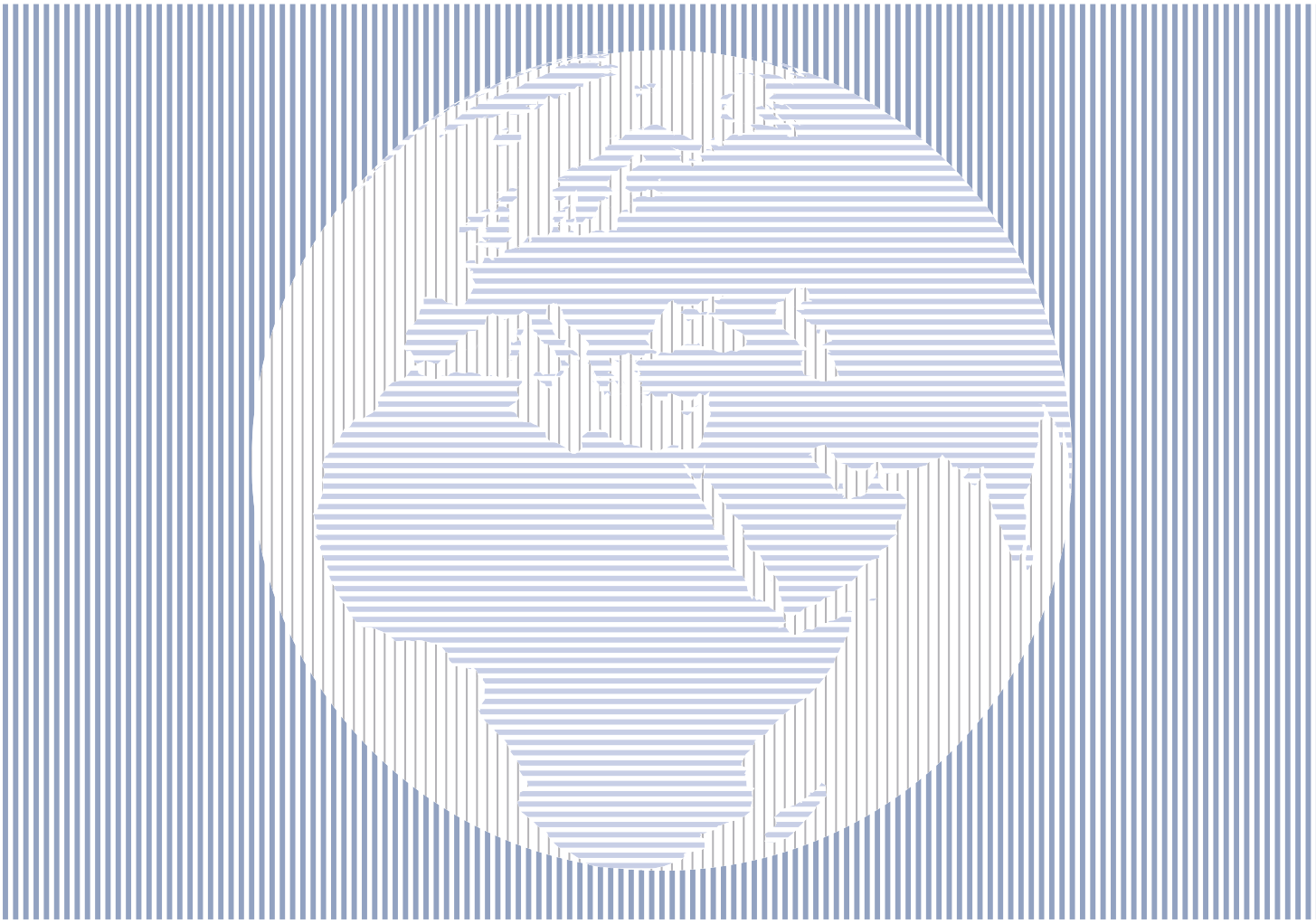
WORLD ECONOMIC FORUM

COMMITTED TO IMPROVING THE STATE OF THE WORLD

Insight Report

The Global Gender Gap Report 2012

Ricardo Hausmann, Harvard University
Laura D. Tyson, University of California, Berkeley
Saadia Zahidi, World Economic Forum



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The Global Gender Gap Report 2012 is published by the World Economic Forum. The Global Gender Gap Index 2012 is the result of collaboration with faculty at Harvard University and the University of California, Berkeley.

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

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Preface

KLAUS SCHWAB
Executive Chairman, World Economic Forum

The key for the future of any country and any institution is the capability to develop, retain and attract the best talent. Women make up one half of the world's human capital. Empowering and educating girls and women and leveraging their talent and leadership fully in the global economy, politics and society are thus fundamental elements of succeeding and prospering in an ever more competitive world. In particular, with talent shortages projected to become more severe in much of the developed and developing world, maximizing access to female talent is a strategic imperative for business. The World Economic Forum has been among the institutions at the forefront of engaging leaders to close global gender gaps as a key element of our mission to improve the state of the world.

Through the *Global Gender Gap Report* series, the World Economic Forum has been quantifying the magnitude of gender-based disparities and tracking their progress over time. By providing a comprehensive framework for benchmarking global gender gaps, the *Report* reveals those countries that are role models in dividing their resources equitably between women and men, regardless of the overall level of those resources. In 2008, based on the findings of the *Report,* we launched the Global Gender Parity Group, a multi-stakeholder community of highly influential leaders—50% women and 50% men— that have together committed to strategies to improve the use of female talent. In March 2012, based on the work of this group and to complement the gap analysis in the *Report,* we released an online repository of information on company best practices that can help close economic participation gaps. Over the course of this year, using the data from the *Report* to provide the context, we also launched three pilot Gender Parity Taskforces in Mexico, Turkey and Japan to foster public-private collaboration on closing the economic participation gender gap by up to 10% in each country. Outside of the World Economic Forum, the *Report* is used widely by numerous universities, schools, researchers, media entities, businesses, governments and individuals as a tool for their work.

We would like to express our deep appreciation to Ricardo Hausmann, Director, Center for International Development, Harvard University, USA; Laura D. Tyson, S.K. and Angela Chan Professor of Global Management, Haas School of Business, University of California, Berkeley, USA; and Saadia Zahidi, Senior Director and Yasmina Bekhouche, Project Manager, World Economic Forum, for their invaluable contributions to this *Report*. We would also like to thank Annabel Guinault, Charlotte Harding and Silvia Magnoni for their support of this project at the World Economic Forum. Finally, we are grateful to the Community Partners of the Women Leaders and Gender Parity Programme for their unflagging support and commitment to closing gender gaps.

We are proud of the initiatives undertaken at the World Economic Forum and elsewhere on the basis of this *Report* since its first publication in 2006. It is our hope that this latest edition will continue to inspire further research, policy changes and new projects by business, governments, civil society and universities, and serve as a call to action to transform the pace of change on an issue that is fundamental to the growth and stability of the global economy and society.

Part 1

Measuring the Global Gender Gap

The Global Gender Gap Index 2012

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The Global Gender Gap Index,[1] introduced by the World Economic Forum in 2006, is a framework for capturing the magnitude and scope of gender-based disparities and tracking their progress. The Index benchmarks national gender gaps on economic, political, education and health 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,

The Global Gender Gap Index, co-authored by Fiona Greig, Ricardo Hausmann, Laura D. Tyson and Saadia Zahidi, was first introduced in the World Economic Forum's *Global Gender Gap Report 2006.* The authors are deeply grateful to Silvia Magnoni and Marc Cuenod for their excellent support in the production of this year's Part 1.

