

The Global Gender Gap Index 2012

RICARDO HAUSMANN, Harvard University

LAURA D. TYSON, University of California, Berkeley

YASMINA BEKHOUCHE, World Economic Forum

SAADIA ZAHIDI, World Economic Forum

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 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 Part 1 reviews the underlying concepts employed in creating the Global Gender Gap Index and outlines the methods used to calculate it. The second part presents the 2012 rankings, global patterns and regional performances 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, 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 2012. The second page shows the trends between 2006 and 2012 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, *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 the countries' levels of development. In other words, the Index is constructed to rank countries on their gender gaps not on their development level. For example, rich countries, generally speaking, are able to offer more education and health opportunities to all members of society, which is often reflected in measures of education levels (although this 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 outcomes rather than inputs. 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,

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but they are displayed in the Country Profiles. For example, the Index includes a variable comparing the gap between men and women in high-skilled jobs such as legislators, senior officials and managers (an outcome variable) but does not include data on 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 (subindexes): *economic participation and opportunity*, *educational attainment*, *health and survival* and *political empowerment*. Table 1 displays all four of these subindexes and the 14 different variables that compose them, along with the sources of data used for each.

Economic participation and opportunity

This subindex is captured through three concepts: the participation gap, the remuneration gap and the advancement gap. The participation gap is captured using 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 subindex, the gap between women's and men's current access to education is captured through ratios of women to men in primary-, secondary- and tertiary-level education. A longer-term view of the country's ability to educate women and men in equal numbers is captured through the ratio of the female literacy rate to the male literacy rate.

Health and survival

This subindex provides an overview of the differences between women's and men's health. To do this, we use two variables. The first variable is the sex ratio at birth,

which aims specifically to capture the phenomenon of "missing women" prevalent in many countries with a strong son preference. Second, we use the gap between women's and men's healthy life expectancy, 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 subindex measures the gap between men and women at the highest level of political decision-making through the ratio of women to men in minister-level positions and the ratio of women to men in parliamentary positions. In addition, we include the ratio of women to men in terms of years in executive office (prime minister or president) for the last 50 years. A clear drawback in this category is the absence of any variables capturing differences between the participation of women and men at local levels of government. Should such data become available at a 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

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

Truncate data at equality benchmark

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

The type of scale chosen determines whether the Index is rewarding women's empowerment or gender equality.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 penalizes either men's advantage over women or women's advantage over men, and gives the highest points to absolute equality. The second choice was a *one-sided*

Table 1: Structure of the Global Gender Gap Index

Subindex	Variable	Source
Economic Participation and Opportunity	Ratio: female labour force participation over male value	International Labour Organisation, <i>Key Indicators of the Labour 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</i> , 2012
	Ratio: estimated female earned income over male value	World Economic Forum, calculations based on the United Nations Development Programme methodology (refer to Human Development Report 2009)
	Ratio: female legislators, senior officials and managers over male value	International Labour Organisation, <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 Organisation, <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> , 2011 or latest data available; World Bank's <i>World Development Indicators & Global Development Finance</i> online Database, 2010 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> , 2011 or latest data available; World Bank's <i>World Development Indicators & Global Development Finance</i> online database, 2011 or latest available data
	Ratio: female net secondary level enrolment over male value	UNESCO Institute for Statistics, <i>Education Indicators</i> , 2011 or latest data available; World Bank's <i>World Development Indicators & Global Development Finance</i> online database, 2011 or latest available data
	Ratio: female gross tertiary level enrolment over male value	UNESCO Institute for Statistics, <i>Education Indicators</i> , 2011 or latest data available; World Bank's <i>World Development Indicators & Global development Finance</i> online database, 2011 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, 2012
	Ratio: female healthy life expectancy over male value	World Health Organisation, <i>Global Health Observatory database</i> , data from 2007
Political Empowerment	Ratio: females with seats in parliament over male value	Inter-Parliamentary Union, <i>Women in Politics: 2012</i> , reflecting elections/appointments up to 1 January 2012
	Ratio: females at ministerial level over male value	Inter-Parliamentary Union, <i>Women in Politics: 2012</i> , reflecting appointments up to 1 January 2012
	Ratio: number of years of a female head of state or government (last 50 years) over male value	World Economic Forum calculations, 30 June 2012

Note: If there are 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.

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 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 of standard deviations by dividing 0.01 by the standard deviation for each variable. These four values are then used as weights to calculate the weighted average of the four variables. This way of weighting variables allows us to make sure

Table 2: Calculation of weights within each subindex

Economic Participation and Opportunity Deviation	Standard deviation	Standard deviation per 1% point change	Weights
Ratio: female labour force participation over male value	0.160	0.063	0.199
Wage equality between women and men for similar work (converted to female-over-male ratio)	0.103	0.097	0.310
Ratio: 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 Deviation	Standard deviation	Standard deviation per 1% point change	Weights
Ratio: female literacy rate over male value	0.145	0.069	0.191
Ratio: female net primary 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 Deviation	Standard deviation	Standard deviation per 1% point change	Weights
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
Political Empowerment Deviation	Standard deviation	Standard deviation per 1% point change	Weights
Ratio: females with seats in parliament over male value	0.166	0.060	0.310
Ratio: females at ministerial level over male value	0.208	0.048	0.247
Ratio: number of years of a female head of state (last 50 years) over male value	0.116	0.086	0.443
Total			1

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

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 used to calculate the overall Global Gender Gap Index score. As in the case of the subindexes, this final value ranges between 1 (equality) and 0 (inequality), thus allowing for comparisons relative

to ideal standards of equality in addition to relative country rankings.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 a country has reduced its gender gap makes the Index more intuitively appealing to readers.⁸

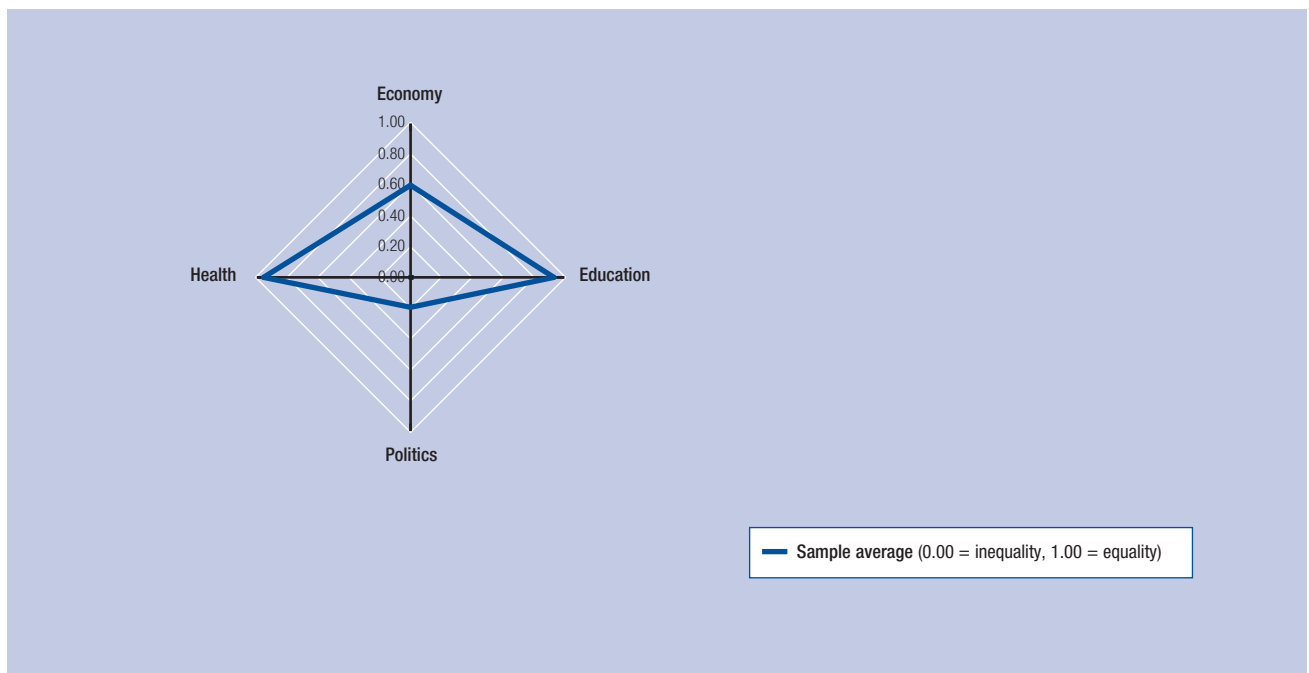
THE GLOBAL GENDER GAP INDEX 2012 RANKINGS

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 make up the Index.

Country coverage 2012

In 2012, we have been able to include 132 of the 135 countries covered in the 2011 edition of the *Report*. Due to lack of updated data, we have removed Angola, Tunisia and Zimbabwe from the *Report* in 2012. However, we were able to include three new countries—Cape Verde, Serbia and Timor-Leste, maintaining a total of 135 countries. Of these, 111 have been included in the *Report* since the first edition in 2006.

Figure 1: Global patterns, 2012



Source: Global Gender Gap Index 2012; scores are weighted by population.

Nearly 200 countries were considered for inclusion this year. Out of the 135 ultimately covered in this *Report*, 13 countries had one data point missing: Bahamas (Wage equality for similar work [survey]) Belize (Wage equality for similar work [survey]) Botswana (Women in ministerial positions) Brunei Darussalam (Women in parliament) Ghana (Professional and technical workers) Jamaica (Professional and technical workers) Maldives (Wage equality for similar work [survey]); Russian Federation (Enrolment in secondary education) Serbia (Labour force participation); Singapore (Enrolment in tertiary education) Sri Lanka (Women in ministerial positions) Syria (Wage equality for similar work [survey]) and Vietnam (Enrolment in primary education).

Another 24 countries had two variables missing: Albania (Legislators, senior officials and managers; Professional and technical workers), Benin (Legislators, senior officials and managers; Professional and technical workers), Burkina Faso (Legislators, senior officials and managers; Professional and technical workers), Burundi (Legislators, senior officials and managers; Professional and technical workers), Cameroon (Legislators, senior officials and managers; Professional and technical workers), Cape Verde (Legislators, senior officials and managers; Professional and technical workers), Chad (Legislators, senior officials and managers; Professional and technical workers), Côte d'Ivoire (Legislators, senior officials and managers; Professional and technical workers), Cuba (Legislators, senior officials and managers; Professional and technical workers), Fiji (Wage equality for similar work [survey] and Women in parliament), Gambia (Legislators, senior officials and managers; Professional

and technical workers), Guatemala (Legislators, senior officials and managers; Professional and technical workers), India (Legislators, senior officials and managers; Professional and technical workers), Jordan (Legislators, senior officials and managers; Professional and technical workers), Kenya (Legislators, senior officials and managers; Professional and technical workers), Luxembourg (Legislators, senior officials and managers; Professional and technical workers), Malawi (Legislators, senior officials and managers; Professional and technical workers), Mali (Legislators, senior officials and managers; Professional and technical workers), Mauritania (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), Tajikistan (Legislators, senior officials and managers; Professional and technical workers) and Timor-Leste (Legislators, senior officials and managers; Professional and technical workers).

Global patterns

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

Table 3a: The Global Gender Gap Index 2012 rankings: comparisons with 2011, 2010, 2009, 2008, 2007 and 2006

Country	2012 rank	2012 score	2012 rank among 2011 countries	2011 rank	2011 score	2010 rank	2010 score	2009 rank	2009 score	2008 rank	2008 score	2007 rank	2007 score	2006 rank	2006 score
Iceland	1	0.8640	1	1	0.8530	1	0.8496	1	0.8276	4	0.7999	4	0.7836	4	0.7813
Finland	2	0.8451	2	3	0.8383	3	0.8260	2	0.8252	2	0.8195	3	0.8044	3	0.7958
Norway	3	0.8403	3	2	0.8404	2	0.8404	3	0.8227	1	0.8239	2	0.8059	2	0.7994
Sweden	4	0.8159	4	4	0.8044	4	0.8024	4	0.8139	3	0.8139	1	0.8146	1	0.8133
Ireland	5	0.7839	5	5	0.7830	6	0.7773	8	0.7597	8	0.7518	9	0.7457	10	0.7335
New Zealand	6	0.7805	6	6	0.7810	5	0.7808	5	0.7880	5	0.7859	5	0.7649	7	0.7509
Denmark	7	0.7777	7	7	0.7778	7	0.7719	7	0.7628	7	0.7538	8	0.7519	8	0.7462
Philippines	8	0.7757	8	8	0.7685	9	0.7654	9	0.7579	6	0.7568	6	0.7629	6	0.7516
Nicaragua	9	0.7697	9	27	0.7245	30	0.7176	49	0.7002	71	0.6747	90	0.6458	62	0.6566
Switzerland	10	0.7672	10	10	0.7627	10	0.7562	13	0.7426	14	0.7360	40	0.6924	26	0.6997
Netherlands	11	0.7659	11	15	0.7470	17	0.7444	11	0.7490	9	0.7399	12	0.7383	12	0.7250
Belgium	12	0.7652	12	13	0.7531	14	0.7509	33	0.7165	28	0.7163	19	0.7198	20	0.7078
Germany	13	0.7629	13	11	0.7590	13	0.7530	12	0.7449	11	0.7394	7	0.7618	5	0.7524
Lesotho	14	0.7608	14	9	0.7666	8	0.7678	10	0.7495	16	0.7320	26	0.7078	43	0.6807
Latvia	15	0.7572	15	19	0.7399	18	0.7429	14	0.7416	10	0.7397	13	0.7333	19	0.7091
South Africa	16	0.7496	16	14	0.7478	12	0.7535	6	0.7709	22	0.7232	20	0.7194	18	0.7125
Luxembourg	17	0.7439	17	30	0.7216	26	0.7231	63	0.6889	66	0.6802	58	0.6786	56	0.6671
United Kingdom	18	0.7433	18	16	0.7462	15	0.7460	15	0.7402	13	0.7366	11	0.7441	9	0.7365
Cuba	19	0.7417	19	20	0.7394	24	0.7253	29	0.7176	25	0.7195	22	0.7169	—	—
Austria	20	0.7391	20	34	0.7165	37	0.7091	42	0.7031	29	0.7153	27	0.7060	27	0.6986
Canada	21	0.7381	21	18	0.7407	20	0.7372	25	0.7196	31	0.7136	18	0.7198	14	0.7165
United States	22	0.7373	22	17	0.7412	19	0.7411	31	0.7173	27	0.7179	31	0.7002	23	0.7042
Mozambique	23	0.7350	23	26	0.7251	22	0.7329	26	0.7195	18	0.7266	43	0.6883	—	—
Burundi	24	0.7338	24	24	0.7270	—	—	—	—	—	—	—	—	—	—
Australia	25	0.7294	25	23	0.7291	23	0.7271	20	0.7282	21	0.7241	17	0.7204	15	0.7163
Spain	26	0.7266	26	12	0.7580	11	0.7554	17	0.7345	17	0.7281	10	0.7444	11	0.7319
Barbados	27	0.7232	27	33	0.7170	31	0.7176	21	0.7236	26	0.7188	—	—	—	—
Uganda	28	0.7228	28	29	0.7220	33	0.7169	40	0.7067	43	0.6981	50	0.6833	47	0.6797
Costa Rica	29	0.7225	29	25	0.7266	28	0.7194	27	0.7180	32	0.7111	28	0.7014	30	0.6936
Bolivia	30	0.7222	30	62	0.6862	76	0.6751	82	0.6693	80	0.6667	80	0.6574	87	0.6335
Kazakhstan	31	0.7213	31	49	0.7010	41	0.7055	47	0.7013	45	0.6976	32	0.6983	32	0.6928
Argentina	32	0.7212	32	28	0.7236	29	0.7187	24	0.7211	24	0.7209	33	0.6982	41	0.6829
Ecuador	33	0.7206	33	45	0.7035	40	0.7072	23	0.7220	35	0.7091	44	0.6881	82	0.6433
Lithuania	34	0.7191	34	37	0.7131	35	0.7132	30	0.7175	23	0.7222	14	0.7234	21	0.7077
Cape Verde*	35	0.7180	—	—	—	—	—	—	—	—	—	—	—	—	—
Malawi	36	0.7166	35	65	0.6850	68	0.6824	76	0.6738	81	0.6664	87	0.6480	81	0.6437
Bahamas	37	0.7156	36	22	0.7340	36	0.7128	28	0.7179	—	—	—	—	—	—
Slovenia	38	0.7132	37	41	0.7041	42	0.7047	52	0.6982	51	0.6937	49	0.6842	51	0.6745
Sri Lanka	39	0.7122	38	31	0.7212	16	0.7458	16	0.7402	12	0.7371	15	0.7230	13	0.7199
Panama	40	0.7122	39	40	0.7042	39	0.7072	43	0.7024	34	0.7095	38	0.6954	31	0.6935
Namibia	41	0.7121	40	32	0.7177	25	0.7238	32	0.7167	30	0.7141	29	0.7012	38	0.6864
Guyana	42	0.7119	41	38	0.7084	38	0.7090	35	0.7108	—	—	—	—	—	—
Trinidad and Tobago	43	0.7116	42	21	0.7372	21	0.7353	19	0.7298	19	0.7245	46	0.6859	45	0.6797
Mongolia	44	0.7111	43	36	0.7140	27	0.7194	22	0.7221	40	0.7049	62	0.6731	42	0.6821
Moldova	45	0.7101	44	39	0.7083	34	0.7160	36	0.7104	20	0.7244	21	0.7172	17	0.7128
Tanzania	46	0.7091	45	59	0.6904	66	0.6829	73	0.6797	38	0.7068	34	0.6969	24	0.7038
Portugal	47	0.7071	46	35	0.7144	32	0.7171	46	0.7013	39	0.7051	37	0.6959	33	0.6922
Venezuela	48	0.7060	47	63	0.6861	64	0.6863	69	0.6839	59	0.6875	55	0.6797	57	0.6664
Croatia	49	0.7053	48	50	0.7006	53	0.6939	54	0.6944	46	0.6967	16	0.7210	16	0.7145
Serbia*	50	0.7037	—	—	—	—	—	—	—	—	—	—	—	—	—
Jamaica	51	0.7035	49	47	0.7028	44	0.7037	48	0.7013	44	0.6980	39	0.6925	25	0.7014
Bulgaria	52	0.7021	50	51	0.6987	50	0.6983	38	0.7072	36	0.7077	25	0.7085	37	0.6870
Poland	53	0.7015	51	42	0.7038	43	0.7037	50	0.6998	49	0.6951	60	0.6756	44	0.6802
Kyrgyz Republic	54	0.7013	52	44	0.7036	51	0.6973	41	0.7058	41	0.7045	70	0.6653	52	0.6742
Singapore	55	0.6989	53	57	0.6914	56	0.6914	84	0.6664	84	0.6625	77	0.6609	65	0.6550
Israel	56	0.6989	54	55	0.6926	52	0.6957	45	0.7019	56	0.6900	36	0.6965	35	0.6889
France	57	0.6984	55	48	0.7018	46	0.7025	18	0.7331	15	0.7341	51	0.6824	70	0.6520
Madagascar	58	0.6982	56	71	0.6797	80	0.6713	77	0.6732	74	0.6736	89	0.6461	84	0.6385
Russian Federation	59	0.6980	57	43	0.7037	45	0.7036	51	0.6987	42	0.6994	45	0.6866	49	0.6770
Estonia	60	0.6977	58	52	0.6983	47	0.7018	37	0.7094	37	0.7076	30	0.7008	29	0.6944
Macedonia, FYR	61	0.6968	59	53	0.6966	49	0.6996	53	0.6950	53	0.6914	35	0.6967	28	0.6983
Brazil	62	0.6909	60	82	0.6679	85	0.6655	81	0.6695	73	0.6737	74	0.6637	67	0.6543
Colombia	63	0.6901	61	80	0.6714	55	0.6927	56	0.6939	50	0.6944	24	0.7090	22	0.7049
Ukraine	64	0.6894	62	64	0.6861	63	0.6869	61	0.6896	62	0.6856	57	0.6790	48	0.6797
Thailand	65	0.6893	63	60	0.6892	57	0.6910	59	0.6907	52	0.6917	52	0.6815	40	0.6831
Vietnam	66	0.6867	64	79	0.6732	72	0.6776	71	0.6802	68	0.6778	42	0.6889	—	—
Romania	67	0.6859	65	68	0.6812	67	0.6826	70	0.6805	70	0.6763	47	0.6859	46	0.6797
Timor-Leste*	68	0.6855	—	—	—	—	—	—	—	—	—	—	—	—	—

