studies and Global Affairs from the Postgraduate School of Economics and International Relations in Milan and Pázmány Péter University in Budapest. She is currently completing a Master Program in African Studies at the University of Copenhagen, with a focus on gender and environment.

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www.alliance-renault-nissan.com



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