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 pariticipation over male value	International Labour Organisation, *Key Indicators of the Labour force Market (KILM)*, 2009
	Wage equality between women and men for similar work (converted to female-over-male ratio)	World Economic Forum, *Executive Opinion Survey*, 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, *LABORSTA Internet*, online database, 2008 or latest data available; United Nations Development Programme, *Human Development Report 2009*, the most recent year available between 1999 and 2007
	Ratio: female professional and technical workers over male value	International Labour Organisation, *LABORSTA Internet*, online database, 2008 or latest data available; United Nations Development Programme, *Human Development Report 2009*, the most recent year available between 1999 and 2007
Educational Attainment	Ratio: female literacy rate over male value	UNESCO Institute for Statistics, *Education Indicators*, 2011 or latest data available; World Bank's *World Development Indicators & Global Development Finance* online Database, 2010 or latest available data; United Nations Development Programme, *Human Development Report 2009*, the most recent year available between 1997 and 2007
	Ratio: female net primary level enrolment over male value	UNESCO Institute for Statistics, *Education Indicators*, 2011 or latest data available; World Bank's *World Development Indicators & Global Development Finance* online database, 2011 or latest available data
	Ratio: female net secondary level enrolment over male value	UNESCO Institute for Statistics, *Education Indicators*, 2011 or latest data available; World Bank's *World Development Indicators & Global Development Finance* online database, 2011 or latest available data
	Ratio: female gross tertiary level enrolment over male value	UNESCO Institute for Statistics, *Education Indicators*, 2011 or latest data available; World Bank's *World Development Indicators & Global development Finance* online database, 2011 or latest available data
Health and Survival	Sex ratio at birth (converted to female-over-male ratio)	Central Intelligence Agency, *The CIA World Factbook*, data updated weekly, 2012
	Ratio: female healthy life expectancy over male value	World Health Organisation, *Global Health Observatory database*, data from 2007
Political Empowerment	Ratio: females with seats in parliament over male value	Inter-Parliamentary Union, *Women in Politics: 2012*, reflecting eletions/ appointments up to 1 January 2012
	Ratio: females at ministerial level over male value	Inter-Parliamentary Union, *Women in Politics: 2012*, 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 enrolement 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]

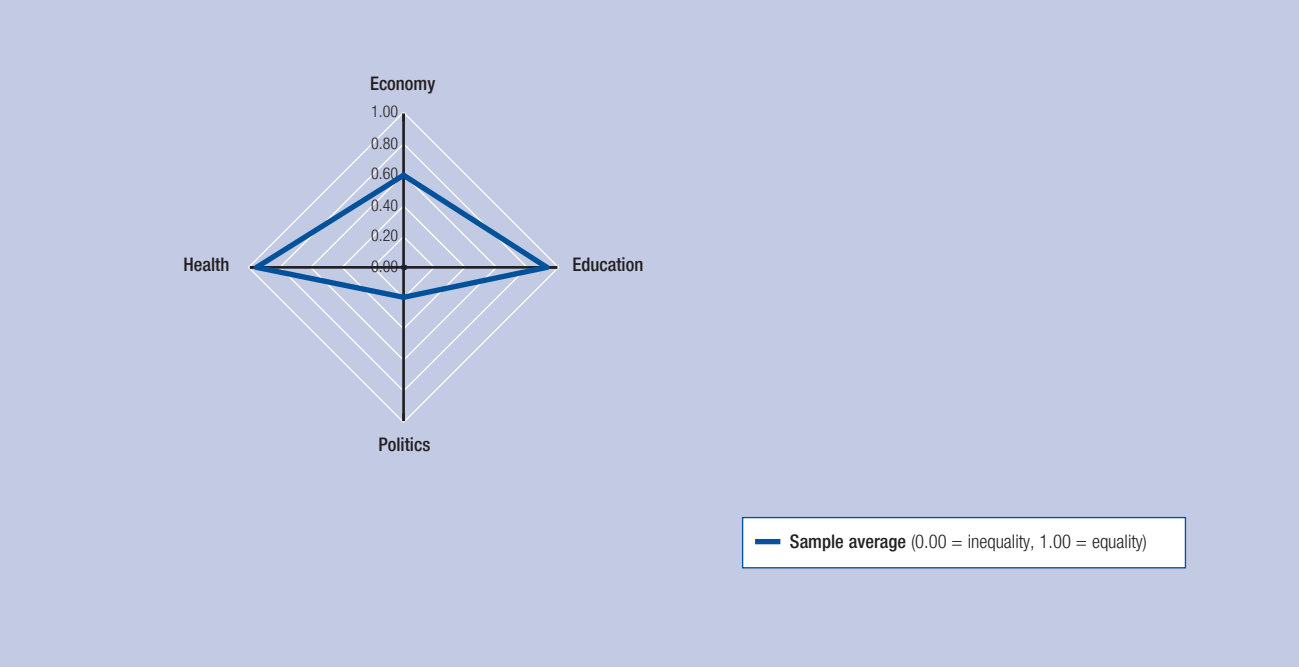
THE GLOBAL GENDER GAP INDEX 2012 RANKINGS

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	107	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

	OVERALL		ECONOMIC PARTICIPATION AND OPPORTUNITY		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
Country	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.)*

	OVERALL		ECONOMIC PARTICIPATION AND OPPORTUNITY		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
Country	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

Country	Overall score	Overall rank
Mozambique	0.7350	23
Burundi	0.7338	24
Uganda	0.7228	28
Malawi	0.7166	36
Tanzania	0.7091	46
Kyrgyz Republic	0.7013	54
Madagascar	0.6982	58
Kenya	0.6768	72
Bangladesh	0.6684	86
Gambia, The	0.6630	93
Tajikistan	0.6608	96
Cambodia	0.6457	103
Burkina Faso	0.6455	104
Benin	0.6258	117
Ethiopia	0.6200	118
Mauritania	0.6129	119
Nepal	0.6026	123
Mali	0.5842	128
Chad	0.5594	133

LOWER-MIDDLE INCOME

Country	Overall score	Overall rank
Philippines	0.7757	8
Nicaragua	0.7697	9
Lesotho	0.7608	14
Bolivia	0.7222	30
Cape Verde*	0.7180	35
Sri Lanka	0.7122	39
Guyana	0.7119	42
Mongolia	0.7111	44
Moldova	0.7101	45
Ukraine	0.6894	64
Vietnam	0.6867	66
Timor-Leste*	0.6855	68
Ghana	0.6778	71
Honduras	0.6763	74
Paraguay	0.6714	83
Georgia	0.6691	85
Senegal	0.6657	90
Albania	0.6655	91
Armenia	0.6636	92
El Salvador	0.6630	94
Indonesia	0.6591	97
Belize	0.6465	102
India	0.6442	105
Nigeria	0.6315	110
Cameroon	0.6291	112
Fiji	0.6285	113
Zambia	0.6279	114
Guatemala	0.6260	116
Egypt	0.5975	126
Morocco	0.5833	129
Côte d'Ivoire	0.5785	130
Syria	0.5626	132
Pakistan	0.5478	134
Yemen	0.5054	135

UPPER-MIDDLE INCOME

Country	Overall score	Overall rank
Latvia	0.7572	15
South Africa	0.7496	16
Cuba	0.7417	19
Costa Rica	0.7225	29
Kazakhstan	0.7213	31
Argentina	0.7212	32
Ecuador	0.7206	33
Lithuania	0.7191	34
Panama	0.7122	40
Namibia	0.7121	41
Venezuela	0.7060	48
Serbia*	0.7037	50
Jamaica	0.7035	51
Bulgaria	0.7021	52
Russian Federation	0.6980	59
Macedonia, FYR	0.6968	61
Brazil	0.6909	62
Colombia	0.6901	63
Thailand	0.6893	65
Romania	0.6859	67
China	0.6853	69
Uruguay	0.6745	76
Botswana	0.6744	77
Peru	0.6742	78
Mexico	0.6712	84
Chile	0.6676	87
Dominican Republic	0.6659	89
Maldives	0.6616	95
Mauritius	0.6547	98
Azerbaijan	0.6546	99
Malaysia	0.6539	100
Suriname	0.6409	106
Algeria	0.6112	120
Jordan	0.6103	121
Lebanon	0.6030	122
Turkey	0.6015	124
Iran, Islamic Rep.	0.5927	127