Table 3a: The Global Gender Gap Index 2012 rankings: comparisons with 2011, 2010, 2009, 2008, 2007 and 2006 (cont'd.)

Country	2012 rank	2012 score	2012 rank among 2011 countries	2011 rank	2011 score	2010 rank	2010 score	2009 rank	2009 score	2008 rank	2008 score	2007 rank	2007 score	2006 rank	2006 score
China	69	0.6853	66	61	0.6866	61	0.6881	60	0.6907	57	0.6878	73	0.6643	63	0.6561
Slovak Republic	70	0.6824	67	72	0.6797	71	0.6778	68	0.6845	64	0.6824	54	0.6797	50	0.6757
Ghana	71	0.6778	68	70	0.6811	70	0.6782	80	0.6704	77	0.6679	63	0.6725	58	0.6653
Kenya	72	0.6768	69	99	0.6493	96	0.6499	97	0.6512	88	0.6547	83	0.6508	73	0.6486
Czech Republic	73	0.6767	70	75	0.6789	65	0.6850	74	0.6789	69	0.6770	64	0.6718	53	0.6712
Honduras	74	0.6763	71	54	0.6945	54	0.6927	62	0.6893	47	0.6960	68	0.6661	74	0.6483
Brunei Darussalam	75	0.6750	72	76	0.6787	77	0.6748	94	0.6524	99	0.6392	—	—	—	—
Uruguay	76	0.6745	73	58	0.6907	59	0.6897	57	0.6936	54	0.6907	78	0.6608	66	0.6549
Botswana	77	0.6744	74	66	0.6832	62	0.6876	39	0.7071	63	0.6839	53	0.6797	34	0.6897
Peru	78	0.6742	75	73	0.6796	60	0.6895	44	0.7024	48	0.6959	75	0.6624	60	0.6619
Cyprus	79	0.6732	76	93	0.6567	86	0.6642	79	0.6706	76	0.6694	82	0.6522	83	0.6430
Italy	80	0.6729	77	74	0.6796	74	0.6765	72	0.6798	67	0.6788	84	0.6498	77	0.6456
Hungary	81	0.6718	78	85	0.6642	79	0.6720	65	0.6879	60	0.6867	61	0.6731	55	0.6698
Greece	82	0.6716	79	56	0.6916	58	0.6908	85	0.6662	75	0.6727	72	0.6648	69	0.6540
Paraguay	83	0.6714	80	67	0.6818	69	0.6804	66	0.6868	100	0.6379	69	0.6659	64	0.6556
Mexico	84	0.6712	81	89	0.6604	91	0.6577	98	0.6503	97	0.6441	93	0.6441	75	0.6462
Georgia	85	0.6691	82	86	0.6624	88	0.6598	83	0.6680	82	0.6654	67	0.6665	54	0.6700
Bangladesh	86	0.6684	83	69	0.6812	82	0.6702	93	0.6526	90	0.6531	100	0.6314	91	0.6270
Chile	87	0.6676	84	46	0.7030	48	0.7013	64	0.6884	65	0.6818	86	0.6482	78	0.6455
Malta	88	0.6666	85	83	0.6658	83	0.6695	88	0.6635	83	0.6634	76	0.6615	71	0.6518
Dominican Republic	89	0.6659	86	81	0.6682	73	0.6774	67	0.6859	72	0.6744	65	0.6705	59	0.6639
Senegal	90	0.6657	87	92	0.6573	101	0.6414	102	0.6427	—	—	—	—	—	—
Albania	91	0.6655	88	78	0.6748	78	0.6726	91	0.6601	87	0.6591	66	0.6685	61	0.6607
Armenia	92	0.6636	89	84	0.6654	84	0.6669	90	0.6619	78	0.6677	71	0.6651	—	—
Gambia, The	93	0.6630	90	77	0.6763	75	0.6762	75	0.6752	85	0.6622	95	0.6421	79	0.6448
El Salvador	94	0.6630	91	94	0.6567	90	0.6596	55	0.6939	58	0.6875	48	0.6853	39	0.6837
Maldives	95	0.6616	92	101	0.6480	99	0.6452	99	0.6482	91	0.6501	99	0.6350	—	—
Tajikistan	96	0.6608	93	96	0.6526	89	0.6598	86	0.6661	89	0.6541	79	0.6578	—	—
Indonesia	97	0.6591	94	90	0.6594	87	0.6615	92	0.6580	93	0.6473	81	0.6550	68	0.6541
Mauritius	98	0.6547	95	95	0.6529	95	0.6520	96	0.6513	95	0.6466	85	0.6487	88	0.6328
Azerbaijan	99	0.6546	96	91	0.6577	100	0.6446	89	0.6626	61	0.6856	59	0.6781	—	—
Malaysia	100	0.6539	97	97	0.6525	98	0.6479	100	0.6467	96	0.6442	92	0.6444	72	0.6509
Japan	101	0.6530	98	98	0.6514	94	0.6524	101	0.6447	98	0.6434	91	0.6455	80	0.6447
Belize	102	0.6465	99	100	0.6489	93	0.6536	87	0.6636	86	0.6610	94	0.6426	—	—
Cambodia	103	0.6457	100	102	0.6464	97	0.6482	104	0.6410	94	0.6469	98	0.6353	89	0.6291
Burkina Faso	104	0.6455	101	115	0.6153	111	0.6162	120	0.6081	115	0.6029	117	0.5912	104	0.5854
India	105	0.6442	102	113	0.6190	112	0.6155	114	0.6151	113	0.6060	114	0.5936	98	0.6011
Suriname	106	0.6409	103	104	0.6395	102	0.6407	78	0.6726	79	0.6674	56	0.6794	—	—
United Arab Emirates	107	0.6392	104	103	0.6454	103	0.6397	112	0.6198	105	0.6220	105	0.6184	101	0.5919
Korea, Rep.	108	0.6356	105	107	0.6281	104	0.6342	115	0.6146	108	0.6154	97	0.6409	92	0.6157
Kuwait	109	0.6320	106	105	0.6322	105	0.6318	105	0.6356	101	0.6358	96	0.6409	86	0.6341
Nigeria	110	0.6315	107	120	0.6011	118	0.6055	108	0.6280	102	0.6339	107	0.6122	94	0.6104
Bahrain	111	0.6298	108	110	0.6232	110	0.6217	116	0.6136	121	0.5927	115	0.5931	102	0.5894
Cameroon	112	0.6291	109	119	0.6073	114	0.6110	118	0.6108	117	0.6017	116	0.5919	103	0.5865
Fiji	113	0.6285	110	109	0.6255	108	0.6256	103	0.6414	—	—	—	—	—	—
Zambia	114	0.6279	111	106	0.6300	106	0.6293	107	0.6310	106	0.6205	101	0.6288	85	0.6360
Qatar	115	0.6264	112	111	0.6230	117	0.6059	125	0.5907	119	0.5948	109	0.6041	—	—
Guatemala	116	0.6260	113	112	0.6229	109	0.6238	111	0.6209	112	0.6072	106	0.6144	95	0.6067
Benin	117	0.6258	114	128	0.5832	128	0.5719	131	0.5643	126	0.5582	123	0.5656	110	0.5780
Ethiopia	118	0.6200	115	116	0.6136	121	0.6019	122	0.5948	122	0.5867	113	0.5991	100	0.5946
Mauritania	119	0.6129	116	114	0.6164	113	0.6152	119	0.6103	110	0.6117	111	0.6022	106	0.5835
Algeria	120	0.6112	117	121	0.5991	119	0.6052	117	0.6119	111	0.6111	108	0.6068	97	0.6018
Jordan	121	0.6103	118	117	0.6117	120	0.6048	113	0.6182	104	0.6275	104	0.6203	93	0.6109
Lebanon	122	0.6030	119	118	0.6083	116	0.6084	—	—	—	—	—	—	—	—
Nepal	123	0.6026	120	126	0.5888	115	0.6084	110	0.6213	120	0.5942	125	0.5575	111	0.5478
Turkey	124	0.6015	121	122	0.5954	126	0.5876	129	0.5828	123	0.5853	121	0.5768	105	0.5850
Oman	125	0.5986	122	127	0.5873	122	0.5950	123	0.5938	118	0.5960	119	0.5903	—	—
Egypt	126	0.5975	123	123	0.5933	125	0.5899	126	0.5862	124	0.5832	120	0.5809	109	0.5786
Iran, Islamic Rep.	127	0.5927	124	125	0.5894	123	0.5933	128	0.5839	116	0.6021	118	0.5903	108	0.5803
Mali	128	0.5842	125	132	0.5752	131	0.5680	127	0.5860	109	0.6117	112	0.6019	99	0.5996
Morocco	129	0.5833	126	129	0.5804	127	0.5767	124	0.5926	125	0.5757	122	0.5676	107	0.5827
Côte d'Ivoire	130	0.5785	127	130	0.5773	130	0.5691	—	—	—	—	—	—	—	—
Saudi Arabia	131	0.5731	128	131	0.5753	129	0.5713	130	0.5651	128	0.5537	124	0.5647	114	0.5242
Syria	132	0.5626	129	124	0.5896	124	0.5926	121	0.6072	127	0.6181	103	0.6216	—	—
Chad	133	0.5594	130	134	0.5334	133	0.5330	133	0.5417	129	0.5290	127	0.5381	113	0.5247
Pakistan	134	0.5478	131	133	0.5583	132	0.5465	132	0.5458	127	0.5549	126	0.5509	112	0.5434
Yemen	135	0.5054	132	135	0.4873	134	0.4603	134	0.4609	130	0.4664	128	0.4510	115	0.4595

* New countries 2012

Table 3b: Detailed rankings, 2012

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	0.8640	27	0.7540	1	1.0000	98	0.9696	1	0.7325
Finland	2	0.8451	14	0.7847	1	1.0000	1	0.9796	2	0.6162
Norway	3	0.8403	4	0.8300	1	1.0000	94	0.9697	3	0.5616
Sweden	4	0.8159	10	0.7957	39	0.9969	73	0.9735	4	0.4976
Ireland	5	0.7839	29	0.7514	30	0.9988	69	0.9737	6	0.4115
New Zealand	6	0.7805	15	0.7822	1	1.0000	94	0.9697	9	0.3703
Denmark	7	0.7777	16	0.7724	1	1.0000	67	0.9739	11	0.3645
Philippines	8	0.7757	17	0.7719	1	1.0000	1	0.9796	14	0.3515
Nicaragua	9	0.7697	88	0.6148	23	0.9996	58	0.9758	5	0.4889
Switzerland	10	0.7672	28	0.7518	71	0.9909	68	0.9738	13	0.3525
Netherlands	11	0.7659	24	0.7578	1	1.0000	94	0.9697	16	0.3362
Belgium	12	0.7652	36	0.7241	67	0.9918	50	0.9787	10	0.3664
Germany	13	0.7629	31	0.7399	83	0.9848	52	0.9780	15	0.3488
Lesotho	14	0.7608	6	0.8163	1	1.0000	1	0.9796	33	0.2474
Latvia	15	0.7572	20	0.7618	1	1.0000	1	0.9796	26	0.2875
South Africa	16	0.7496	69	0.6588	87	0.9800	103	0.9677	7	0.3919
Luxembourg	17	0.7439	7	0.8147	43	0.9960	85	0.9719	39	0.1931
United Kingdom	18	0.7433	33	0.7305	27	0.9993	93	0.9698	29	0.2737
Cuba	19	0.7417	64	0.6655	24	0.9995	66	0.9743	19	0.3276
Austria	20	0.7391	70	0.6515	49	0.9946	50	0.9787	18	0.3318
Canada	21	0.7381	12	0.7877	70	0.9909	52	0.9780	38	0.1959
United States	22	0.7373	8	0.8143	1	1.0000	33	0.9792	55	0.1557
Mozambique	23	0.7350	9	0.7988	123	0.8267	111	0.9612	12	0.3533
Burundi	24	0.7338	3	0.8322	117	0.8644	100	0.9685	30	0.2702
Australia	25	0.7294	22	0.7593	1	1.0000	73	0.9735	42	0.1847
Spain	26	0.7266	75	0.6462	38	0.9971	34	0.9791	27	0.2841
Barbados	27	0.7232	11	0.7905	1	1.0000	1	0.9796	79	0.1226
Uganda	28	0.7228	37	0.7221	112	0.9056	1	0.9796	28	0.2839
Costa Rica	29	0.7225	99	0.5987	1	1.0000	65	0.9747	21	0.3164
Bolivia	30	0.7222	79	0.6365	98	0.9629	84	0.9719	20	0.3175
Kazakhstan	31	0.7213	19	0.7675	66	0.9923	1	0.9796	61	0.1458
Argentina	32	0.7212	92	0.6075	41	0.9962	1	0.9796	24	0.3018
Ecuador	33	0.7206	97	0.5997	54	0.9942	58	0.9758	23	0.3126
Lithuania	34	0.7191	25	0.7551	45	0.9954	34	0.9791	60	0.1469
Cape Verde*	35	0.7180	84	0.6231	97	0.9681	1	0.9796	25	0.3011
Malawi	36	0.7166	5	0.8224	111	0.9190	102	0.9683	53	0.1569
Bahamas	37	0.7156	2	0.8359	1	1.0000	1	0.9796	122	0.0471
Slovenia	38	0.7132	41	0.7139	33	0.9981	78	0.9730	50	0.1677
Sri Lanka	39	0.7122	105	0.5596	48	0.9946	1	0.9796	22	0.3151
Panama	40	0.7122	48	0.6998	62	0.9927	64	0.9753	44	0.1811
Namibia	41	0.7121	43	0.7100	31	0.9988	106	0.9671	49	0.1727
Guyana	42	0.7119	94	0.6029	28	0.9990	47	0.9789	32	0.2668
Trinidad and Tobago	43	0.7116	47	0.7013	53	0.9943	128	0.9516	36	0.1993
Mongolia	44	0.7111	1	0.8387	50	0.9945	1	0.9796	127	0.0318
Moldova	45	0.7101	21	0.7608	42	0.9962	34	0.9791	85	0.1043
Tanzania	46	0.7091	60	0.6695	105	0.9373	111	0.9612	31	0.2684
Portugal	47	0.7071	55	0.6788	57	0.9936	83	0.9724	43	0.1834
Venezuela	48	0.7060	83	0.6260	29	0.9989	1	0.9796	35	0.2196
Croatia	49	0.7053	61	0.6691	46	0.9950	34	0.9791	47	0.1779
Serbia*	50	0.7037	67	0.6596	61	0.9927	91	0.9703	40	0.1921
Jamaica	51	0.7035	38	0.7214	79	0.9884	1	0.9796	77	0.1247
Bulgaria	52	0.7021	50	0.6960	64	0.9924	34	0.9791	67	0.1409
Poland	53	0.7015	72	0.6503	34	0.9981	34	0.9791	46	0.1786
Kyrgyz Republic	54	0.7013	46	0.7039	74	0.9900	78	0.9730	68	0.1383
Singapore	55	0.6989	13	0.7876	104	0.9409	85	0.9719	89	0.0951
Israel	56	0.6989	53	0.6824	80	0.9874	94	0.9697	54	0.1559
France	57	0.6984	62	0.6687	1	1.0000	1	0.9796	63	0.1452
Madagascar	58	0.6982	51	0.6920	93	0.9731	77	0.9732	56	0.1547
Russian Federation	59	0.6980	39	0.7197	35	0.9980	34	0.9791	90	0.0951
Estonia	60	0.6977	40	0.7193	58	0.9936	34	0.9791	87	0.0989
Macedonia, FYR	61	0.6968	65	0.6650	75	0.9900	126	0.9533	45	0.1789
Brazil	62	0.6909	73	0.6499	1	1.0000	1	0.9796	72	0.1344
Colombia	63	0.6901	86	0.6207	51	0.9944	34	0.9791	51	0.1662
Ukraine	64	0.6894	34	0.7251	22	0.9997	34	0.9791	119	0.0535
Thailand	65	0.6893	49	0.6990	78	0.9888	1	0.9796	93	0.0898
Vietnam	66	0.6867	44	0.7096	95	0.9684	130	0.9441	78	0.1247
Romania	67	0.6859	54	0.6815	52	0.9943	34	0.9791	97	0.0885
Timor-Leste*	68	0.6855	90	0.6131	109	0.9280	47	0.9789	34	0.2219