HIGH INCOME

Country	Overall score	Overall rank
Iceland	0.8640	1
Finland	0.8451	2
Norway	0.8403	3
Sweden	0.8159	4
Ireland	0.7839	5
New Zealand	0.7805	6
Denmark	0.7777	7
Switzerland	0.7672	10
Netherlands	0.7659	11
Belgium	0.7652	12
Germany	0.7629	13
Luxembourg	0.7439	17
United Kingdom	0.7433	18
Austria	0.7391	20
Canada	0.7381	21
United States	0.7373	22
Australia	0.7294	25
Spain	0.7266	26
Barbados	0.7232	27
Bahamas	0.7156	37
Slovenia	0.7132	38
Trinidad and Tobago	0.7116	43
Portugal	0.7071	47
Croatia	0.7053	49
Poland	0.7015	53
Singapore	0.6989	55
Israel	0.6989	56
France	0.6984	57
Estonia	0.6977	60
Slovak Republic	0.6824	70
Czech Republic	0.6767	73
Brunei Darussalam	0.6750	75
Cyprus	0.6732	79
Italy	0.6729	80
Hungary	0.6718	81
Greece	0.6716	82
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

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

EDUCATIONAL ATTAINMENT

Country	Score	Rank
Australia	**1.0000**	**1**
Bahamas	**1.0000**	**1**
Barbados	**1.0000**	**1**
Botswana	**1.0000**	**1**
Brazil	**1.0000**	**1**
Costa Rica	**1.0000**	**1**
Czech Republic	**1.0000**	**1**
Denmark	**1.0000**	**1**
Finland	**1.0000**	**1**
France	**1.0000**	**1**
Iceland	**1.0000**	**1**
Latvia	**1.0000**	**1**
Lesotho	**1.0000**	**1**
Netherlands	**1.0000**	**1**
New Zealand	**1.0000**	**1**
Norway	**1.0000**	**1**
Philippines	**1.0000**	**1**
Slovakia	**1.0000**	**1**
United Arab Emirates	**1.0000**	**1**
United States	**1.0000**	**1**
Honduras	0.9999	21
Ukraine	0.9997	22
Nicaragua	0.9996	23
Cuba	0.9995	24
Armenia	0.9995	25
Maldives	0.9994	26
United Kingdom	0.9993	27
Guyana	0.9990	28
Venezuela	0.9989	29
Ireland	0.9988	30
Namibia	0.9988	31
Chile	0.9986	32
Slovenia	0.9981	33
Poland	0.9981	34
Russian Federation	0.9980	35
Qatar	0.9978	36
Suriname	0.9973	37
Spain	0.9971	38
Sweden	0.9969	39
Uruguay	0.9967	40
Argentina	0.9962	41
Moldova	0.9962	42
Luxembourg	0.9960	43
Paraguay	0.9954	44
Lithuania	0.9954	45
Croatia	0.9950	46
Bahrain	0.9947	47
Sri Lanka	0.9946	48
Austria	0.9946	49
Mongolia	0.9945	50
Colombia	0.9944	51
Romania	0.9943	52
Trinidad and Tobago	0.9943	53
Ecuador	0.9942	54
Greece	0.9940	55
Brunei Darussalam	0.9937	56
Portugal	0.9936	57
Estonia	0.9936	58
Malta	0.9936	59
Kuwait	0.9936	60
Serbia*	0.9927	61
Panama	0.9927	62
Fiji	0.9925	63
Bulgaria	0.9924	64
Italy	0.9923	65
Kazakhstan	0.9923	66
Belgium	0.9918	67
Hungary	0.9915	68
Mexico	0.9914	69
Canada	0.9909	70
Switzerland	0.9909	71
Malaysia	0.9907	72
Mauritius	0.9902	73
Kyrgyz Republic	0.9900	74
Macedonia, FYR	0.9900	75
Albania	0.9890	76
El Salvador	0.9889	77
Thailand	0.9888	78
Jamaica	0.9884	79
Israel	0.9874	80
Japan	0.9869	81
Jordan	0.9859	82
Germany	0.9848	83
Azerbaijan	0.9830	84
China	0.9819	85
Lebanon	0.9802	86
South Africa	0.9800	87
Peru	0.9796	88
Georgia	0.9790	89
Cyprus	0.9780	90
Saudi Arabia	0.9757	91
Indonesia	0.9734	92
Madagascar	0.9731	93
Dominican Republic	0.9688	94
Vietnam	0.9684	95
Oman	0.9684	96
Cape Verde*	0.9681	97
Bolivia	0.9629	98
Korea, Rep.	0.9592	99
Belize	0.9550	100
Iran, Islamic Rep.	0.9530	101
Guatemala	0.9511	102
Algeria	0.9499	103
Singapore	0.9409	104
Tanzania	0.9373	105
Kenya	0.9368	106
Syria	0.9306	107
Turkey	0.9296	108
Timor-Leste*	0.9280	109
Egypt	0.9248	110
Malawi	0.9190	111
Uganda	0.9056	112
Ghana	0.9055	113
Tajikistan	0.8869	114
Morocco	0.8744	115
Cambodia	0.8714	116
Burundi	0.8644	117
Bangladesh	0.8575	118
Mauritania	0.8565	119
Zambia	0.8551	120
India	0.8525	121
Senegal	0.8270	122
Mozambique	0.8267	123
Nigeria	0.8159	124
Burkina Faso	0.7864	125
Cameroon	0.7816	126
Gambia, The	0.7634	127
Nepal	0.7632	128
Pakistan	0.7616	129
Ethiopia	0.7386	130
Côte d'Ivoire	0.7095	131
Mali	0.7094	132
Yemen	0.6838	133
Benin	0.6446	134
Chad	0.5197	135

Table 5: Rankings by subindex, 2012 *(cont'd.)*

HEALTH AND SURVIVAL

Country	Score	Rank
Argentina	**0.9796**	**1**
Bahamas	**0.9796**	**1**
Barbados	**0.9796**	**1**
Belize	**0.9796**	**1**
Brazil	**0.9796**	**1**
Cambodia	**0.9796**	**1**
Cape Verde*	**0.9796**	**1**
Chile	**0.9796**	**1**
Côte d'Ivoire	**0.9796**	**1**
El Salvador	**0.9796**	**1**
Fiji	**0.9796**	**1**
Finland	**0.9796**	**1**
France	**0.9796**	**1**
Gambia, The	**0.9796**	**1**
Guatemala	**0.9796**	**1**
Jamaica	**0.9796**	**1**
Kazakhstan	**0.9796**	**1**
Latvia	**0.9796**	**1**
Lebanon	**0.9796**	**1**
Lesotho	**0.9796**	**1**
Mauritania	**0.9796**	**1**
Mauritius	**0.9796**	**1**
Mexico	**0.9796**	**1**
Mongolia	**0.9796**	**1**
Philippines	**0.9796**	**1**
Slovakia	**0.9796**	**1**
Sri Lanka	**0.9796**	**1**
Suriname	**0.9796**	**1**
Thailand	**0.9796**	**1**
Uganda	**0.9796**	**1**
Uruguay	**0.9796**	**1**
Venezuela	**0.9796**	**1**
United States	0.9792	33
Bulgaria	0.9791	34
Colombia	0.9791	34
Croatia	0.9791	34
Estonia	0.9791	34
Hungary	0.9791	34
Japan	0.9791	34
Lithuania	0.9791	34
Moldova	0.9791	34
Poland	0.9791	34
Romania	0.9791	34
Russian Federation	0.9791	34
Spain	0.9791	34
Ukraine	0.9791	34
Guyana	0.9789	47
Timor-Leste*	0.9789	47
Czech Republic	0.9788	49
Austria	0.9787	50
Belgium	0.9787	50
Canada	0.9780	52
Germany	0.9780	52
Egypt	0.9768	54
Honduras	0.9762	55
Saudi Arabia	0.9762	55
Mali	0.9761	57
Ecuador	0.9758	58
Nicaragua	0.9758	58
Paraguay	0.9758	58
Syria	0.9756	61
Oman	0.9755	62
Turkey	0.9755	62
Panama	0.9753	64
Costa Rica	0.9747	65
Cuba	0.9743	66
Denmark	0.9739	67
Switzerland	0.9738	68

Country	Score	Rank
Greece	0.9737	69
Ireland	0.9737	69
Malta	0.9737	69
Ethiopia	0.9737	72
Australia	0.9735	73
Sweden	0.9735	73
Senegal	0.9734	75
Italy	0.9733	76
Madagascar	0.9732	77
Korea, Rep.	0.9730	78
Kyrgyz Republic	0.9730	78
Malaysia	0.9730	78
Slovenia	0.9730	78
Yemen	0.9727	82
Portugal	0.9724	83
Bolivia	0.9719	84
Luxembourg	0.9719	85
Singapore	0.9719	85
Iran, Islamic Rep.	0.9714	87
Morocco	0.9712	88
Dominican Republic	0.9711	89
Jordan	0.9706	90
Serbia*	0.9703	91
Cyprus	0.9701	92
United Kingdom	0.9698	93
Israel	0.9697	94
Netherlands	0.9697	94
New Zealand	0.9697	94
Norway	0.9697	94
Iceland	0.9696	98
Zambia	0.9690	99
Burkina Faso	0.9685	100
Burundi	0.9685	100
Malawi	0.9683	102
Kenya	0.9677	103
South Africa	0.9677	103
Ghana	0.9674	105
Namibia	0.9671	106
Indonesia	0.9663	107
Algeria	0.9661	108
Brunei Darussalam	0.9658	109
Peru	0.9658	109
Bahrain	0.9612	111
Benin	0.9612	111
Cameroon	0.9612	111
Chad	0.9612	111
Kuwait	0.9612	111
Maldives	0.9612	111
Mozambique	0.9612	111
Nepal	0.9612	111
Tanzania	0.9612	111
United Arab Emirates	0.9612	111
Nigeria	0.9607	121
Tajikistan	0.9559	122
Bangladesh	0.9557	123
Pakistan	0.9557	123
Botswana	0.9549	125
Macedonia, FYR	0.9533	126
Qatar	0.9522	127
Trinidad and Tobago	0.9516	128
Georgia	0.9497	129
Armenia	0.9441	130
Vietnam	0.9441	130
China	0.9344	132
Albania	0.9313	133
India	0.9312	134
Azerbaijan	0.9200	135

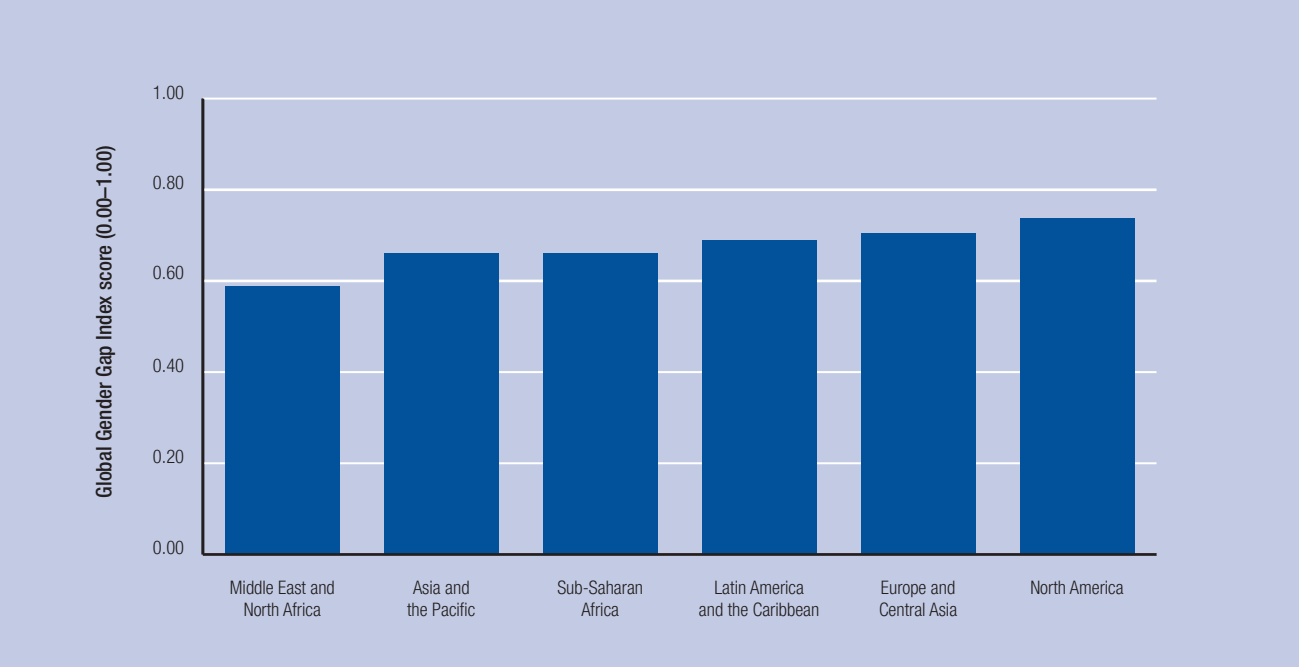
POLITICAL EMPOWERMENT

Country	Score	Rank
Iceland	0.7325	1
Finland	0.6162	2
Norway	0.5616	3
Sweden	0.4976	4
Nicaragua	0.4889	5
Ireland	0.4115	6
South Africa	0.3919	7
Bangladesh	0.3804	8
New Zealand	0.3703	9
Belgium	0.3664	10
Denmark	0.3645	11
Mozambique	0.3533	12
Switzerland	0.3525	13
Philippines	0.3515	14
Germany	0.3488	15
Netherlands	0.3362	16
India	0.3343	17
Austria	0.3318	18
Cuba	0.3276	19
Bolivia	0.3175	20
Costa Rica	0.3164	21
Sri Lanka	0.3151	22
Ecuador	0.3126	23
Argentina	0.3018	24
Cape Verde*	0.3011	25
Latvia	0.2875	26
Spain	0.2841	27
Uganda	0.2839	28
United Kingdom	0.2737	29
Burundi	0.2702	30
Tanzania	0.2684	31
Guyana	0.2668	32
Lesotho	0.2474	33
Timor-Leste*	0.2219	34
Venezuela	0.2196	35
Trinidad and Tobago	0.1993	36
Nepal	0.1989	37
Canada	0.1959	38
Luxembourg	0.1931	39
Serbia*	0.1921	40
Senegal	0.1887	41
Australia	0.1847	42
Portugal	0.1834	43
Panama	0.1811	44
Macedonia, FYR	0.1789	45
Poland	0.1786	46
Croatia	0.1779	47
Mexico	0.1759	48
Namibia	0.1727	49
Slovenia	0.1677	50
Colombia	0.1662	51
Pakistan	0.1636	52
Malawi	0.1569	53
Israel	0.1559	54
United States	0.1557	55
Madagascar	0.1547	56
Algeria	0.1511	57
China	0.1496	58
Malta	0.1494	59
Lithuania	0.1469	60
Kazakhstan	0.1458	61
Ethiopia	0.1457	62
France	0.1452	63
Chile	0.1448	64
Peru	0.1417	65
El Salvador	0.1409	66
Bulgaria	0.1409	67
Kyrgyz Republic	0.1383	68