Table 3b: Detailed rankings, 2012 (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
China	69	0.6853	58	0.6753	85	0.9819	132	0.9344	58	0.1496
Slovak Republic	70	0.6824	82	0.6282	1	1.0000	1	0.9796	80	0.1220
Ghana	71	0.6778	26	0.7543	113	0.9055	105	0.9674	100	0.0839
Kenya	72	0.6768	35	0.7243	106	0.9368	103	0.9677	103	0.0786
Czech Republic	73	0.6767	95	0.6026	1	1.0000	49	0.9788	76	0.1254
Honduras	74	0.6763	96	0.6009	21	0.9999	55	0.9762	75	0.1280
Brunei Darussalam	75	0.6750	30	0.7403	56	0.9937	109	0.9658	133	0.0000
Uruguay	76	0.6745	66	0.6602	40	0.9967	1	0.9796	116	0.0617
Botswana	77	0.6744	45	0.7076	1	1.0000	125	0.9549	124	0.0353
Peru	78	0.6742	91	0.6098	88	0.9796	109	0.9658	65	0.1417
Cyprus	79	0.6732	87	0.6149	90	0.9780	92	0.9701	74	0.1298
Italy	80	0.6729	101	0.5913	65	0.9923	76	0.9733	71	0.1348
Hungary	81	0.6718	68	0.6591	68	0.9915	34	0.9791	117	0.0574
Greece	82	0.6716	80	0.6329	55	0.9940	69	0.9737	99	0.0858
Paraguay	83	0.6714	71	0.6510	44	0.9954	58	0.9758	115	0.0633
Mexico	84	0.6712	113	0.5382	69	0.9914	1	0.9796	48	0.1759
Georgia	85	0.6691	57	0.6766	89	0.9790	129	0.9497	109	0.0711
Bangladesh	86	0.6684	121	0.4799	118	0.8575	123	0.9557	8	0.3804
Chile	87	0.6676	110	0.5475	32	0.9986	1	0.9796	64	0.1448
Malta	88	0.6666	109	0.5498	59	0.9936	69	0.9737	59	0.1494
Dominican Republic	89	0.6659	93	0.6052	94	0.9688	89	0.9711	84	0.1184
Senegal	90	0.6657	59	0.6737	122	0.8270	75	0.9734	41	0.1887
Albania	91	0.6655	63	0.6663	76	0.9890	133	0.9313	105	0.0753
Armenia	92	0.6636	76	0.6446	25	0.9995	130	0.9441	114	0.0662
Gambia, The	93	0.6630	18	0.7716	127	0.7634	1	0.9796	70	0.1375
El Salvador	94	0.6630	112	0.5427	77	0.9889	1	0.9796	66	0.1409
Maldives	95	0.6616	100	0.5968	26	0.9994	111	0.9612	96	0.0890
Tajikistan	96	0.6608	42	0.7115	114	0.8869	122	0.9559	95	0.0891
Indonesia	97	0.6591	104	0.5650	92	0.9734	107	0.9663	73	0.1316
Mauritius	98	0.6547	108	0.5536	73	0.9902	1	0.9796	88	0.0954
Azerbaijan	99	0.6546	74	0.6489	84	0.9830	135	0.9200	113	0.0663
Malaysia	100	0.6539	98	0.5988	72	0.9907	78	0.9730	120	0.0530
Japan	101	0.6530	102	0.5756	81	0.9869	34	0.9791	110	0.0705
Belize	102	0.6465	77	0.6414	100	0.9550	1	0.9796	131	0.0099
Cambodia	103	0.6457	78	0.6402	116	0.8714	1	0.9796	91	0.0916
Burkina Faso	104	0.6455	32	0.7376	125	0.7864	100	0.9685	94	0.0897
India	105	0.6442	123	0.4588	121	0.8525	134	0.9312	17	0.3343
Suriname	106	0.6409	115	0.5144	37	0.9973	1	0.9796	107	0.0723
United Arab Emirates	107	0.6392	122	0.4751	1	1.0000	111	0.9612	81	0.1206
Korea, Rep.	108	0.6356	116	0.5088	99	0.9592	78	0.9730	86	0.1015
Kuwait	109	0.6320	106	0.5567	60	0.9936	111	0.9612	130	0.0165
Nigeria	110	0.6315	81	0.6299	124	0.8159	121	0.9607	83	0.1193
Bahrain	111	0.6298	118	0.4967	47	0.9947	111	0.9612	112	0.0667
Cameroon	112	0.6291	52	0.6834	126	0.7816	111	0.9612	92	0.0902
Fiji	113	0.6285	117	0.4974	63	0.9925	1	0.9796	123	0.0448
Zambia	114	0.6279	89	0.6144	120	0.8551	99	0.9690	106	0.0732
Qatar	115	0.6264	107	0.5557	36	0.9978	127	0.9522	133	0.0000
Guatemala	116	0.6260	114	0.5259	102	0.9511	1	0.9796	121	0.0475
Benin	117	0.6258	23	0.7591	134	0.6446	111	0.9612	69	0.1383
Ethiopia	118	0.6200	85	0.6219	130	0.7386	72	0.9737	62	0.1457
Mauritania	119	0.6129	119	0.4955	119	0.8565	1	0.9796	82	0.1201
Algeria	120	0.6112	131	0.3776	103	0.9499	108	0.9661	57	0.1511
Jordan	121	0.6103	126	0.4296	82	0.9859	90	0.9706	118	0.0552
Lebanon	122	0.6030	125	0.4425	86	0.9802	1	0.9796	131	0.0099
Nepal	123	0.6026	120	0.4874	128	0.7632	111	0.9612	37	0.1989
Turkey	124	0.6015	129	0.4139	108	0.9296	62	0.9755	98	0.0868
Oman	125	0.5986	127	0.4284	96	0.9684	62	0.9755	129	0.0221
Egypt	126	0.5975	124	0.4536	110	0.9248	54	0.9768	125	0.0348
Iran, Islamic Rep.	127	0.5927	130	0.4116	101	0.9530	87	0.9714	126	0.0346
Mali	128	0.5842	103	0.5677	132	0.7094	57	0.9761	101	0.0835
Morocco	129	0.5833	128	0.4154	115	0.8744	88	0.9712	108	0.0720
Côte d'Ivoire	130	0.5785	111	0.5468	131	0.7095	1	0.9796	104	0.0782
Saudi Arabia	131	0.5731	133	0.3404	91	0.9757	55	0.9762	133	0.0000
Syria	132	0.5626	135	0.2743	107	0.9306	61	0.9756	111	0.0697
Chad	133	0.5594	56	0.6772	135	0.5197	111	0.9612	102	0.0796
Pakistan	134	0.5478	134	0.3103	129	0.7616	123	0.9557	52	0.1636
Yemen	135	0.5054	132	0.3424	133	0.6838	82	0.9727	128	0.0227

* New countries 2012

Table 3c: The Global Gender Gap Index 2012 rankings: changes in scores (detailed)

Country	Change in score (2011–2012)	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 (2006–2012)
Iceland	0.011	0.003	0.022	0.028	0.016	0.002	0.083
Finland	0.007	0.012	0.001	0.006	0.015	0.009	0.049
Norway	-0.000	-0.000	0.018	-0.001	0.018	0.006	0.041
Sweden	0.012	0.002	-0.012	-0.000	-0.001	0.001	0.003
Ireland	0.001	0.006	0.018	0.008	0.006	0.012	0.050
New Zealand	-0.000	0.000	-0.007	0.002	0.021	0.014	0.030
Denmark	-0.000	0.006	0.009	0.009	0.002	0.006	0.031
Philippines	0.007	0.003	0.008	0.001	-0.006	0.011	0.024
Nicaragua	0.045	0.007	0.017	0.025	0.029	-0.011	0.113
Switzerland	0.005	0.007	0.014	0.007	0.044	-0.007	0.068
Netherlands	0.019	0.003	-0.005	0.009	0.002	0.013	0.041
Belgium	0.012	0.002	0.034	0.000	-0.004	0.012	0.057
Germany	0.004	0.006	0.008	0.006	-0.022	0.009	0.010
Lesotho	-0.006	-0.001	0.018	0.018	0.024	0.027	0.080
Latvia	0.017	-0.003	0.001	0.002	0.006	0.024	0.048
South Africa	0.002	-0.006	-0.017	0.048	0.004	0.007	0.037
Luxembourg	0.022	-0.001	0.034	0.009	0.002	0.011	0.077
United Kingdom	-0.003	0.000	0.006	0.004	-0.008	0.008	0.007
Cuba	0.002	0.014	0.008	-0.002	0.003	—	—
Austria	0.023	0.007	0.006	-0.012	0.009	0.007	0.041
Canada	-0.003	0.003	0.018	0.006	-0.006	0.003	0.022
United States	-0.004	0.000	0.024	-0.001	0.018	-0.004	0.033
Mozambique	0.010	-0.008	0.013	-0.007	0.038	—	—
Burundi	0.007	—	—	—	—	—	—
Australia	0.000	0.002	-0.001	0.004	0.004	0.004	0.013
Spain	-0.031	0.003	0.021	0.006	-0.016	0.012	-0.005
Barbados	0.006	-0.001	-0.006	0.005	—	—	w
Uganda	0.001	0.005	0.010	0.009	0.015	0.004	0.043
Costa Rica	-0.004	0.007	0.001	0.007	0.010	0.008	0.029
Bolivia	0.036	0.011	0.006	0.003	0.009	0.024	0.089
Kazakhstan	0.020	-0.005	0.004	0.004	-0.001	0.005	0.028
Argentina	-0.002	0.005	-0.002	0.000	0.023	0.015	0.038
Ecuador	0.017	-0.004	-0.015	0.013	0.021	0.045	0.077
Lithuania	0.006	-0.000	-0.004	-0.005	-0.001	0.016	0.011
Cape Verde*	—	—	—	—	—	—	—
Malawi	0.032	0.003	0.009	0.007	0.018	0.004	0.073
Bahamas	-0.018	0.021	-0.005	—	—	—	—
Slovenia	0.009	-0.001	0.007	0.004	0.009	0.010	0.039
Sri Lanka	-0.009	-0.025	0.006	0.003	0.014	0.003	-0.008
Panama	0.008	-0.003	0.005	-0.007	0.014	0.002	0.019
Namibia	-0.006	-0.006	0.007	0.003	0.013	0.015	0.026
Guyana	0.003	-0.001	-0.002	—	—	—	—
Trinidad and Tobago	-0.026	0.002	0.005	0.005	0.039	0.006	0.032
Mongolia	-0.003	-0.005	-0.003	0.017	0.032	-0.009	0.029
Moldova	0.002	-0.008	0.006	-0.014	0.007	0.004	-0.003
Tanzania	0.019	0.007	0.003	-0.027	0.010	-0.007	0.005
Portugal	-0.007	-0.003	0.016	-0.004	0.009	0.004	0.015
Venezuela	0.020	-0.000	0.002	-0.004	0.008	0.013	0.040
Croatia	0.005	0.007	-0.000	-0.002	-0.024	0.007	-0.009
Serbia*	—	—	—	—	—	—	—
Jamaica	0.001	-0.001	0.002	0.003	0.006	-0.009	0.002
Bulgaria	0.003	0.000	-0.009	-0.000	-0.001	0.021	0.015
Poland	-0.002	0.000	0.004	0.005	0.019	-0.005	0.021
Kyrgyz Republic	-0.002	0.006	-0.009	0.001	0.039	-0.009	0.027
Singapore	0.007	0.000	0.025	0.004	0.002	0.006	0.044
Israel	0.006	-0.003	-0.006	0.012	-0.006	0.008	0.010
France	-0.003	-0.001	-0.031	-0.001	0.052	0.030	0.046
Madagascar	0.018	0.008	-0.002	-0.000	0.027	0.008	0.060
Russian Federation	-0.006	0.000	0.005	-0.001	0.013	0.010	0.021
Estonia	-0.001	-0.004	-0.008	0.002	0.007	0.006	0.003
Macedonia, FYR	0.000	-0.003	0.005	0.004	-0.005	-0.002	-0.001
Brazil	0.023	0.002	-0.004	-0.004	0.010	0.009	0.037
Colombia	0.019	-0.021	-0.001	-0.000	-0.015	0.004	-0.015
Ukraine	0.003	-0.001	-0.003	0.004	0.007	-0.001	0.010
Thailand	0.000	-0.002	0.000	-0.001	0.010	-0.002	0.006
Vietnam	0.014	-0.004	-0.003	0.002	-0.011	—	—
Romania	0.005	-0.001	0.002	0.004	-0.010	0.006	0.006
Timor-Leste*	—	—	—	—	—	—	—
China	-0.001	-0.001	-0.003	0.003	0.024	0.008	0.029
Slovak Republic	0.003	0.002	-0.007	0.002	0.003	0.004	0.007

Table 3c: The Global Gender Gap Index 2012 rankings: changes in scores (detailed) (cont'd.)

Country	Change in score (2011–2012)	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 (2006–2012)
Ghana	-0.003	0.003	0.008	0.003	-0.005	0.007	0.012
Kenya	0.028	-0.001	-0.001	-0.004	0.004	0.002	0.028
Czech Republic	-0.002	-0.006	0.006	0.002	0.005	0.001	0.006
Honduras	-0.018	0.002	0.003	-0.007	0.030	0.018	0.028
Brunei Darussalam	-0.004	0.004	0.022	0.013	—	—	—
Uruguay	-0.016	0.001	-0.004	0.003	0.030	0.006	0.020
Botswana	-0.009	-0.004	-0.019	0.023	0.004	-0.010	-0.015
Peru	-0.005	-0.010	-0.013	0.006	0.034	0.000	0.012
Cyprus	0.016	-0.007	-0.006	0.001	0.017	0.009	0.030
Italy	-0.007	0.003	-0.003	0.001	0.029	0.004	0.027
Hungary	0.008	-0.008	-0.016	0.001	0.014	0.003	0.002
Greece	-0.020	0.001	0.025	-0.006	0.008	0.011	0.018
Paraguay	-0.010	0.001	-0.006	0.049	-0.028	0.010	0.016
Mexico	0.011	0.003	0.007	0.006	-0.000	-0.002	0.025
Georgia	0.007	0.003	-0.008	0.003	-0.001	-0.004	-0.001
Bangladesh	-0.013	0.011	0.018	-0.000	0.022	0.004	0.041
Chile	-0.035	0.002	0.013	0.007	0.034	0.003	0.022
Malta	0.001	-0.004	0.006	0.000	0.002	0.010	0.015
Dominican Republic	-0.002	-0.009	-0.009	0.012	0.004	0.007	0.002
Senegal	0.008	0.016	-0.001	—	—	—	—
Albania	-0.009	0.002	0.012	0.001	-0.009	0.008	0.005
Armenia	-0.002	-0.001	0.005	-0.006	0.003	—	—
Gambia, The	-0.013	0.000	0.001	0.013	0.020	-0.003	0.018
El Salvador	0.006	-0.003	-0.034	0.006	0.002	0.002	-0.021
Maldives	0.014	0.003	-0.003	-0.002	0.015	—	—
Tajikistan	0.008	-0.007	-0.006	0.012	-0.004	—	—
Indonesia	-0.000	-0.002	0.003	0.011	-0.008	0.001	0.005
Mauritius	0.002	0.001	0.001	0.005	-0.002	0.016	0.022
Azerbaijan	-0.003	0.013	-0.018	-0.023	0.007	—	—
Malaysia	0.001	0.005	0.001	0.003	-0.000	-0.007	0.003
Japan	0.002	-0.001	0.008	0.001	-0.002	0.001	0.008
Belize	-0.002	-0.005	-0.010	0.003	0.018	—	—
Cambodia	-0.001	-0.002	0.007	-0.006	0.012	0.006	0.017
Burkina Faso	0.030	-0.001	0.008	0.005	0.012	0.006	0.060
India	0.025	0.004	0.000	0.009	0.012	-0.007	0.043
Suriname	0.001	-0.001	-0.032	0.005	-0.012	—	—
United Arab Emirates	-0.006	0.006	0.020	-0.002	0.004	0.026	0.047
Korea, Rep.	0.008	-0.006	0.020	-0.001	-0.025	0.025	0.020
Kuwait	-0.000	0.000	-0.004	-0.000	-0.005	0.007	-0.002
Nigeria	0.030	-0.004	-0.023	-0.006	0.022	0.002	0.021
Bahrain	0.007	0.001	0.008	0.021	-0.000	0.004	0.040
Cameroon	0.022	-0.004	0.000	0.009	0.010	0.005	0.043
Fiji	0.003	-0.000	-0.016	—	—	—	—
Zambia	-0.002	0.001	-0.002	0.011	-0.008	-0.007	-0.008
Qatar	0.003	0.017	0.015	-0.004	-0.009	—	—
Guatemala	0.003	-0.001	0.003	0.014	-0.007	0.008	0.019
Benin	0.043	0.011	0.008	0.006	-0.007	-0.012	0.048
Ethiopia	0.006	0.012	0.007	0.008	-0.012	0.004	0.025
Mauritania	-0.003	0.001	0.005	-0.001	0.010	0.019	0.029
Algeria	0.012	-0.006	-0.007	0.001	0.004	0.005	0.009
Jordan	-0.001	0.007	-0.013	-0.009	0.007	0.009	-0.001
Lebanon	-0.005	-0.000	—	—	—	—	—
Nepal	0.014	-0.020	-0.013	0.027	0.037	0.010	0.055
Turkey	0.006	0.008	0.005	-0.002	0.008	-0.008	0.016
Oman	0.011	-0.008	0.001	-0.002	0.006	—	—
Egypt	0.004	0.003	0.004	0.003	0.002	0.002	0.019
Iran, Islamic Rep.	0.003	-0.004	0.009	-0.018	0.012	0.010	0.012
Mali	0.009	0.007	-0.018	-0.026	0.010	0.002	-0.015
Morocco	0.003	0.004	-0.016	0.017	0.008	-0.015	0.001
Côte d'Ivoire	0.001	0.008	—	—	—	—	—
Saudi Arabia	-0.002	0.004	0.006	0.011	-0.011	0.040	0.049
Syria	-0.027	-0.003	-0.015	-0.011	-0.003	—	—
Chad	0.026	0.000	-0.009	0.013	-0.009	0.013	0.035
Pakistan	-0.010	0.012	0.001	-0.009	0.004	0.008	0.004
Yemen	0.018	0.027	-0.001	-0.006	0.015	-0.008	0.046
Angola	—	-0.009	0.036	0.032	-0.000	-0.001	—
Belarus	—	—	—	0.004	-0.001	—	—
Tunisia	—	-0.001	0.003	-0.006	0.001	-0.001	—
Uzbekistan	—	—	—	0.001	-0.002	0.004	—
Zimbabwe	—	0.003	0.006	0.003	0.002	0.000	—