Country	Score	Rank
Benin	0.1383	69
Gambia, The	0.1375	70
Italy	0.1348	71
Brazil	0.1344	72
Indonesia	0.1316	73
Cyprus	0.1298	74
Honduras	0.1280	75
Czech Republic	0.1254	76
Jamaica	0.1247	77
Vietnam	0.1247	78
Barbados	0.1226	79
Slovakia	0.1220	80
United Arab Emirates	0.1206	81
Mauritania	0.1201	82
Nigeria	0.1193	83
Dominican Republic	0.1184	84
Moldova	0.1043	85
Korea, Rep.	0.1015	86
Estonia	0.0989	87
Mauritius	0.0954	88
Singapore	0.0951	89
Russian Federation	0.0951	90
Cambodia	0.0916	91
Cameroon	0.0902	92
Thailand	0.0898	93
Burkina Faso	0.0897	94
Tajikistan	0.0891	95
Maldives	0.0890	96
Romania	0.0885	97
Turkey	0.0868	98
Greece	0.0858	99
Ghana	0.0839	100
Mali	0.0835	101
Chad	0.0796	102
Kenya	0.0786	103
Côte d'Ivoire	0.0782	104
Albania	0.0753	105
Zambia	0.0732	106
Suriname	0.0723	107
Morocco	0.0720	108
Georgia	0.0711	109
Japan	0.0705	110
Syria	0.0697	111
Bahrain	0.0667	112
Azerbaijan	0.0663	113
Armenia	0.0662	114
Paraguay	0.0633	115
Uruguay	0.0617	116
Hungary	0.0574	117
Jordan	0.0552	118
Ukraine	0.0535	119
Malaysia	0.0530	120
Guatemala	0.0475	121
Bahamas	0.0471	122
Fiji	0.0448	123
Botswana	0.0353	124
Egypt	0.0348	125
Iran, Islamic Rep.	0.0346	126
Mongolia	0.0318	127
Yemen	0.0227	128
Oman	0.0221	129
Kuwait	0.0165	130
Belize	0.0099	131
Lebanon	0.0099	131
Brunei Darussalam	0.0000	133
Qatar	0.0000	133
Saudi Arabia	0.0000	133

* New countries 2012

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		
Country	Score	Rank
New Zealand	0.7805	6
Philippines	0.7757	8
Australia	0.7294	25
Sri Lanka	0.7122	39
Mongolia	0.7111	44
Singapore	0.6989	55
Thailand	0.6893	65
Vietnam	0.6867	66
Timor-Leste*	0.6855	68
China	0.6853	69
Brunei Darussalam	0.6750	75
Bangladesh	0.6684	86
Maldives	0.6616	95
Indonesia	0.6591	97
Malaysia	0.6539	100
Japan	0.6530	101
Cambodia	0.6457	103
India	0.6442	105
Korea, Rep.	0.6356	108
Fiji	0.6285	113
Nepal	0.6026	123
Iran, Islamic Rep.	0.5927	127
Pakistan	0.5478	134

LATIN AMERICA AND THE CARIBBEAN		
Country	Score	Rank
Nicaragua	0.7697	9
Cuba	0.7417	19
Barbados	0.7232	27
Costa Rica	0.7225	29
Bolivia	0.7222	30
Argentina	0.7212	32
Ecuador	0.7206	33
Bahamas	0.7156	37
Panama	0.7122	40
Guyana	0.7119	42
Trinidad and Tobago	0.7116	43
Venezula	0.7060	48
Jamaica	0.7035	51
Brazil	0.6909	62
Colombia	0.6901	63
Honduras	0.6763	74
Uruguay	0.6745	76
Peru	0.6742	78
Paraguay	0.6714	83
Mexico	0.6712	84
Chile	0.6676	87
Dominican Republic	0.6659	89
El Salvador	0.6630	94
Belize	0.6465	102
Suriname	0.6409	106
Guatemala	0.6260	116

MIDDLE EAST AND NORTH AFRICA		
Country	Score	Rank
Israel	0.6989	56
United Arab Emirates	0.6392	107
Kuwait	0.6320	109
Bahrain	0.6298	111
Qatar	0.6264	115
Mauritania	0.6129	119
Algeria	0.6112	120
Jordan	0.6103	121
Lebanon	0.6030	122
Oman	0.5986	125
Egypt	0.5975	126
Morocco	0.5833	129
Saudi Arabia	0.5731	131
Syria	0.5626	132
Yemen	0.5054	135

(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		
Country	Score	Rank
Canada	0.7381	21
United States	0.7373	22

SUB-SAHARAN AFRICA		
Country	Score	Rank
Lesotho	0.7608	14
South Africa	0.7496	16
Mozambique	0.7350	23
Burundi	0.7338	24
Uganda	0.7228	28
Cape Verde*	0.7180	35
Malawi	0.7166	36
Namibia	0.7121	41
Tanzania	0.7091	46
Madagascar	0.6982	58
Ghana	0.6778	71
Kenya	0.6768	72
Botswana	0.6744	77
Senegal	0.6657	90
Gambia, The	0.6630	93
Mauritius	0.6547	98
Burkina Faso	0.6455	104
Nigeria	0.6315	110
Cameroon	0.6291	112
Zambia	0.6279	114
Benin	0.6258	117
Ethiopia	0.6200	118
Mali	0.5842	128
Côte d'Ivoire	0.5785	130
Chad	0.5594	133

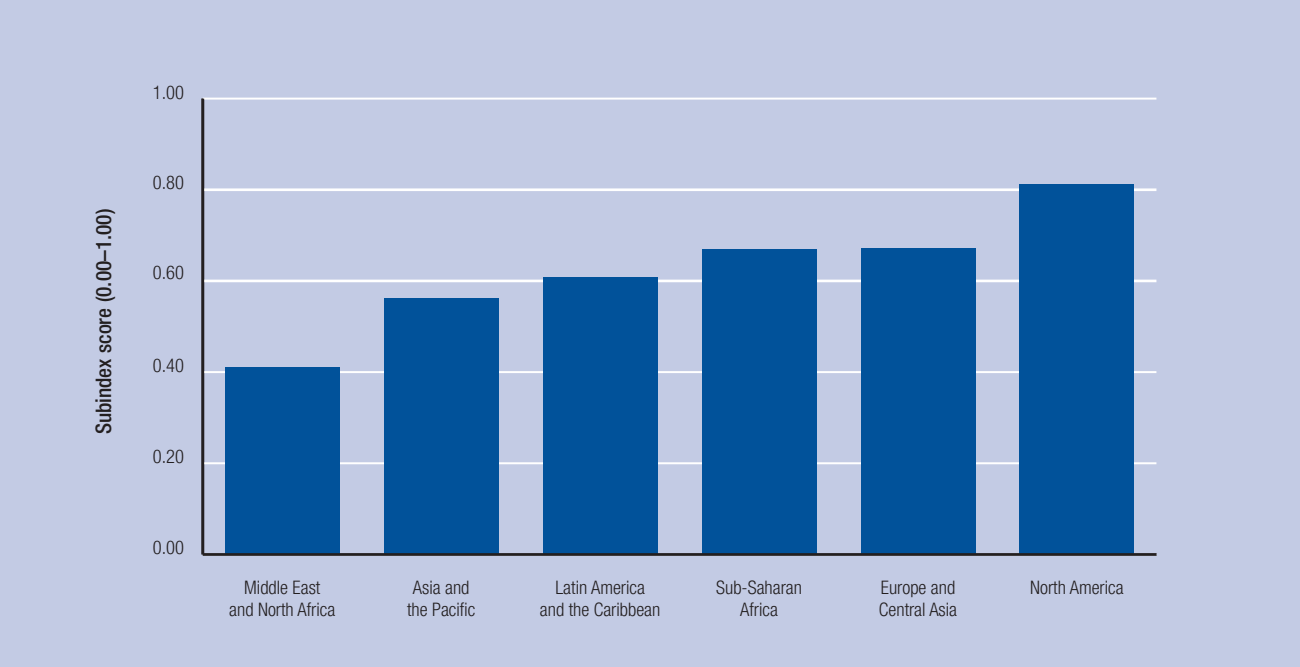
EUROPE AND CENTRAL ASIA		
Country	Score	Rank
Iceland	0.8640	1
Finland	0.8451	2
Norway	0.8403	3
Sweden	0.8159	4
Ireland	0.7839	5
Denmark	0.7777	7
Switzerland	0.7672	10
Netherlands	0.7659	11
Belgium	0.7652	12
Germany	0.7629	13
Latvia	0.7572	15
Luxembourg	0.7439	17
United Kingdom	0.7433	18
Austria	0.7391	20
Spain	0.7266	26
Kazakhstan	0.7213	31
Lithuania	0.7191	34
Slovenia	0.7132	38
Moldova	0.7101	45
Portugal	0.7071	47
Croatia	0.7053	49
Serbia*	0.7037	50
Bulgaria	0.7021	52
Poland	0.7015	53
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.

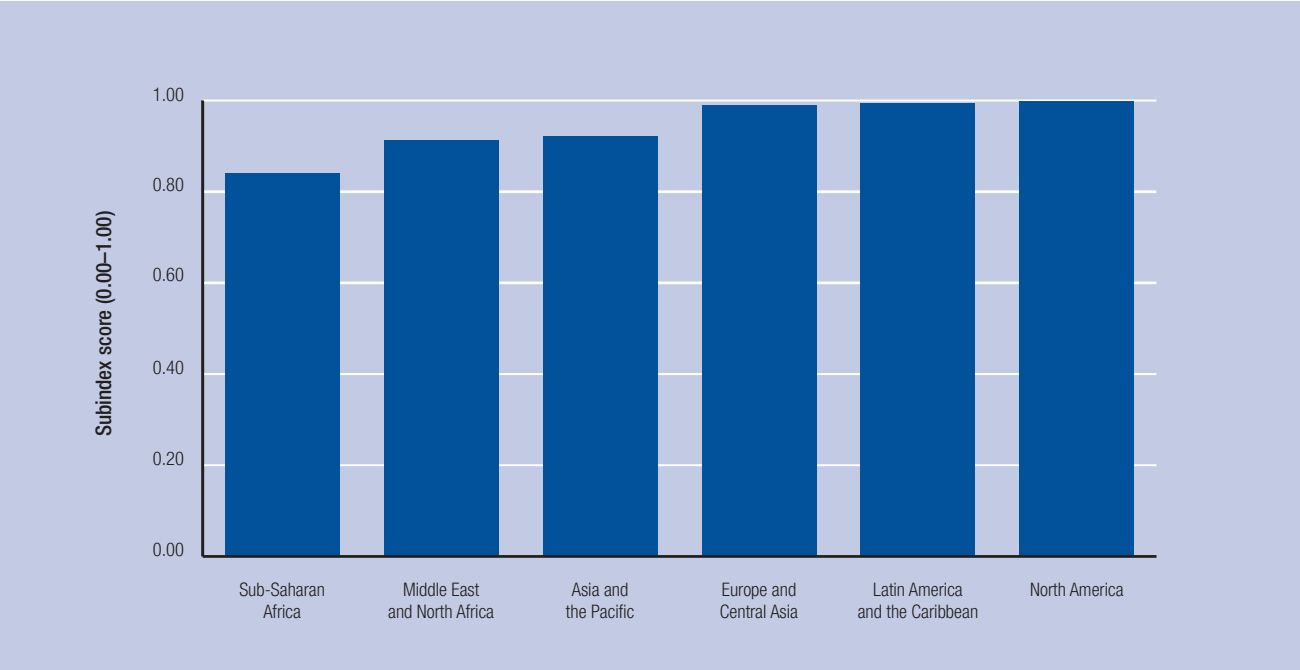
While many developed economies have succeeded in closing the gender gap in education, few have succeeded in maximizing the returns from this investment. The Nordic countries are leaders in this area—all five countries feature in the top 30 of the economic participation and opportunity subindex. This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

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



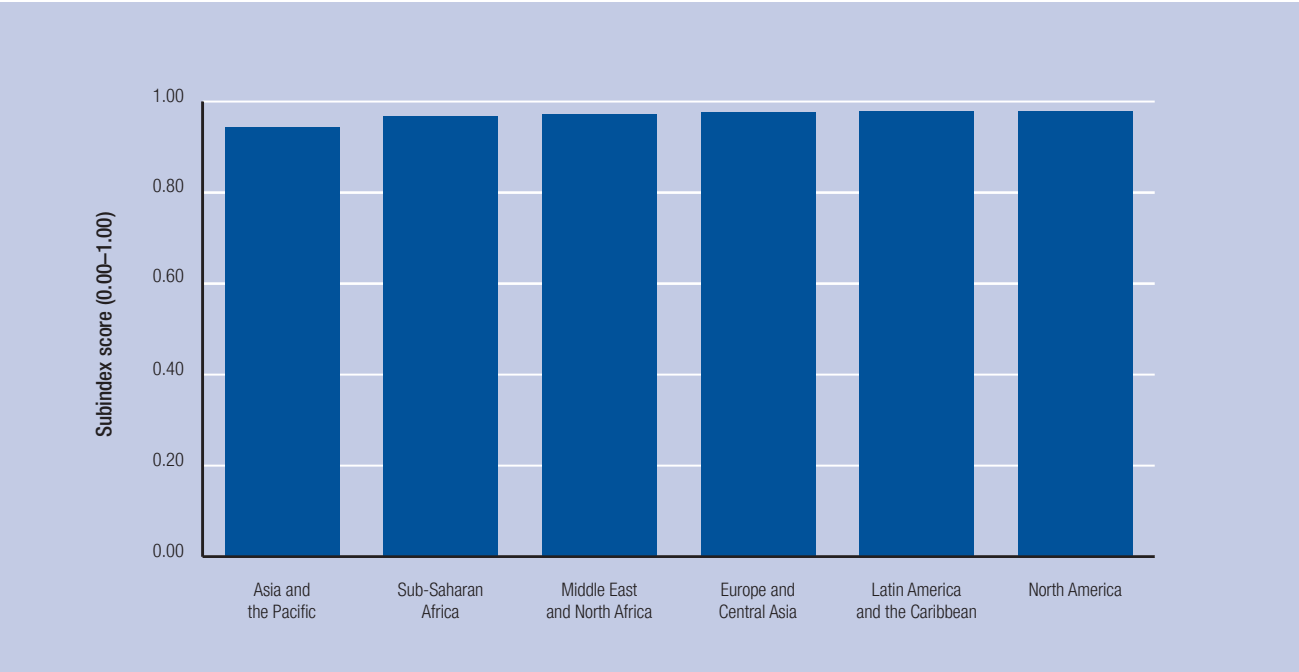
Source: Global Gender Gap Index 2012; details of regional classifications in Appendix B.
Scores are weighted by population; population data from the World Bank's *World Development Indicators (WDI)* online database 2011, accessed July 2012.