* New countries 2012

Table 3c: The Global Gender Gap Index 2012 rankings: changes in scores (summary)

Number of countries	2011–2012	2010–2011	2009–2010	2008–2009	2007–2008	2006–2007	2006–2012
Widening gaps	51	60	54	43	41	24	13
Narrowing gaps	81	74	78	87	87	91	98
Improving (%)	61%	55%	59%	67%	68%	79%	88%
Deteriorating (%)	39%	45%	41%	33%	32%	21%	12%
TOTAL	132	134	132	130	128	115	111

Table 4: Rankings by income group, 2012

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
Mozambique	0.7350	23	Philippines	0.7757	8	Latvia	0.7572	15	Iceland	0.8640	1
Burundi	0.7338	24	Nicaragua	0.7697	9	South Africa	0.7496	16	Finland	0.8451	2
Uganda	0.7228	28	Lesotho	0.7608	14	Cuba	0.7417	19	Norway	0.8403	3
Malawi	0.7166	36	Bolivia	0.7222	30	Costa Rica	0.7225	29	Sweden	0.8159	4
Tanzania	0.7091	46	Cape Verde*	0.7180	35	Kazakhstan	0.7213	31	Ireland	0.7839	5
Kyrgyz Republic	0.7013	54	Sri Lanka	0.7122	39	Argentina	0.7212	32	New Zealand	0.7805	6
Madagascar	0.6982	58	Guyana	0.7119	42	Ecuador	0.7206	33	Denmark	0.7777	7
Kenya	0.6768	72	Mongolia	0.7111	44	Lithuania	0.7191	34	Switzerland	0.7672	10
Bangladesh	0.6684	86	Moldova	0.7101	45	Panama	0.7122	40	Netherlands	0.7659	11
Gambia, The	0.6630	93	Ukraine	0.6894	64	Namibia	0.7121	41	Belgium	0.7652	12
Tajikistan	0.6608	96	Vietnam	0.6867	66	Venezuela	0.7060	48	Germany	0.7629	13
Cambodia	0.6457	103	Timor-Leste*	0.6855	68	Serbia*	0.7037	50	Luxembourg	0.7439	17
Burkina Faso	0.6455	104	Ghana	0.6778	71	Jamaica	0.7035	51	United Kingdom	0.7433	18
Benin	0.6258	117	Honduras	0.6763	74	Bulgaria	0.7021	52	Austria	0.7391	20
Ethiopia	0.6200	118	Paraguay	0.6714	83	Russian Federation	0.6980	59	Canada	0.7381	21
Mauritania	0.6129	119	Georgia	0.6691	85	Macedonia, FYR	0.6968	61	United States	0.7373	22
Nepal	0.6026	123	Senegal	0.6657	90	Brazil	0.6909	62	Australia	0.7294	25
Mali	0.5842	128	Albania	0.6655	91	Colombia	0.6901	63	Spain	0.7266	26
Chad	0.5594	133	Armenia	0.6636	92	Thailand	0.6893	65	Barbados	0.7232	27
			El Salvador	0.6630	94	Romania	0.6859	67	Bahamas	0.7156	37
			Indonesia	0.6591	97	China	0.6853	69	Slovenia	0.7132	38
			Belize	0.6465	102	Uruguay	0.6745	76	Trinidad and Tobago	0.7116	43
			India	0.6442	105	Botswana	0.6744	77	Portugal	0.7071	47
			Nigeria	0.6315	110	Peru	0.6742	78	Croatia	0.7053	49
			Cameroon	0.6291	112	Mexico	0.6712	84	Poland	0.7015	53
			Fiji	0.6285	113	Chile	0.6676	87	Singapore	0.6989	55
			Zambia	0.6279	114	Dominican Republic	0.6659	89	Israel	0.6989	56
			Guatemala	0.6260	116	Maldives	0.6616	95	France	0.6984	57
			Egypt	0.5975	126	Mauritius	0.6547	98	Estonia	0.6977	60
			Morocco	0.5833	129	Azerbaijan	0.6546	99	Slovak Republic	0.6824	70
			Côte d'Ivoire	0.5785	130	Malaysia	0.6539	100	Czech Republic	0.6767	73
			Syria	0.5626	132	Suriname	0.6409	106	Brunei Darussalam	0.6750	75
			Pakistan	0.5478	134	Algeria	0.6112	120	Cyprus	0.6732	79
			Yemen	0.5054	135	Jordan	0.6103	121	Italy	0.6729	80
						Lebanon	0.6030	122	Hungary	0.6718	81
						Turkey	0.6015	124	Greece	0.6716	82
						Iran, Islamic Rep.	0.5927	127	Malta	0.6666	88
									Japan	0.6530	101
									United Arab Emirates	0.6392	107
									Korea, Rep.	0.6356	108
									Kuwait	0.6320	109
									Bahrain	0.6298	111
									Qatar	0.6264	115
									Oman	0.5986	125
									Saudi Arabia	0.5731	131

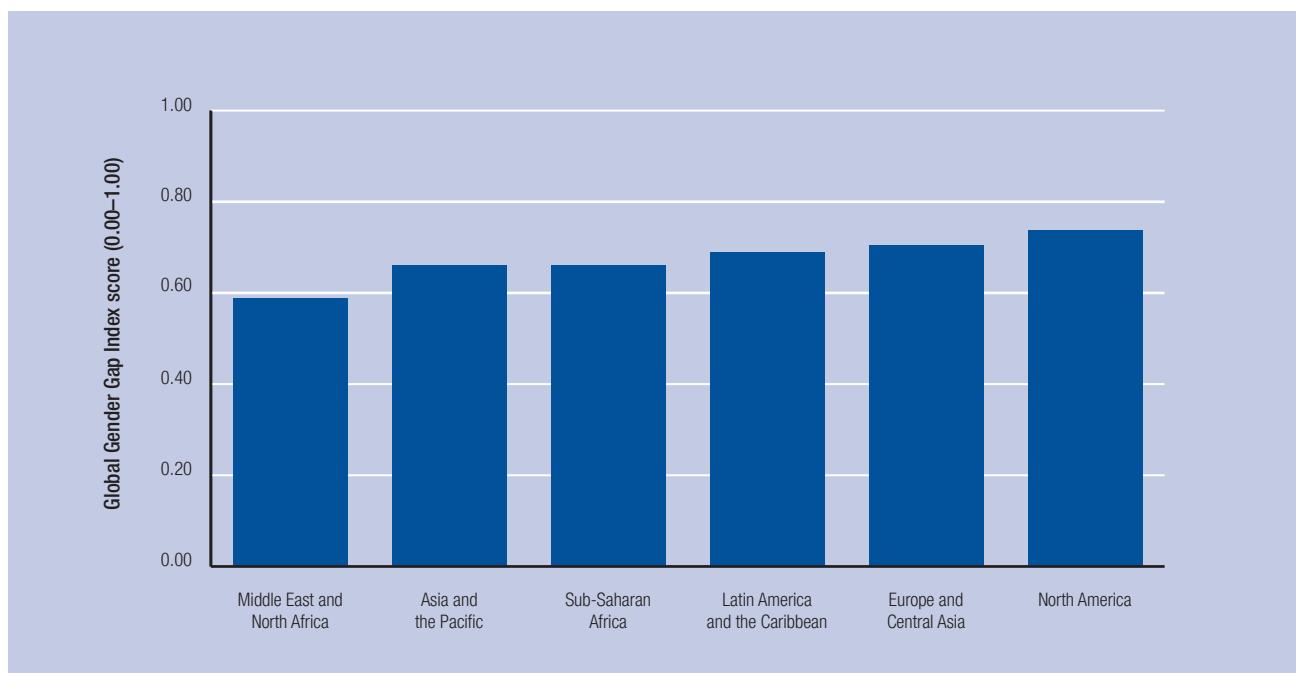
* New countries 2012

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, 2012

ECONOMIC PARTICIPATION AND OPPORTUNITY						EDUCATIONAL ATTAINMENT					
Country	Score	Rank	Country	Score	Rank	Country	Score	Rank	Country	Score	Rank
Mongolia	0.8387	1	South Africa	0.6588	69	Australia	1.0000	1	Mexico	0.9914	69
Bahamas	0.8359	2	Austria	0.6515	70	Bahamas	1.0000	1	Canada	0.9909	70
Burundi	0.8322	3	Paraguay	0.6510	71	Barbados	1.0000	1	Switzerland	0.9909	71
Norway	0.8300	4	Poland	0.6503	72	Botswana	1.0000	1	Malaysia	0.9907	72
Malawi	0.8224	5	Brazil	0.6499	73	Brazil	1.0000	1	Mauritius	0.9902	73
Lesotho	0.8163	6	Azerbaijan	0.6489	74	Costa Rica	1.0000	1	Kyrgyz Republic	0.9900	74
Luxembourg	0.8147	7	Spain	0.6462	75	Czech Republic	1.0000	1	Macedonia, FYR	0.9900	75
United States	0.8143	8	Armenia	0.6446	76	Denmark	1.0000	1	Albania	0.9890	76
Mozambique	0.7988	9	Belize	0.6414	77	Finland	1.0000	1	El Salvador	0.9889	77
Sweden	0.7957	10	Cambodia	0.6402	78	France	1.0000	1	Thailand	0.9888	78
Barbados	0.7905	11	Bolivia	0.6365	79	Iceland	1.0000	1	Jamaica	0.9884	79
Canada	0.7877	12	Greece	0.6329	80	Latvia	1.0000	1	Israel	0.9874	80
Singapore	0.7876	13	Nigeria	0.6299	81	Lesotho	1.0000	1	Japan	0.9869	81
Finland	0.7847	14	Slovakia	0.6282	82	Netherlands	1.0000	1	Jordan	0.9859	82
New Zealand	0.7822	15	Venezuela	0.6260	83	New Zealand	1.0000	1	Germany	0.9848	83
Denmark	0.7724	16	Cape Verde*	0.6231	84	Norway	1.0000	1	Azerbaijan	0.9830	84
Philippines	0.7719	17	Ethiopia	0.6219	85	Philippines	1.0000	1	China	0.9819	85
Gambia, The	0.7716	18	Colombia	0.6207	86	Slovakia	1.0000	1	Lebanon	0.9802	86
Kazakhstan	0.7675	19	Cyprus	0.6149	87	United Arab Emirates	1.0000	1	South Africa	0.9800	87
Latvia	0.7618	20	Nicaragua	0.6148	88	United States	1.0000	1	Peru	0.9796	88
Moldova	0.7608	21	Zambia	0.6144	89	Honduras	0.9999	21	Georgia	0.9790	89
Australia	0.7593	22	Timor-Leste*	0.6131	90	Ukraine	0.9997	22	Cyprus	0.9780	90
Benin	0.7591	23	Peru	0.6098	91	Nicaragua	0.9996	23	Saudi Arabia	0.9757	91
Netherlands	0.7578	24	Argentina	0.6075	92	Cuba	0.9995	24	Indonesia	0.9734	92
Lithuania	0.7551	25	Dominican Republic	0.6052	93	Armenia	0.9995	25	Madagascar	0.9731	93
Ghana	0.7543	26	Guyana	0.6029	94	Maldives	0.9994	26	Dominican Republic	0.9688	94
Iceland	0.7540	27	Czech Republic	0.6026	95	United Kingdom	0.9993	27	Vietnam	0.9684	95
Switzerland	0.7518	28	Honduras	0.6009	96	Guyana	0.9990	28	Oman	0.9684	96
Ireland	0.7514	29	Ecuador	0.5997	97	Venezuela	0.9989	29	Cape Verde*	0.9681	97
Brunei Darussalam	0.7403	30	Malaysia	0.5988	98	Ireland	0.9988	30	Bolivia	0.9629	98
Germany	0.7399	31	Costa Rica	0.5987	99	Namibia	0.9988	31	Korea, Rep.	0.9592	99
Burkina Faso	0.7376	32	Maldives	0.5968	100	Chile	0.9986	32	Belize	0.9550	100
United Kingdom	0.7305	33	Italy	0.5913	101	Slovenia	0.9981	33	Iran, Islamic Rep.	0.9530	101
Ukraine	0.7251	34	Japan	0.5756	102	Poland	0.9981	34	Guatemala	0.9511	102
Kenya	0.7243	35	Mali	0.5677	103	Russian Federation	0.9980	35	Algeria	0.9499	103
Belgium	0.7241	36	Indonesia	0.5650	104	Qatar	0.9978	36	Singapore	0.9409	104
Uganda	0.7221	37	Sri Lanka	0.5596	105	Suriname	0.9973	37	Tanzania	0.9373	105
Jamaica	0.7214	38	Kuwait	0.5567	106	Spain	0.9971	38	Kenya	0.9368	106
Russian Federation	0.7197	39	Qatar	0.5557	107	Sweden	0.9969	39	Syria	0.9306	107
Estonia	0.7193	40	Mauritius	0.5536	108	Uruguay	0.9967	40	Turkey	0.9296	108
Slovenia	0.7139	41	Malta	0.5498	109	Argentina	0.9962	41	Timor-Leste*	0.9280	109
Tajikistan	0.7115	42	Chile	0.5475	110	Moldova	0.9962	42	Egypt	0.9248	110
Namibia	0.7100	43	Côte d'Ivoire	0.5468	111	Luxembourg	0.9960	43	Malawi	0.9190	111
Vietnam	0.7096	44	El Salvador	0.5427	112	Paraguay	0.9954	44	Uganda	0.9056	112
Botswana	0.7076	45	Mexico	0.5382	113	Lithuania	0.9954	45	Ghana	0.9055	113
Kyrgyz Republic	0.7039	46	Guatemala	0.5259	114	Croatia	0.9950	46	Tajikistan	0.8869	114
Trinidad and Tobago	0.7013	47	Suriname	0.5144	115	Bahrain	0.9947	47	Morocco	0.8744	115
Panama	0.6998	48	Korea, Rep.	0.5088	116	Sri Lanka	0.9946	48	Cambodia	0.8714	116
Thailand	0.6990	49	Fiji	0.4974	117	Austria	0.9946	49	Burundi	0.8644	117
Bulgaria	0.6960	50	Bahrain	0.4967	118	Mongolia	0.9945	50	Bangladesh	0.8575	118
Madagascar	0.6920	51	Mauritania	0.4955	119	Colombia	0.9944	51	Mauritania	0.8565	119
Cameroon	0.6834	52	Nepal	0.4874	120	Romania	0.9943	52	Zambia	0.8551	120
Israel	0.6824	53	Bangladesh	0.4799	121	Trinidad and Tobago	0.9943	53	India	0.8525	121
Romania	0.6815	54	United Arab Emirates	0.4751	122	Ecuador	0.9942	54	Senegal	0.8270	122
Portugal	0.6788	55	India	0.4588	123	Greece	0.9940	55	Mozambique	0.8267	123
Chad	0.6772	56	Egypt	0.4536	124	Brunei Darussalam	0.9937	56	Nigeria	0.8159	124
Georgia	0.6766	57	Lebanon	0.4425	125	Portugal	0.9936	57	Burkina Faso	0.7864	125
China	0.6753	58	Jordan	0.4296	126	Estonia	0.9936	58	Cameroon	0.7816	126
Senegal	0.6737	59	Oman	0.4284	127	Malta	0.9936	59	Gambia, The	0.7634	127
Tanzania	0.6695	60	Morocco	0.4154	128	Kuwait	0.9936	60	Nepal	0.7632	128
Croatia	0.6691	61	Turkey	0.4139	129	Serbia*	0.9927	61	Pakistan	0.7616	129
France	0.6687	62	Iran, Islamic Rep.	0.4116	130	Panama	0.9927	62	Ethiopia	0.7386	130
Albania	0.6663	63	Algeria	0.3776	131	Fiji	0.9925	63	Côte d'Ivoire	0.7095	131
Cuba	0.6655	64	Yemen	0.3424	132	Bulgaria	0.9924	64	Mali	0.7094	132
Macedonia, FYR	0.6650	65	Saudi Arabia	0.3404	133	Italy	0.9923	65	Yemen	0.6838	133
Uruguay	0.6602	66	Pakistan	0.3103	134	Kazakhstan	0.9923	66	Benin	0.6446	134
Serbia*	0.6596	67	Syria	0.2743	135	Belgium	0.9918	67	Chad	0.5197	135
Hungary	0.6591	68				Hungary	0.9915	68			

Figure 2: Regional performance on the Global Gender Gap Index 2012



Source: Global Gender Gap Index 2012; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators (WDI)* online database 2011, accessed July 2012.

and political empowerment remains wide: only 60% of the economic outcomes gap and only 20% of the political outcomes gap have been closed.

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

Table 3a displays the 2012 rankings and provides comparisons with rankings in 2011, 2010, 2009, 2008, 2007 and 2006. Table 3b displays the complete 2012 rankings, including the four subindex scores and ranks. Table 3c provides the year-to-year score changes over the last seven years. Out of the 111 countries that have been involved every year since 2006, 98 (88%) have improved their performance over the last four years, while 13 (12%) have shown widening gaps.

Table 4 shows the rankings of countries by income group (Table B2 in Appendix B displays the income group categories used). In 2012, 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, Latvia (15) ranks highest while Iran (127) 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, Mozambique (23) is the strongest performer while Chad (133) is in last place.

Table 5 shows the rankings of countries by subindex. In 2012, 20 countries have fully closed the gap in educational attainment while Chad, the lowest-ranking

country on this subindex, has closed only about 52 percent of its gender gap. Thirty-two countries have closed the gap in health and survival. China, Albania, India and Azerbaijan are the lowest-ranking countries on this subindex.

Nine countries have closed the gap on 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 (Mongolia) has closed over 84% of its gender gap while the lowest ranking country (Syria) has closed only 27% of its economic gender gap. There is similar variation in the political empowerment subindex. The highest-ranking country (Iceland) has closed almost 73% 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 are 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, while the Middle East and North Africa region occupies the last place, having closed almost 59% of its gender gap. Table 6 displays the rankings within each regional category.

Table 6: Rankings by region, 2012

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	0.7805	6	Nicaragua	0.7697	9	Israel	0.6989	56
Philippines	0.7757	8	Cuba	0.7417	19	United Arab Emirates	0.6392	107
Australia	0.7294	25	Barbados	0.7232	27	Kuwait	0.6320	109
Sri Lanka	0.7122	39	Costa Rica	0.7225	29	Bahrain	0.6298	111
Mongolia	0.7111	44	Bolivia	0.7222	30	Qatar	0.6264	115
Singapore	0.6989	55	Argentina	0.7212	32	Mauritania	0.6129	119
Thailand	0.6893	65	Ecuador	0.7206	33	Algeria	0.6112	120
Vietnam	0.6867	66	Bahamas	0.7156	37	Jordan	0.6103	121
Timor-Leste*	0.6855	68	Panama	0.7122	40	Lebanon	0.6030	122
China	0.6853	69	Guyana	0.7119	42	Oman	0.5986	125
Brunei Darussalam	0.6750	75	Trinidad and Tobago	0.7116	43	Egypt	0.5975	126
Bangladesh	0.6684	86	Venezuela	0.7060	48	Morocco	0.5833	129
Maldives	0.6616	95	Jamaica	0.7035	51	Saudi Arabia	0.5731	131
Indonesia	0.6591	97	Brazil	0.6909	62	Syria	0.5626	132
Malaysia	0.6539	100	Colombia	0.6901	63	Yemen	0.5054	135
Japan	0.6530	101	Honduras	0.6763	74			
Cambodia	0.6457	103	Uruguay	0.6745	76			
India	0.6442	105	Peru	0.6742	78			
Korea, Rep.	0.6356	108	Paraguay	0.6714	83			
Fiji	0.6285	113	Mexico	0.6712	84			
Nepal	0.6026	123	Chile	0.6676	87			
Iran, Islamic Rep.	0.5927	127	Dominican Republic	0.6659	89			
Pakistan	0.5478	134	El Salvador	0.6630	94			
			Belize	0.6465	102			
			Suriname	0.6409	106			
			Guatemala	0.6260	116			

(Cont'd.)

In the economic participation and opportunity scores shown in Figure 3, North America holds the top spot while the Middle East and North Africa region is in the last place. In the educational attainment scores shown in Figure 4, North America once again tops the rankings while Sub-Saharan Africa holds last place.

In the health and survival scores shown in Figure 5, North America holds the top spot, while Asia and the Pacific occupies the last place as the worst region 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, while the Middle East and North Africa region is in last

place. Table 6 displays the rankings within each regional category.

Top 10

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. **Iceland** (1) still holds the top spot, closely followed by **Finland** (2), **Norway** (3) and **Sweden** (4). Finland and Norway exchange spots in the rankings this year.

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 thus serve as models and useful benchmarks for international

Table 6: Rankings by region, 2012 (cont'd.)

NORTH AMERICA			SUB-SAHARAN AFRICA			EUROPE AND CENTRAL ASIA		
Country	Score	Rank	Country	Score	Rank	Country	Score	Rank
Canada	0.7381	21	Lesotho	0.7608	14	Iceland	0.8640	1
United States	0.7373	22	South Africa	0.7496	16	Finland	0.8451	2
			Mozambique	0.7350	23	Norway	0.8403	3
			Burundi	0.7338	24	Sweden	0.8159	4
			Uganda	0.7228	28	Ireland	0.7839	5
			Cape Verde*	0.7180	35	Denmark	0.7777	7
			Malawi	0.7166	36	Switzerland	0.7672	10
			Namibia	0.7121	41	Netherlands	0.7659	11
			Tanzania	0.7091	46	Belgium	0.7652	12
			Madagascar	0.6982	58	Germany	0.7629	13
			Ghana	0.6778	71	Latvia	0.7572	15
			Kenya	0.6768	72	Luxembourg	0.7439	17
			Botswana	0.6744	77	United Kingdom	0.7433	18
			Senegal	0.6657	90	Austria	0.7391	20
			Gambia, The	0.6630	93	Spain	0.7266	26
			Mauritius	0.6547	98	Kazakhstan	0.7213	31
			Burkina Faso	0.6455	104	Lithuania	0.7191	34
			Nigeria	0.6315	110	Slovenia	0.7132	38
			Cameroon	0.6291	112	Moldova	0.7101	45
			Zambia	0.6279	114	Portugal	0.7071	47
			Benin	0.6258	117	Croatia	0.7053	49
			Ethiopia	0.6200	118	Serbia*	0.7037	50
			Mali	0.5842	128	Bulgaria	0.7021	52
			Côte d'Ivoire	0.5785	130	Poland	0.7015	53
			Chad	0.5594	133	Kyrgyz Republic	0.7013	54
						France	0.6984	57
						Russian Federation	0.6980	59
						Estonia	0.6977	60
						Macedonia, FYR	0.6968	61
						Ukraine	0.6894	64
						Romania	0.6859	67
						Slovak Republic	0.6824	70
						Czech Republic	0.6767	73
						Cyprus	0.6732	79
						Italy	0.6729	80
						Hungary	0.6718	81
						Greece	0.6716	82
						Georgia	0.6691	85
						Malta	0.6666	88
						Albania	0.6655	91
						Armenia	0.6636	92
						Tajikistan	0.6608	96
						Azerbaijan	0.6546	99
						Turkey	0.6015	124

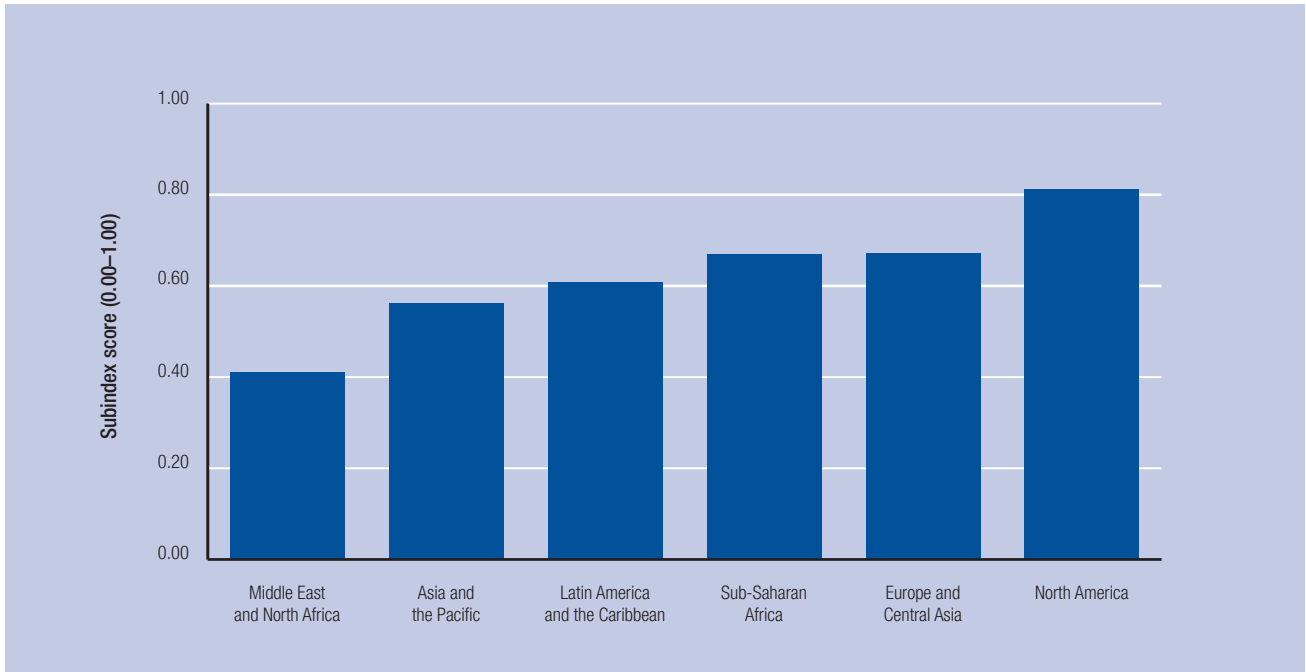
comparisons. While many global indexes tend to be tied to income levels, thus providing an advantage to the high-income Nordic economies, the Global Gender Gap Index is disassociated from the income and resource level of an economy and instead seeks to measure how equitably the available income, resources 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.

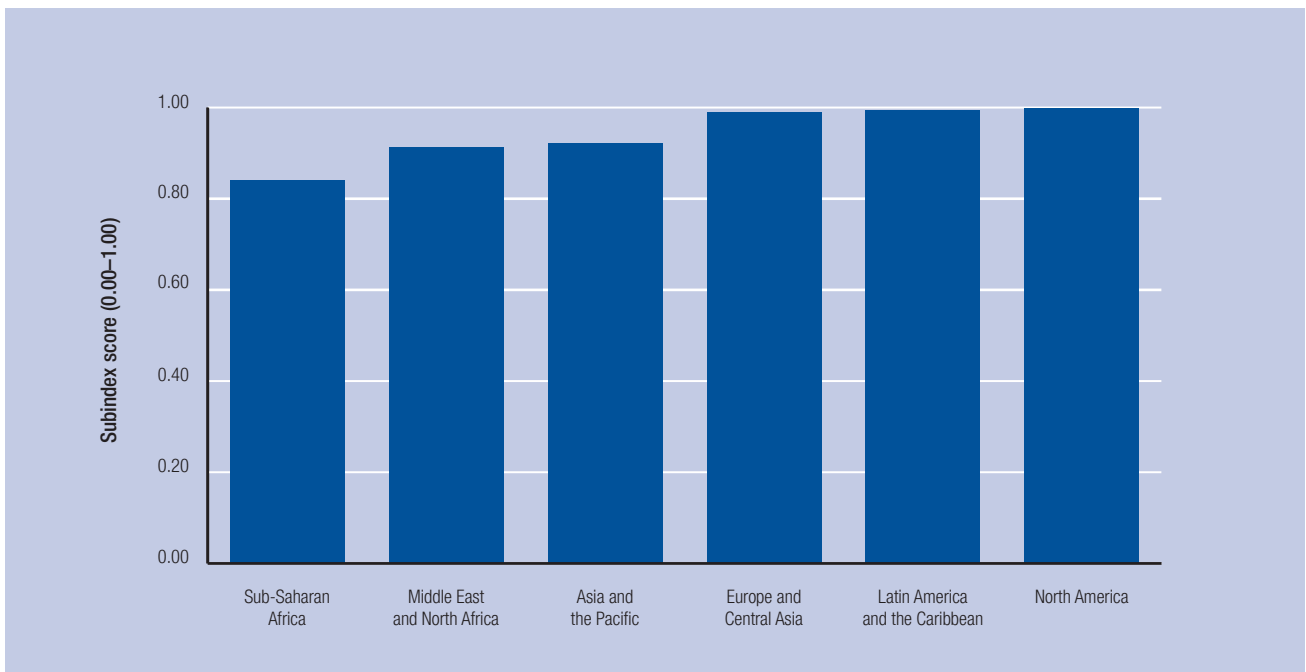
While many developed economies have succeeded in closing the gender gap in education, few have succeeded in maximizing the returns from this investment. The Nordic countries are leaders in this area—all five countries feature in the top 30 of the economic participation and opportunity subindex. This occurs because of a combination of factors:

Figure 3: Regional performance on the Economic Participation and Opportunity subindex



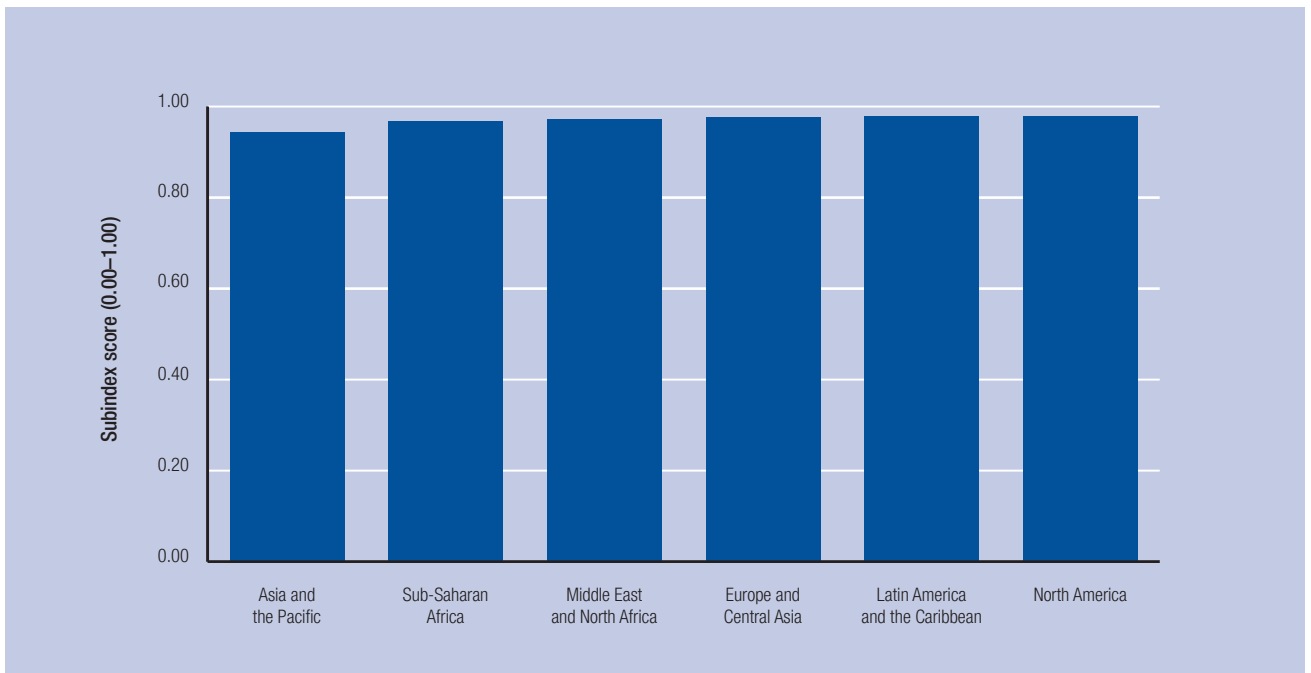
Source: Global Gender Gap Index 2012; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators (WDI)* online database 2011, accessed July 2012.

Figure 4: Regional performance on the Educational Attainment subindex



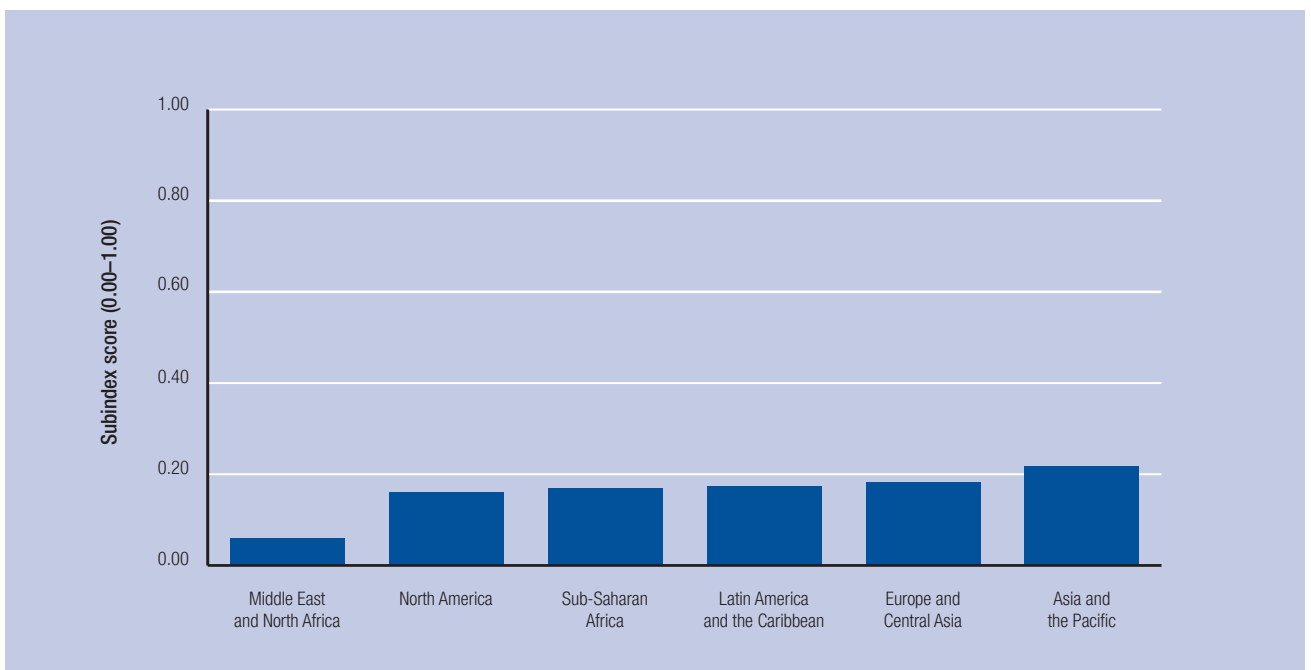
Source: Global Gender Gap Index 2012; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators (WDI)* online database 2011, accessed July 2012.