Figure 4: Regional performance on the Educational Attainment subindex



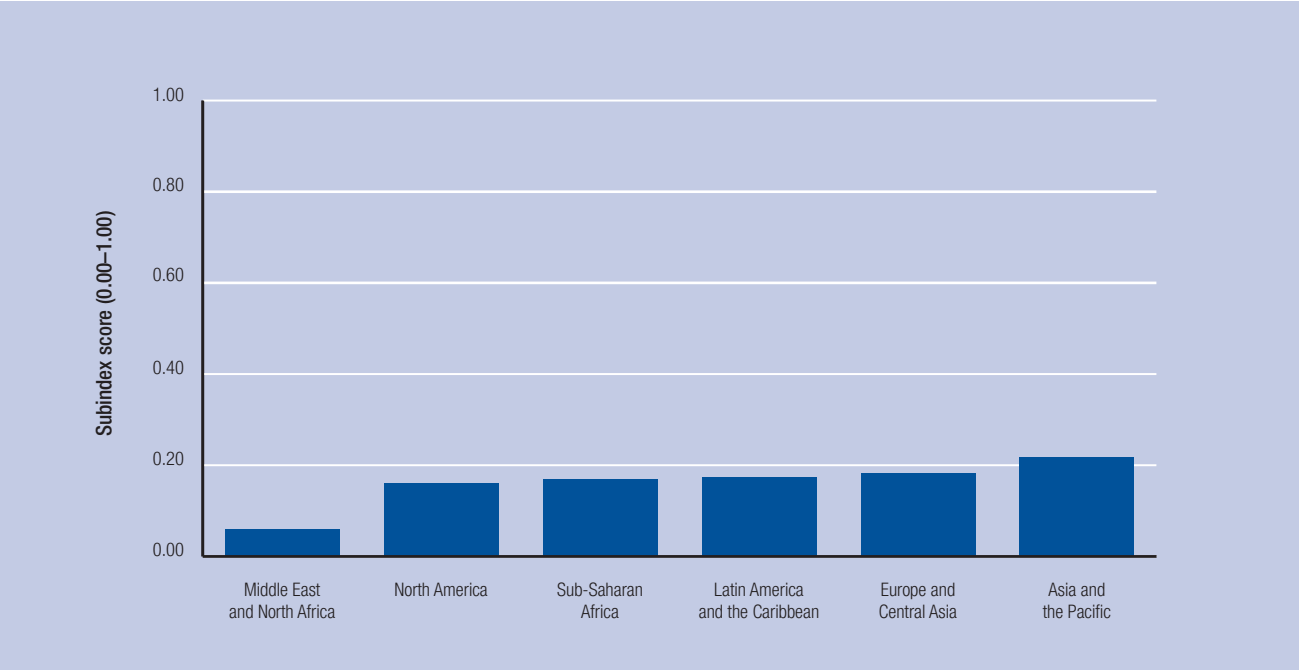
Source: Global Gender Gap Index 2012; details of regional classifications in Appendix B.
Scores are weighted by population; population data from the World Bank's *World Development Indicators (WDI)* online database 2011, accessed July 2012.

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' rankings. Argentina slips downs 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.

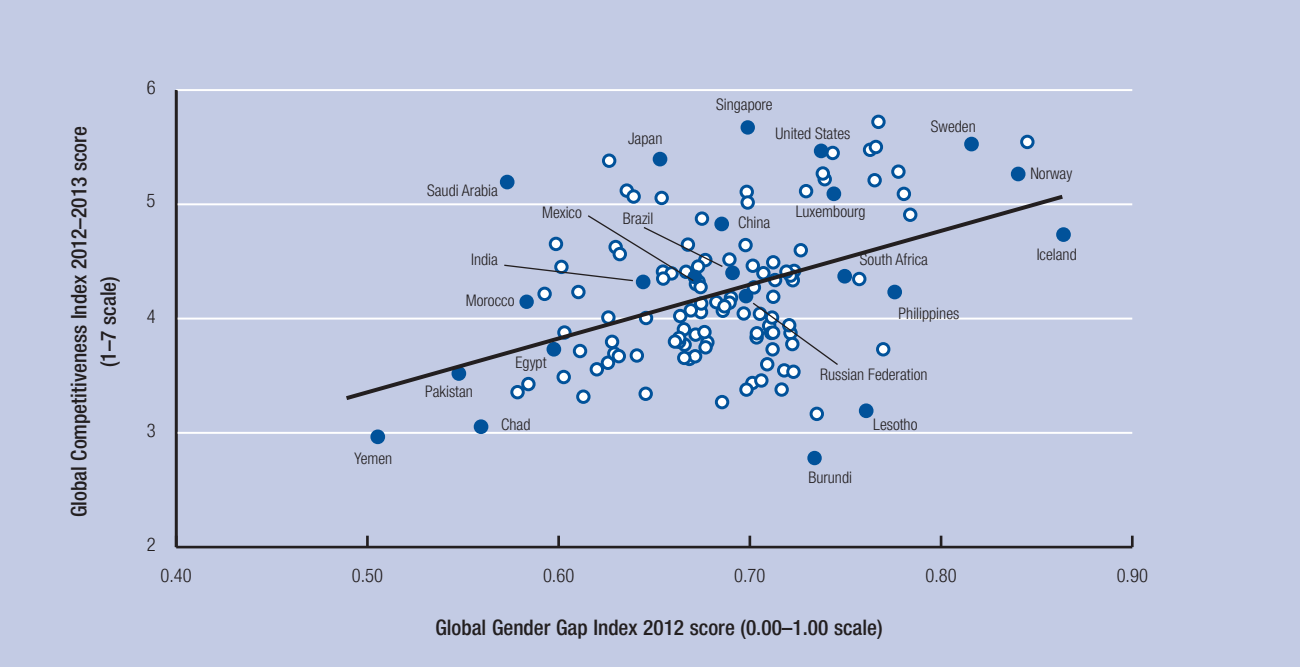
The correlation among competitiveness, income and development and gender gaps is evident despite the fact that the Global Gender Gap Index (unlike other gender indexes) explicitly eliminates any direct impact of the absolute levels of any of the variables (e.g. life expectancy, educational attainment, 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.