Figure 5: Regional performance on the Health and Survival subindex



Source: Global Gender Gap Index 2012; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators (WDI)* online database 2011, accessed July 2012.

Figure 6: Regional performance on the Political Empowerment subindex



Source: Global Gender Gap Index 2012; details of regional classifications in Appendix B. Scores are weighted by population; population data from the *World Bank's World Development Indicators (WDI)* online database 2011, accessed July 2012.

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 employment 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 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, compared to 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, since 2008, publicly listed companies have been required to have 40% of each sex on their boards. 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 numbers 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 percentages of women in parliament in the world (44.7%) while the other Nordic countries are almost as successful. These countries have a similarly strong record on the percentage of women in ministerial level positions.

Next in the top ten, **Ireland** (5), **New Zealand** (6), **Denmark** (7) and the **Philippines** (8) maintain their positions from last year. The Philippines remains the highest-ranking country from Asia in the Index. It ranks 1st on both education and health and is also among the top 20 on economic participation and political empowerment. The Philippines is the only country in Asia this year to have closed the gender gap in both education and health. **Nicaragua** (9) replaces Lesotho in the top ten this year. Nicaragua's gains in the rankings are driven by changes in political empowerment particularly an increase in the percentage of women in parliament (from 21% to 40%) and an increase of the percentage of women holding ministerial positions (38% to 46%). **Switzerland** (10) remains among

the top 10 for the third consecutive year and continues to show gains in educational attainment, economic participation and political empowerment.

Europe and Central Asia

Europe and Central Asia has closed 70% of the gender gap and is second only to North America on the overall Global Gender Gap Index 2012 scores. The region ranks third in the health and survival (98% of gender gap closed) and educational attainment (99% of gender gap closed) subindexes. Europe and Central Asia ranks second on the economic participation and opportunity subindex, behind North America, and second on the political empowerment subindex behind Asian and the Pacific. In the overall Index, seven European countries rank among the top 10 and 14 countries rank among the top 20. Four out of the nine countries that have closed both their educational attainment and health and survival gender gaps are from this region. Seven out of the top 20 performing countries on the economic participation and opportunity subindex and 11 out of the top 20 performing countries on the political empowerment subindex are also from the region. Fourteen of the top 20 countries on the professional and technical workers indicator are from the region; specifically, from Eastern Europe and Central Asia. Twelve out of the top 20 countries in healthy life expectancy are from the region; primarily from Eastern Europe and Central Asia. Six countries from the region are among the 10 lowest performing countries on the sex ratio indicator; all six are in Eastern Europe or Central Asia.

Iceland (1) ranks first on the overall ranking for the fourth consecutive time this year. Iceland is followed by **Finland** (2), **Norway** (3) and **Sweden** (4). Finland is one of the four countries from the region that has closed both its educational attainment and health and survival gender gaps. **Ireland** (5) keeps the same place as last year and **Denmark** (7) ranks seventh for the fifth consecutive year. **Switzerland** (10) remains in the top 10 for the third consecutive year.

Netherlands (11) gains four places, mainly due to improvements in the estimated earned income ratio and women in ministerial positions. **Belgium** (12) moves up one position this year due to a significant increase in the percentage of women in ministerial positions (33% in 2011 to 42% in 2012). **Germany** (13) loses two places this year as a result of new data becoming available for tertiary education. **Latvia** (15) gains four places in the rankings primarily due to an improvement in estimated earned income but also in the percentage of women holding ministerial positions. Additionally, Latvia is one of the four countries from the region that has closed both its educational attainment and health and survival gender gaps, and is the best performing country from the region on the legislators, senior officials and managers indicator, ranking 11th place.

Latvia is followed by **Luxembourg** (17), the **United Kingdom** (18) and **Austria** (20). Luxembourg shows a significant improvement in its ranking, gaining 13 places. Luxembourg's leap in the rankings is the consequence of a decrease in the wage gap and an increase of the percentage of women in parliament. Data for legislators, senior officials and managers has been discarded due to lack of updated information. Luxembourg's performance over the last seven years puts it among the top climbers of the 111 countries that have been included in the *Report* since 2006. The United Kingdom slips two spots relative to its performance last year. This is mainly the result of a decrease in the percentage of women in ministerial positions, which decreased from 23% to 17%. Austria moves up fourteen places this year due to increases in the economic participation and opportunity and educational attainment and political empowerment subindexes.

Next in the rankings are **Spain** (26), **Kazakhstan** (31), **Lithuania** (34) and **Slovenia** (38). Spain loses fourteen spots this year. The most significant drop for the country is in the percentage of women in ministerial positions. Kazakhstan experiences the largest leap in the region's ranking, moving up eighteen places. This is the consequence of a decrease in the wage gap and increase in the percentage of women in parliament and ministerial positions (5% in 2011 to 16% in 2012). Kazakhstan also holds the top position on the sex ratio at birth indicator. Both Lithuania and Slovenia move up three places in the rankings. Lithuania's gain is due to improvements in the economic participation and opportunity and educational attainment and political empowerment subindexes. Slovenia experiences a small decrease in the economic participation and opportunity and health and survival subindexes as well as in the percentage of women in ministerial positions. However, these losses are offset by a significant improvement in the percentage of women in parliament (from 14% in 2011 to 31% in 2012).

The next spots in the region are occupied by **Moldova** (45), **Portugal** (47) and **Croatia** (49). Moldova loses six positions relative to its ranking last year. Moldova's drop is mainly driven by losses in the economic participation and opportunity subindex. Portugal displays a drop of twelve places caused mainly by a decrease in the ratio of primary and tertiary education as well as in the percentage of women in ministerial positions (31% in 2011 to 18% in 2012). Croatia gains one place to reach the 49th position with a minor improvement in the representation of women in ministerial positions.

Serbia (50) enters the Index for the first time this year, in fiftieth position. **Bulgaria** (52) slips one place this year. **Poland** (53) loses eleven places due to a drop in wage equality, decreases across the education subindex and in the percentage of women holding ministerial positions categories. The **Kyrgyz Republic** (54) falls ten places this year to take 54th position, primarily due to a drop in the

economic participation and opportunity and educational attainment and health and survival subindexes.

The Kyrgyz Republic is followed by **France** (57), the **Russian Federation** (59), **Estonia** (60) and **Macedonia, FYR** (61). France loses nine places relative to last year's ranking, primarily due to a decrease in the percentage of women in ministerial positions. France is one of the four countries from the region that has closed both its educational attainment and health and survival gender gaps but it also ranks last overall on the perceived wage equality survey indicator. The Russian Federation slips down to 59th position this year due to losses in the economic participation and opportunity and political empowerment subindexes. The Russian Federation is the best performing country on the healthy life expectancy indicator. Both Estonia and Macedonia, FYR move down eight places this year. Estonia's ratios in both wage equality and primary and secondary education decrease. Despite this drop, Estonia is the best performing country on the professional and technical workers indicator. Macedonia, FYR's improvement in the percentage of women in ministerial positions is balanced out by decreases in perceived wage equality, estimated earned income, sex ratio and tertiary enrolment ratios categories. Macedonia FYR is one of the four countries from the region that performs below average on the health and survival subindex.

Ukraine (64) follows next, holding the same position this year as last, despite a slight overall improvement in score. Ukraine is one of the 20 lowest performing countries on the political empowerment subindex. **Romania** is next in 67th position, closely followed by the **Slovak Republic** (70), **Czech Republic** (73) and **Cyprus** (79). Romania gains one position due to improvements in the political empowerment subindex. The Slovak Republic and the Czech Republic move up two spots this year. The Slovak Republic's gain is mainly driven by improvements on the three indicators of the political empowerment subindex. Additionally, the Slovak Republic is one of the four countries from the region that has closed both its educational attainment and health and survival gender gaps. For the Czech Republic, the improvement is largely explained by increases in the perceived wage equality and in the estimated earned income. Cyprus improves in the overall rankings, rising from 93rd to 79th in 2012 due to an increase in the number of women in ministerial positions (9% in 2011 to 27% in 2012).

The next spots in the region are occupied by **Italy** (80), **Hungary** (81), **Greece** (82), **Georgia** (85) and **Malta** (88). Italy slips six places in the rankings this year. The largest losses for the country are in perceived wage equality, secondary and tertiary education, sex ratio at birth and in the number of women in ministerial positions. Hungary gains four places due to improvements in the estimated earned income and percentage of women in ministerial positions (0% in 2011 to 10% in 2012). Hungary is one

of the 20 lowest performing countries on the political empowerment subindex. Greece experiences the biggest drop in the region, ranking this year in 82nd position. This is primarily the result of a change in the percentage of women holding ministerial positions (31% in 2011 to 6% in 2012). Georgia gains one place this year. Although its educational attainment subindex score has decreased, this is balanced out by improvements in the economic participation and opportunity, health and survival and political empowerment subindexes. Additionally, Georgia is one of the four countries from the region that performs below the global average on the health and survival subindex. Malta moves down five spots this year, primarily as a result of lower primary, secondary and tertiary education enrolment ratios but also due to decreases in the sex ratio at birth and percentage of women in ministerial positions.

Albania (91) and **Armenia** (92) follow. Albania slips down thirteen spots from the combined effect of lower scores in perceived wage equality, estimated earned income, secondary education and the percentage of women parliamentarians. Furthermore, Albania is one of the four countries from the region that performs below the global average on the health and survival subindex. Armenia falls eight places, ranking 91st position this year. This fall is the consequence of a significant decrease in the estimated earned income ratio. Armenia is one of the four countries from the region that performs below average on the health and survival subindex.

Next are **Tajikistan** (96) and **Azerbaijan** (99). Although Tajikistan's ranking does not change this year, it shows a slight increase in its overall score. Tajikistan ranks 129th on the enrolment in tertiary education indicator. Azerbaijan slips eight spots due to decreases in secondary and tertiary education and in the sex ratio at birth, and is the lowest performing country from the region on the legislators, senior officials and managers indicator. **Turkey** (124) occupies the last place in the regional rankings, losing two places this year despite a slight increase in score. The country performs above average on the health and survival subindex but lags behind on the other three subindexes. Turkey is the lowest performing country from the region on the economic participation and opportunity subindex.

North America

The North America region has closed 74% of the gender gap and is first among the different regions on the overall Global Gender Gap Index 2012 scores. The region ranks first on the economic participation and opportunity subindex (81% of gender gap closed), the educational attainment subindex (100% of gender gap closed) and the health and survival subindex (98% of gender gap closed). On the political empowerment subindex, the region ranks fifth, ahead of only the Middle East and North Africa (16% of the gender gap closed).

Both Canada and the United States slip out of the top 20 this year. **Canada** (21) falls three places this year to take the 21st position in the overall ranking. This is the result of a small decrease in the secondary education ratio and in the percentage of women in ministerial positions. Canada is among the top 20 best performing countries on the economic participation and opportunity subindex. Canada ranks 20th on the labour force participation indicator and 21st on the professional and technical workers indicator.

The **United States** (22) loses five places this year. The United States' economic participation and opportunity subindex score improves due to increases in the perceived wage equality ratio and the estimated earned income ratio but this is offset by a decrease in the percentage of women in ministerial level positions (33% in 2011 to 27% in 2012). The United States shows no gap in education attainment with very high levels of literacy and women's enrolment in primary, secondary and tertiary education. In particular, women's gross tertiary level enrolment at 111% far outstrips that of men at 79%. The United States places 8th in the world in terms of economic participation and opportunity, a drop of two places compared to last year, although it continues to perform well on the legislators, senior officials and managers indicator, ranking 10th on this category. The United States performs below the global average on the political empowerment subindex, with 17% women parliamentarians.

Latin America and the Caribbean

The Latin America and Caribbean region has closed 69% of its overall gender gap. The region performs well on the educational attainment and health and survival subindexes, holding for both subindexes the 2nd position just after North America. Thirteen countries have fully closed their gender gaps in the health and survival subindex and four have fully closed gaps in educational attainment. With regard to the latter subindex, no country from the region performs below the global average. On the Economic Participation and Opportunity subindex, the region lies in the fourth place, just ahead of Asia and the Pacific and the Middle East and North Africa, but performs well on certain indicators such as legislators, senior officials and managers, where ten out of the 20 best performers globally are from Latin America and the Caribbean. Finally, the region ranks ahead of Sub-Saharan Africa, North America and the Middle East and North Africa on the political empowerment subindex, having closed 18% of its gender gap.

Nicaragua (9) leads the way in Latin America and the Caribbean and is the only country from the region to hold a place in the top 10 of the global rankings. **Cuba** (19) gains one place this year, with a high proportion of women among professional and technical workers (60%). It is also the country with the highest percentage of women parliamentarians (45.2%) among the 135 countries covered. Cuba is followed by **Barbados** (27), **Costa Rica**

(29) and **Bolivia** (30). Barbados moves up in the rankings, gaining six places mainly due to an increase in women holding ministerial positions. Barbados is one of the three countries from the region that have closed the gender gap in both the education attainment and health and survival. Barbados is the best performer on literacy rates and holds the region's highest position in the wage equality survey. Costa Rica loses four places this year, whereas Bolivia gains 32 positions the greatest climb in the region. This move is mainly due to a significant increase in the percentage of women in ministerial positions (from 20% to 45%).

Argentina (32), **Ecuador** (33), the **Bahamas** (37) and **Panama** (40) occupy the next positions in this region's rankings. Argentina slips down four places, due in part to the decrease in the political empowerment subindex, despite an additional year with a female head of state. Ecuador gains twelve spots from last year. This is the result of an improvement across all subindexes with the exception of Health and Survival. The Bahamas has dropped fifteen places this year. This is partly due to new data on estimated earned income that had previously not been factored into the index calculations for the Bahamas. The Bahamas holds the third position overall on the literacy rate and tertiary education indicators and is one of the three countries from the region that have closed the gender gap in both the educational attainment and health and survival subindexes. Panama maintains its position relative to last year although its overall score slightly improves.

Next in the rankings are **Guyana** (42) and **Trinidad and Tobago** (43). Guyana slips down four spots relative to its performance last year due to a small decrease in the percentage of women in ministerial positions. Trinidad and Tobago declines in the overall rankings (from 21st to 43rd position). This is the result of a decrease in the healthy life expectancy ratio and in the percentage of women holding ministerial positions. Trinidad and Tobago is the region's lowest performing country on the health and survival subindex.

Trinidad and Tobago is followed by **Venezuela** (48) and **Jamaica** (51). Venezuela gains fifteen positions due to an improvement in the percentage of women in ministerial positions (26% to 39%). Jamaica slips down four spots due to a decrease in the economic participation and opportunity subindex. Jamaica is overall the best performer on the legislators, senior officials and managers indicator and the second best on the literacy rate indicator.

Brazil (62) follows next in the rankings just before **Colombia** (63), with an increase in the overall ranking (from 82nd to 62nd position). This is the result of improvements in primary education and in the percentage of women in ministerial positions (from 7% to 27%). The tenure of President Dilma Rousseff further boosts Brazil's overall score. Brazil is one of the three countries from the region that have closed the gender gap in both the education attainment and health and survival subindexes. Colombia

gains seventeen places this year due to a significant increase in the estimated earned income ratio as well as the percentage of women in ministerial positions.

The next spots in the region are occupied by **Honduras** (74), **Uruguay** (76), **Peru** (78), **Paraguay** (83) and **Mexico** (84). Honduras falls in the rankings by twenty places. This drop is caused mainly by a decrease in the number of women in ministerial positions, which fell from 36% to 18%. Honduras is the lowest performing country from the region on the labour force participation indicator. Uruguay shows a decline in the overall rankings, dropping from 58th place in 2011 to 76th place in 2012, mainly due to a decrease in the political subindex. Peru slips five places this year compared to last year because of a decrease in the wage equality ratio and in the percentage of women holding ministerial positions. Paraguay loses sixteen positions relative to last year, mainly due to a significant decrease in women holding ministerial positions (21% in 2011 to 7% in 2012). Mexico moves up in the overall ranking, gaining five places. This gain is caused mainly by the increase in the percentage of women in ministerial positions, which rises from 11% to 21% this year, and a small improvement in the perceived wage equality.

Mexico is followed by **Chile** (87), **Dominican Republic** (89) and **El Salvador** (94). Chile experiences the biggest drop in the overall ranking of the region (from 46th to 87th position) due to a substantial decrease in the percentage of women holding ministerial positions. Chile is also part of the five lowest performing countries on the perceived wage equality indicator. The Dominican Republic slips down eight places this year due to the decrease in the ratios of primary and secondary education. El Salvador maintains its position relative to last year although its overall score slightly increases this year.

The final positions in the region are occupied by **Belize** (102), **Suriname** (106) and **Guatemala** (116). Belize displays a small decline in the overall ranking, dropping from 100th to 102nd place in 2012. Belize holds the lowest rank in the region on the primary education indicator. Suriname and Guatemala fall in the rankings by two and four places, respectively. Suriname is the lowest performing country from the region on the economic participation and opportunity subindex. Guatemala remains the lowest-ranking country in the Latin America and Caribbean region.

The Middle East and North Africa

The Middle East and North Africa region has closed just over 59% of the overall gender gap. The region ranks lowest on economic participation and opportunity and political empowerment (eight of the ten lowest performing countries on the labour force participation and estimated earned income indicators are from the region, as are the four countries that have no women parliamentarians). The region performs second lowest on the educational attainment subindex, while on health and survival, the Middle East and North Africa region is in third place

(behind Europe and Central Asia, Latin America and the Caribbean and North America).

The highest-ranking economies of the region have made vast investments in increasing women's education levels in the last decades. In Qatar, the United Arab Emirates, Kuwait, Bahrain, Algeria, Oman, Israel, Lebanon, Jordan and Saudi Arabia, the tertiary education enrolment rates for 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 (56) continues to hold the top spot in the Middle East and North Africa region, supported by a higher-than-average performance on the economic participation and opportunity and political empowerment subindexes. Israel slips one despite a slight increase in score due to the relative gains made by other countries in the rankings.

The **United Arab Emirates** (107) continues to hold the top position among the Arab countries and is the only country from the region that has closed the educational attainment gap. However, the UAE falls four places in the overall ranking this year due to a decrease in the estimated earned income and women in parliament indicators. **Kuwait** (109) and **Bahrain** (111) follow in the rankings, favoured by higher-than-average performances on the educational attainment and health and survival subindexes. Kuwait loses four places this year. This is due to a significant decrease in women in parliament (from 8% in 2011 to 0% in 2012). Kuwait is part of the top 10 performing countries on the tertiary education enrolment indicator. Bahrain loses one place because of a worsening perception of wage equality between women and men for similar work. **Qatar** (115) occupies the next position in the overall ranking, slipping down four places this year. Qatar is one of the two countries with a zero score on the political empowerment subindex and the only country from the region that ranks below the global average on the Health and Survival subindex. However, Qatar is among the top three performing countries in enrolment in secondary education and the top country in tertiary education enrolment amongst the 135 countries covered. Next in the rankings are **Mauritania** (119), **Algeria** (120), **Jordan** (121) and **Lebanon** (122). Mauritania falls five places, mainly due to a decrease in the primary, secondary and tertiary enrolment ratios as well as a decrease in the percentage of women holding ministerial positions. Mauritania is amongst the top 10 countries for the enrolment in primary education indicator. Algeria gains one place, most notably through an increase in the percentage of women in parliamentary positions (from 8% to 32%). Jordan loses four places following a decrease in the scores of the economic, education and political subindexes. Lebanon also moves down four spots, due to a decrease in perceived wage equality and percentage of women in ministerial positions (from 7% to 0%).

Lebanon is followed by **Oman** (125), **Egypt** (126) and **Morocco** (129). Oman gains two places due to an improvement in the perceived wage equality but in particular as a result of an increase in secondary and tertiary enrolment ratios. Egypt falls three places this year as a result of a worsening perception of wage equality between women and men for similar work and decrease in enrolment in secondary education. Morocco's ranking does not change this year despite a small overall gain in the score.

Saudi Arabia (131), **Syria** (132) and **Yemen** (135) are the lowest-ranking Middle East and North African countries in the Index. Saudi Arabia maintains its position relative to last year, although its overall score slightly falls because of a small decrease in the perceived wage equality and estimated earned income. Saudi Arabia is also one of the two countries with a political empowerment subindex score of zero. Syria slips down eight spots relative to its performance last year because of decreases in the estimated earned income. As there is an average lag of two years in the data, the scores represent a situation before the current outbreak of violence. Syria is the lowest performing country on the economic participation and opportunity subindex.¹¹ Finally, Yemen continues to occupy the last place in the region as well as in the overall ranking of 135 countries, and is the region's lowest performing country on the education attainment subindex. However, Yemen has experienced an absolute increase in its overall score and has closed more than 50% of its gender gap this year, putting Yemen among the top ten climbers of the 111 countries that have been included in the *Report* since 2006.

Asia and the Pacific

With 66% of the gender gap closed, the Asia and the Pacific region occupies the fifth place out of six regions on the overall score. The region occupies the same place on the economic participation and opportunity subindex and the fourth on the educational attainment subindex. On the Health and Survival subindex, Asia and the Pacific region occupies the last place (three of the five lowest performing countries on the sex ratio at birth indicator are from the region), whereas on the political empowerment subindex Asia and the Pacific occupies the first place.

New Zealand (6) and the **Philippines** (8) continue to 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. Both countries' rankings do not change this year. New Zealand is present in the top 15 performing countries on the economic participation and opportunity and educational attainment subindexes and is in the top 10 performing countries in the political empowerment subindex. The Philippines is the only country from the region that has closed the educational attainment and health and survival gender gaps. The Philippines also performs in the top 10 of the following indicators:

legislators, senior officials and managers, literacy rate, enrolment in secondary education and years with female head of state.

Australia (25) loses two positions relative to last year due to a small decrease in women at ministerial positions, though it continues to hold a strong position in the rankings due to high levels of education, economic participation and political empowerment. **Sri Lanka** (39), **Mongolia** (44) and **Singapore** (55) follow next. Sri Lanka falls eight spots relative to its performance last year as a result of a decrease in the political empowerment subindex. Sri Lanka is part of the top ten performing countries on the enrolment in tertiary education and years with female head of state. Sri Lanka is also one of the five countries from the region that have closed the health and survival subindex. Mongolia experienced a decline in the overall rankings (from 36th to 44th position). This drop is caused mainly by a decrease in the perceived wage equality between women and men for similar work and in the estimated earned income ratio. Mongolia ranks 6th on the legislators, senior officials and managers indicator and 7th on the literacy rate indicator. Mongolia is also the best performing country on the economic participation and opportunity subindex but one of the lowest performing countries on the political empowerment subindex. Singapore gains two places this year, most notably through an increase in the estimated earned income ratio. Singapore is part of the 20 best performing countries in the economic participation and opportunity subindex but also one of the nine countries without a female minister.

Singapore is followed by **Thailand** (65), **Vietnam** (66), **Timor-Leste** (68) and **China** (69). Thailand loses five places in the ranking, due to decreases in the perceived wage equality and estimated earned income ratios. Thailand is one of five countries from the region that has closed the health and survival subindex. Vietnam gains thirteen places this year, most notably through an increase in the enrolment in tertiary education and in the percentage of female ministers. Unlike the previous year, primary education data is not available this year. Vietnam's improvement in the 2012 rankings is the most significant improvement in the region. Despite this important gain, Vietnam shows a disproportionate sex ratio at birth. Timor-Leste enters the Index for the first time this year. China slips from the 61st to 69th position due to a decrease in the perceived wage equality between women and men for similar work. China is the fourth-lowest ranking country on the health and survival subindex (132), the result of a disproportionate sex ratio at birth, although there have been minor improvements over the last year.

The next spots in the region are occupied by **Brunei Darussalam** (75), **Bangladesh** (86), the **Maldives** (95) and **Indonesia** (97). Brunei Darussalam gains one place relative to its rank in 2011 but continues to be one of the nine countries that have no female ministers. Bangladesh falls seventeen places this year, due to a decrease in

the wage equality survey, the estimated earned income and a significant decrease in the ratio of the enrolment rate in primary education. Bangladesh ranks 8th on the political empowerment subindex. The Maldives shows an improvement in the overall rankings, rising from 101st in 2011 to 95th in 2012. The Maldives' leap in the rankings is boosted by an increase in the primary education ratio and in the percentage of women holding ministerial positions (from 7% in 2011 to 21% in 2012). Indonesia slips down seven places in the ranking due to a decrease of women in ministerial positions.

Malaysia (100), **Japan** (101), **Cambodia** (103) and **India** (105) are found in the lower half of the rankings within the region. Both Malaysia and Japan fall in the rankings by three places. Malaysia's decrease is due to the decrease of the sex ratio whereas for Japan it is due to a small decrease in the percentage of women parliamentarians and the decrease of the sex ratio at birth. Malaysia is the second best performing country on the wage equality data. Japan is part of the region's ten lowest performing countries on the legislators, senior officials and managers indicator, which shows that women still make up a fairly low percentage of the senior and highly skilled positions. Cambodia slips relative to its performance last year due to the decrease in women in ministerial positions (10% in 2011 to 5% in 2012). Cambodia is one of the five countries from the region that has closed the gap on the health and survival subindex. India gains eight places as a result of improvements in the education attainment and political empowerment subindexes. India is the lowest ranked of the BRIC economies featured in the Index; it performs above average on the political empowerment of women but lags behind in the other three categories. The persistent health, education and economic participation gaps will be detrimental to India's growth. The disproportionate sex ratio at birth has not changed over the past year.

India is followed by **Korea Rep.** (108) and **Fiji** (113). Korea Rep. loses a place in the ranking due to a decrease in the sex ratio at birth. Fiji falls four places this year and is one of the five countries from the region that has closed the gap on the health and survival subindex. In both countries, women still make up a fairly low percentage of the senior and highly skilled positions. **Nepal** (123), **Iran, Islamic Rep.** (127) and **Pakistan** (134) occupy the last places in the regional rankings. Nepal moves up in the rankings from the 126th to 123rd position, mainly because of higher perceived wage equality ratio, estimated earned income and women in ministerial positions. Nepal is among the highest climbers of the 111 countries that have been included in the *Report* since 2006 but also among the ten lowest performing countries on enrolment in tertiary education. Iran, Islamic Rep. slips in the rankings to the 127th position due to a worsening of the estimated earned income ratio. Finally, Pakistan moves down in the rankings from the 133rd to 134th position due to a worsening in the perceived wage equality. Pakistan performs below the

global average on all four subindexes and now occupies the last spot in the Asia and Pacific region.

Sub-Saharan Africa

The Sub-Saharan Africa region has closed 66% of its gender gap and performs well on the economic participation and opportunity subindex, ranking just behind Europe and Central Asia and North America. Out of the top 15 overall performers on the labour force participation gender gap indicator, nine countries are from the region. However, regarding the educational attainment subindex, Sub-Saharan Africa is the region with the largest gender gap. On the health and survival subindex, the region lies 5th just before Asia and the Pacific. This is due to poor enrolment rates and low levels of life expectancy. Out of the bottom 10 countries on the literacy rate and on the enrolment rate in tertiary education indicators, seven and six respectively are from sub-Saharan Africa. The region ranks ahead of Latin America and the Caribbean and the Middle East and North Africa on the political empowerment subindex having closed 17% of its gender gap.

Lesotho (14) continues to hold the top spot in the Sub-Saharan region, despite having lost five places in the ranking due to small deteriorations in the category of wage equality for similar work and estimated earned income. Lesotho scores are above the global average on all subindicators and is the only country from the region that has closed the gender gap in both the education attainment and health and survival subindexes. Lesotho is the third-best performer on the legislators, senior officials and managers indicator and the top performer on the literacy rate and enrolment in secondary education. Lesotho remains among the highest climbers within the 111 countries that have been included in the *Report* since 2006. Next in the region's rankings is **South Africa** (16) which loses two places compared to last year and is the only other sub-Saharan Africa country in the top 20. South Africa maintains the top spot in the region on political empowerment, holding the seventh position on this subindex and the fourth on the women in parliament indicator.

Mozambique follows next (23), gaining three places in the ranking due to improvements in the education subindex. Mozambique ranks ninth on the economic participation and opportunity subindex due to high scores on the labour force participation and estimated earned income indicators. Mozambique is also the region's best performer regarding the years with female head of state indicator. **Burundi** (24) and **Uganda** (28) follow next. Although Burundi's overall score has improved, it maintains the same position in the ranking. Burundi ranks 1st overall on labour force participation. Uganda moves up one spot due to improvement in the estimated earned income. This gain offsets the loss in secondary education. Uganda is included in the top ten performers on the wage equality survey.

The next spot in the ranking is occupied by **Cape Verde** (35), which is included in the Index for the first time. Cape Verde is among the top twenty countries overall on the enrolment in secondary education and women in ministerial positions indicators. Cape Verde is followed by **Malawi** (36), **Namibia** (41) and **Tanzania** (46). Malawi gains 29 places this year. This is mainly due to the fact that there are no data for the legislators, senior officials and managers indicator this year. Malawi is among the highest climbers of the 111 countries that have been included in the *Report* since 2006 and ranks fifth on the economic participation and opportunity subindex. Namibia slips from the 32nd to the 41st position this year, primarily due to losses in the economic participation and opportunity subindex. Tanzania moves up thirteen spots, driven by gains in the economic and education subindexes.

The next spots in the regions are occupied by **Madagascar** (58), **Ghana** (71), **Kenya** (72) and **Botswana** (77). Madagascar gains thirteen places. This gain can be attributed to an increase in wage equality, an increase in the percentage of women in parliament and in ministerial positions. Madagascar holds the fifth position overall on the labour force participation indicator. Ghana falls one place in the ranking this year. It holds the eighth overall position on the wage equality indicator, whereas it held the 26th position on that indicator last year. Kenya gains 27 places partially due to the fact that there is no data for the legislators, senior officials and manager indicator. Botswana falls eleven places. This is mainly a result of two factors: legislators, senior officials and managers and professional and technical workers indicators are not present this year for Botswana and that ratios for enrolment in primary, secondary and tertiary education have improved from last year.

Senegal (90), **The Gambia** (93) and **Mauritius** (98) occupy the next places in the ranking. Senegal is the second highest-ranking country on the enrolment in primary education indicator. The Gambia moves down sixteen places this year due to a significant decrease in the enrolment in secondary education ratio. Mauritius slips down three spots relative to its performance last year partially due to a decrease in women in ministerial positions. **Burkina Faso** (104) gains eleven places this year, primarily due to an improvement in the education attainment subindex. No data for legislators, senior officials and managers and professional and technical workers have been included this year due to lack of recent statistics. Burkina Faso is among the ten lowest performing countries on literacy rates and enrolment in tertiary education.

Burkina Faso is followed by **Nigeria** (110), **Cameroon** (112) and **Zambia** (114). Nigeria has seen an improvement in the overall rankings, rising from the 120th in 2011 to the 110th place in 2012. Nigeria's leap in the rankings is boosted by an increase in the estimated earned income ratio and an increase in the number of women in ministerial positions, which rose from 10% to 28%. Cameroon moves

up in the rankings from the 119th to 112nd place, mainly driven by improvements in the estimated earned income. This important increase offsets the deterioration in the ratio of secondary education enrolment. Zambia loses eight places compared to last year. Next in the rankings are **Benin** (117) and **Ethiopia** (118). Benin gains eleven places in the rankings this year, partly as there is no data for legislators, senior officials and managers and partly the result of an improvement in the percentage of women holding ministerial positions (from 13% to 31%). Ethiopia loses two places this year.

Mali (128), **Côte d'Ivoire** (130) and **Chad** (133) remain the lowest-ranking Sub-Saharan Africa countries in the Index. All three countries are part of the five lowest performing group of countries on the education attainment subindex. Mali gains four places and Côte d'Ivoire's ranking does not change this year. Finally, Chad is again this year the lowest-ranking country in the sub-Saharan Africa region.

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 not only a matter of human rights and equity; it is also one of efficiency. Figure 7 shows a plot of the Global Gender Gap Index 2012 scores against the Global Competitiveness Index 2012–2013 scores. Figure 8 plots the Global Gender Gap Index 2012 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.

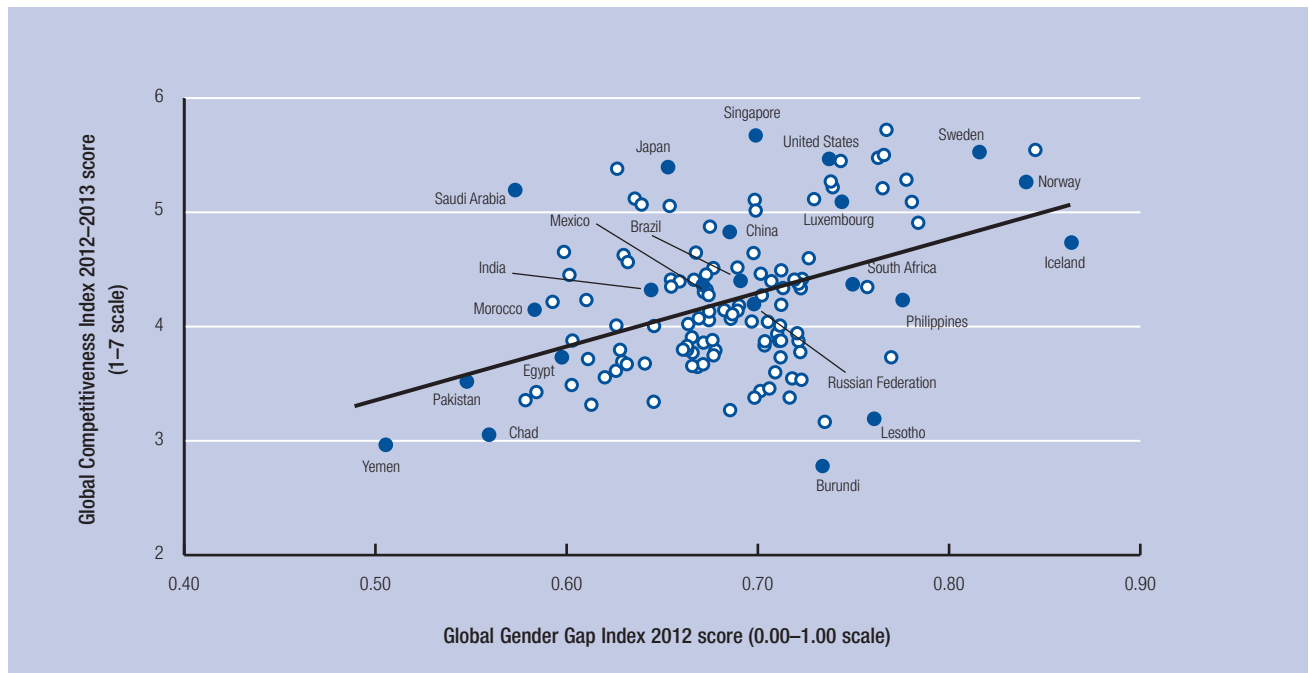
Over time, therefore, a nation's competitiveness depends, among other things, on whether and how it educates and utilizes its female talent. In Figure 10, we plot the educational attainment subindex against the economic participation and opportunity subindex. The data in the Global Gender Gap Index reveals four broad groups of countries: (1) countries that are generally closing education gaps and show high levels of women's economic

participation, (2) countries that are generally closing education gaps but show low levels of women's economic participation, (3) countries that have large education gaps as well as large gaps in women's economic participation and (4) countries that have large education gaps but display small gaps in women's economic participation.

In the first broad group are countries that have made investments in women's health and education and generally see the returns on this investment in terms of women's economic and political participation. These countries include the Nordic countries, the United States 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 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%.¹² There are several potential drivers behind this. 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,¹³ 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. In addition, 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.¹⁴ 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.

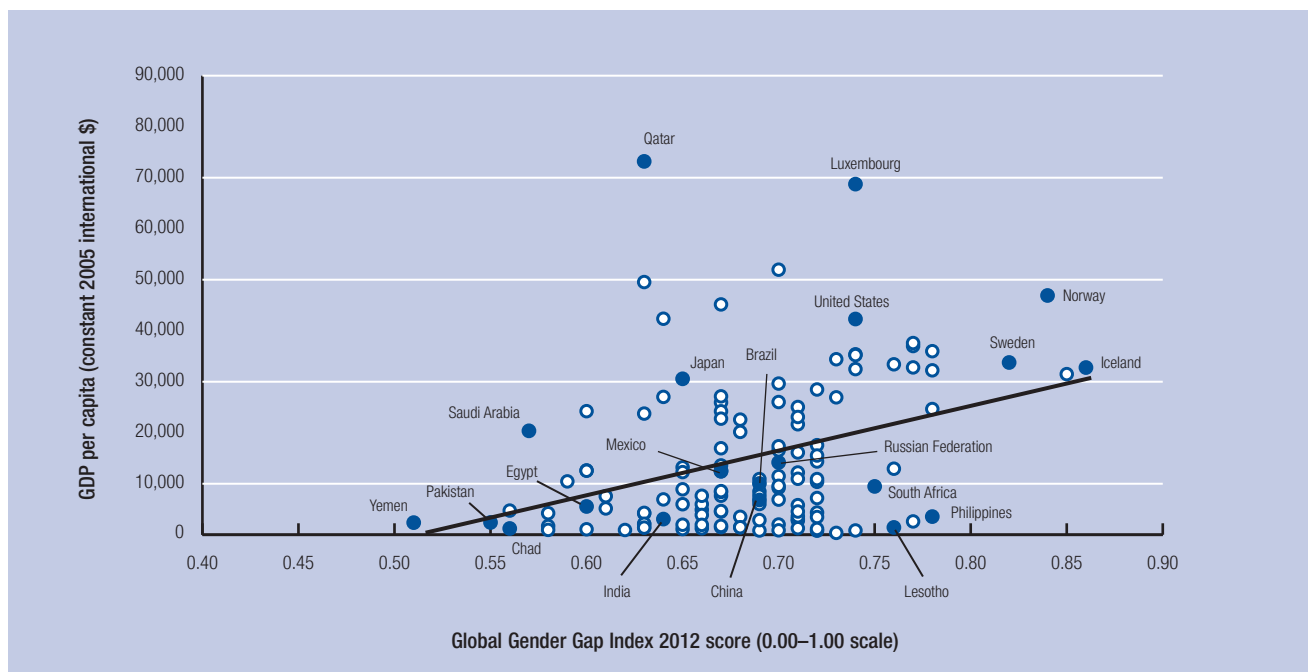
In the second broad group are countries that have made the key investments in women's education but have generally not removed barriers to women's participation in the workforce and are thus not seeing returns on their investments in the development of one half of their human capital. This group includes Japan, Qatar, Mexico and Saudi Arabia. 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.¹⁵ Research by the World Bank demonstrates that similar restrictions have

Figure 7: Relationship between the Global Competitiveness Index 2012–2013 and the Global Gender Gap Index 2012



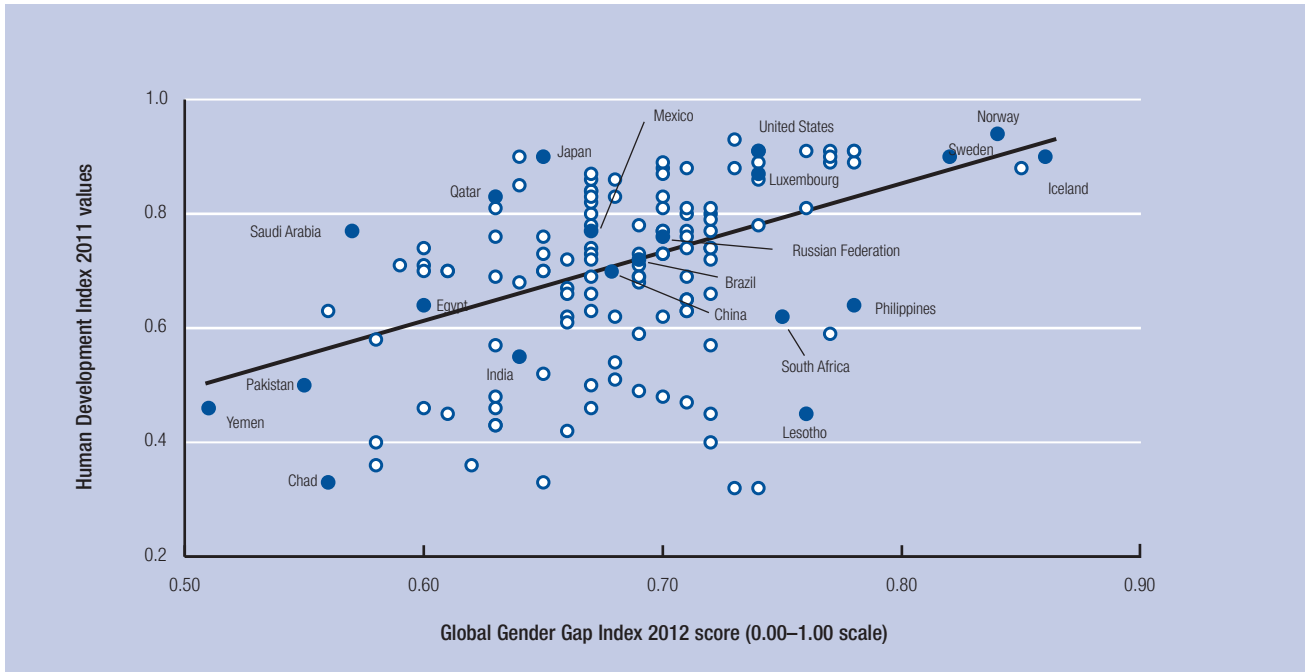
Source: Global Gender Gap Index 2012 and Global Competitiveness Index 2012–2013.
 Note: The Global Gender Gap Index and the Global Competitiveness Index scales have been truncated to enhance readability.

Figure 8: Relationship between GDP per capita and the Global Gender Gap Index 2012 scores



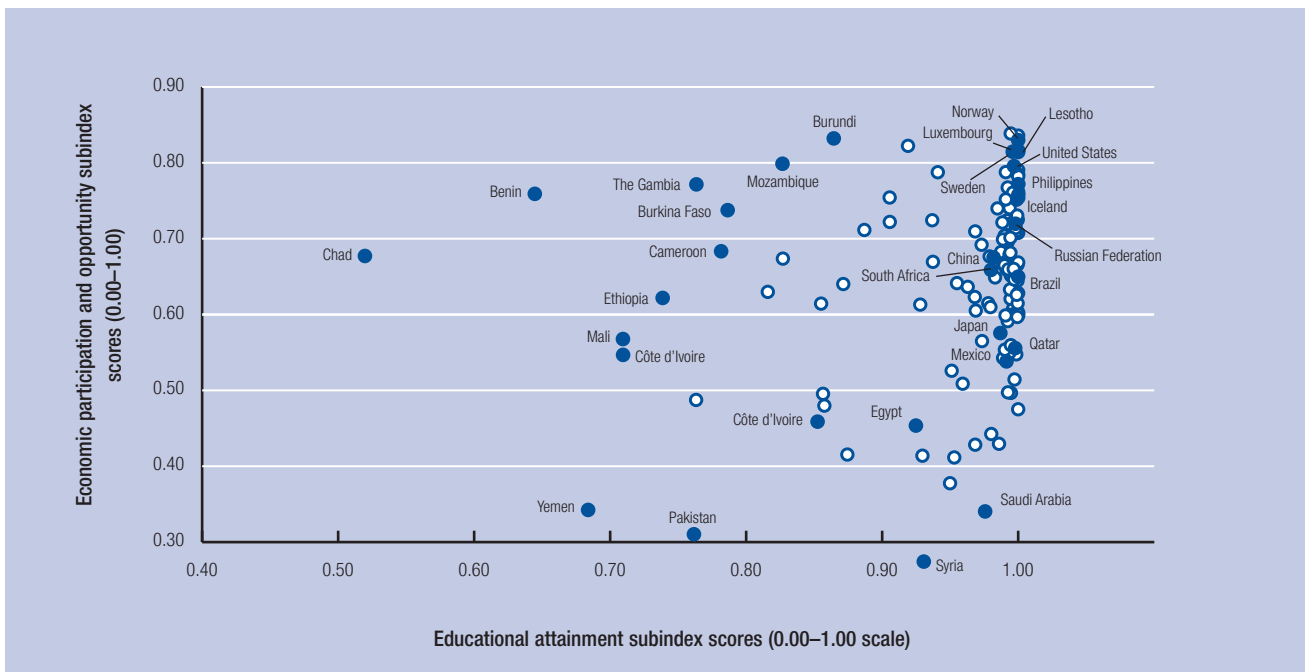
Source: Global Gender Gap Index 2012 and the World Bank's *World Development Indicators (WDI)* online database 2011, accessed June 2012.
 Note: The Global Gender Gap Index has been truncated to enhance readability.

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



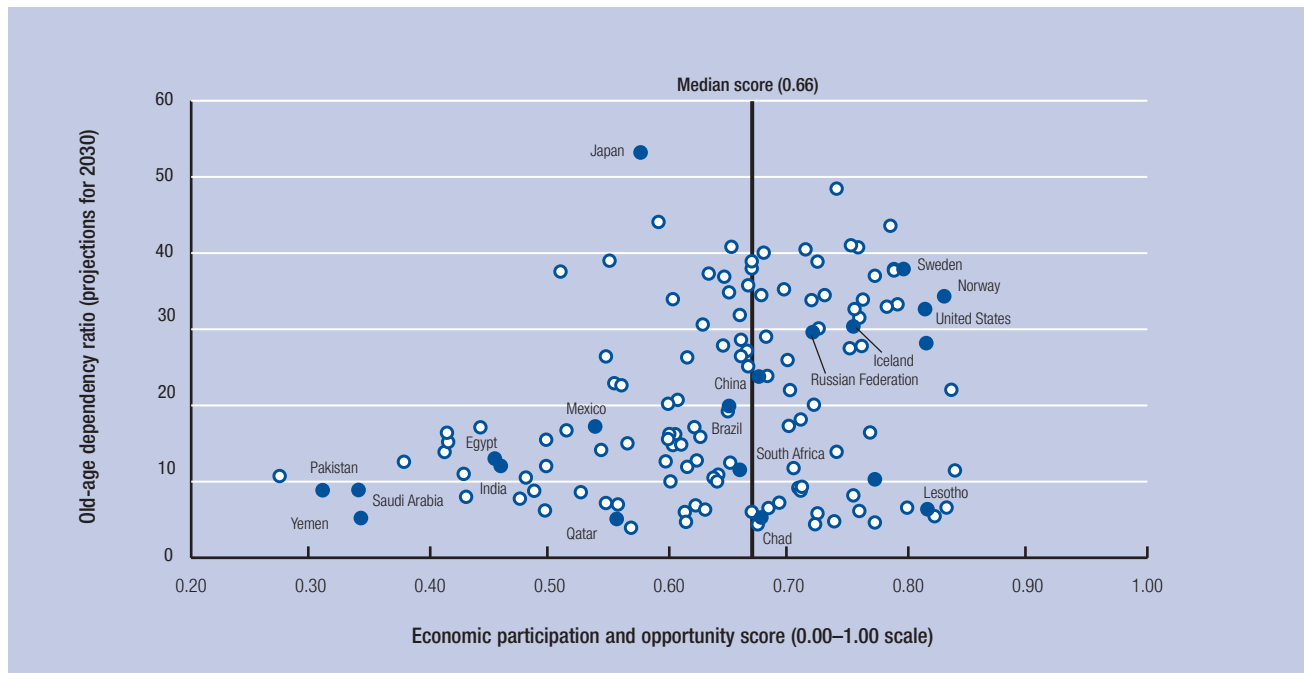
Source: Global Gender Gap Index 2012 and UNDP, *International Human Development Indicators*, Online Database 2010 (accessed October 2012).
 Note: Global Gender Gap Index and Human Development Index scales have been truncated to enhance readability.

Figure 10: Relationship between education and economic subindex scores



Source: Global Gender Gap Index 2012
 Note: Economic Participation and Opportunity and Educational Attainment subindex scores have been truncated to enhance readability.

Figure 11: Relationship between old-age dependency ratio projections for 2030 and the economic participation and opportunity subindex 2012



Source: Global Gender Gap Index 2012 and United Nations, Department of Economic and Social Affairs, Population Division, *World Population Prospects: The 2010 revision*, New York, 2011, accessed October 2012.

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

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.¹⁶ 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.¹⁷

In the third and fourth groups, the most basic investments in girls' and women's education still need to be made, and fundamental rights—including legal frameworks around inheritance, reproductive rights and violence—are often inadequate. 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.¹⁸ 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. The third group contains countries such as Yemen, Pakistan and Nepal, which have both large education gender gaps as well as economic ones.

The fourth group contains countries such as Mozambique, Burundi, Gambia and Benin, which have large education gender gaps but small economic ones primarily due to high levels of participation by women in low-skilled work. For these countries, closing education gaps will remain an important factor over time. However, compared with the third group, women in these countries 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 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;¹⁹ 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.²⁰

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

thus play a role in addressing the future problems posed by ageing populations.²¹

The magnitude and particulars of gender gaps in countries around the world are the combined result of various socioeconomic and cultural variables. The closure or continuation of these gaps is intrinsically connected to the framework of national policies in place. New research is required to understand which policies are most effective in closing gender gaps and whether these are transferrable to other replicable and scalable. This year, we have provided supplementary information on policy variables in the Country Profiles. In addition, over the last year, we have conducted a policies survey with ministries responsible for women in the 135 countries covered in this *Report*. The preliminary results from 74 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 seven years of data available for the 111 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 2012, almost 20% of this gap has been closed. In 2006, 56% of the economic participation gap had been closed; in 2012, almost 60% of this gap has been closed. In 2006, almost 92% of the educational attainment gap had been closed; in 2012, almost 93% of this gap has been closed. On health and survival, however, there has been a small deterioration between 2006 and 2012, 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 seven years except Europe and Central Asia.

Table A1 in Appendix A displays the full list of 111 countries covered between 2006 and 2012 and 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 2012, countries that were performing above the median score in 2006 and have regressed between 2006 and 2012, those that were performing below the median score in 2006 and have shown progress between 2006 and 2012 and those that were performing below the median score in 2006 and have regressed between 2006 and 2012. Overall, 88% of countries made progress between 2006 and 2012 while 12% have either deteriorated or remain unchanged.

However, the pace of change is slow. Only nine countries have improved by 10% or more while 75 have improved less than 5% during this time period.

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 2000–2012 for 39 countries where the relevant data were available. In all countries there was a net improvement in scores across the 12 years, with the exception of the Slovak Republic. Switzerland, Belgium, Finland, 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 section, readers can explore trends over the last seven 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 seven years, nor are all data updated on an annual basis for each country by the international organizations that serve as our primary sources of data.

CONCLUSION

The Global Gender Gap Report 2012 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, 60% of the gap in economic participation and 20% of the gap in political empowerment has been closed. No country in the world has achieved gender equality. The four highest ranked countries—Iceland, Finland, Norway and Sweden—have closed between 80 and 86% of their gender gaps, while the lowest ranked country—Yemen—has closed a little over 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 seven years and seeks to call attention to the need for more rapid progress in closing gender gaps. Out of the 111 countries covered in 2006–2012, 88% have improved their performance, while 12% 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, Bolivia, Switzerland, Saudi Arabia, Lesotho, Yemen and others have made much progress relative to their own situation in 2006. Relatively few countries have regressed relative to their own scores. While some of these are relatively high-ranking countries such as Sweden and Sri Lanka, there has also been significant deterioration in

countries such as Mali, Jordan, Kuwait and Zambia, which 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. 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 education gaps and show high levels of women's economic participation, (2) countries that are generally closing education gaps but show low levels of women's economic participation, (3) countries that have large education gaps as well as large gaps in women's economic participation and (4) countries that have large education gaps but display small gaps in women's economic participation.

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 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 Due to the current situation in Syria the Executive Opinion Survey was not carried out this year and the results thus do not include this variable in 2012.
- 12 See Daly, "Gender Inequality, Growth and Global Ageing".
- 13 Catalyst, "The Bottom Line".
- 14 See Ibarra and Zahidi, *The Corporate Gender Gap Report 2010*.
- 15 ESCAP, *Economic and Social Survey of Asia and the Pacific*.
- 16 See World Bank, "Gender and Development in the Middle East and North Africa".
- 17 Goldman Sachs Global Markets Institute. "The Power of the Purse".
- 18 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.
- 19 See Beaman et al., "Powerful Women".
- 20 Munshi and Rosensweig, "The Efficacy of Parochial Politics".
- 21 Daly, "Gender Inequality, Growth and Global Ageing".

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