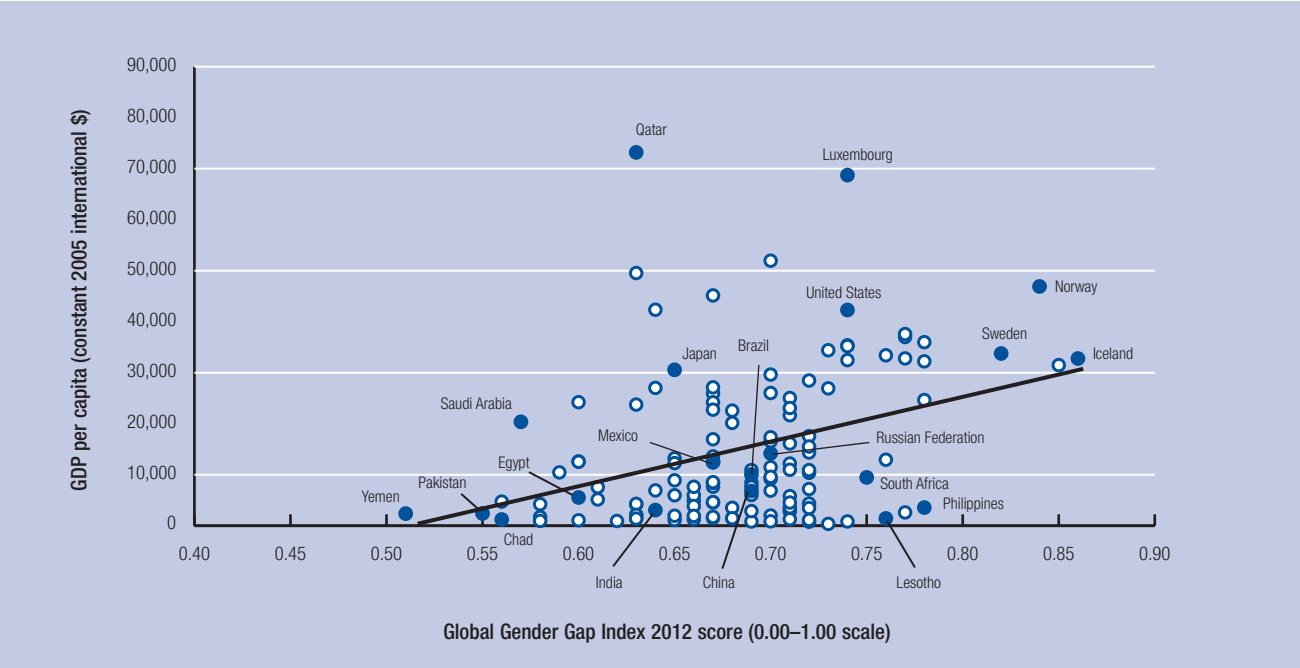
In the second broad group are countries that have made the key investments in women's education but have generally not removed barriers to women's participation in the workforce and are thus not seeing returns on their investments in the development of one half of their human capital. This group includes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



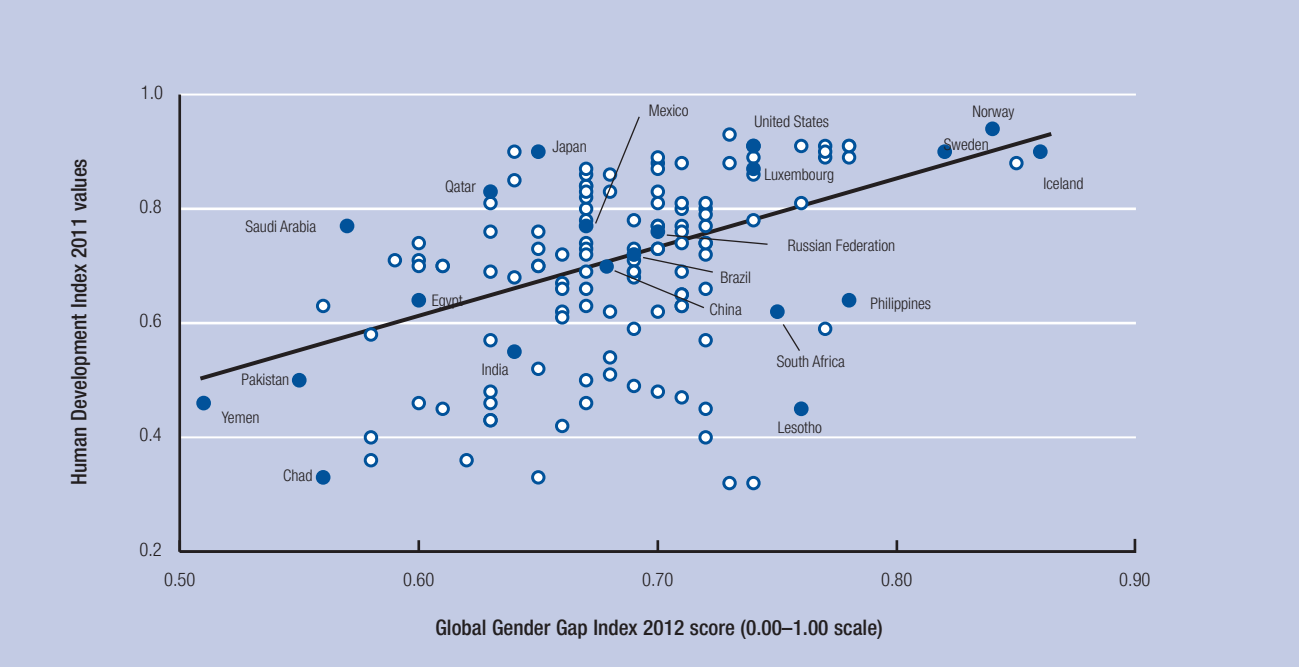
Source: Global Gender Gap Index 2012 and Global Competitiveness Index 2012–2013.
Note: The Global Gender Gap Index and the Global Competitiveness Index scales have been truncated to enhance readability.

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



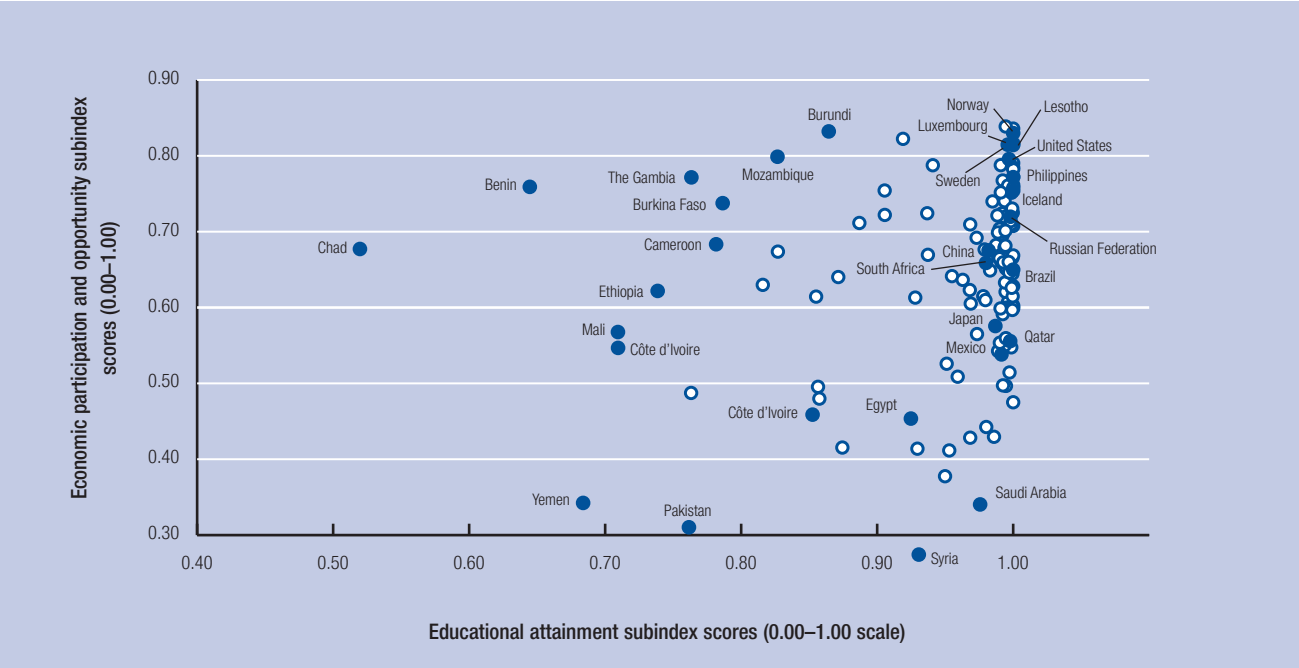
Source: Global Gender Gap Index 2012 and the World Bank's *World Development Indicators (WDI)* online database 2011, accessed June 2012.
Note: The Global Gender Gap Index has been truncated to enhance readability.

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



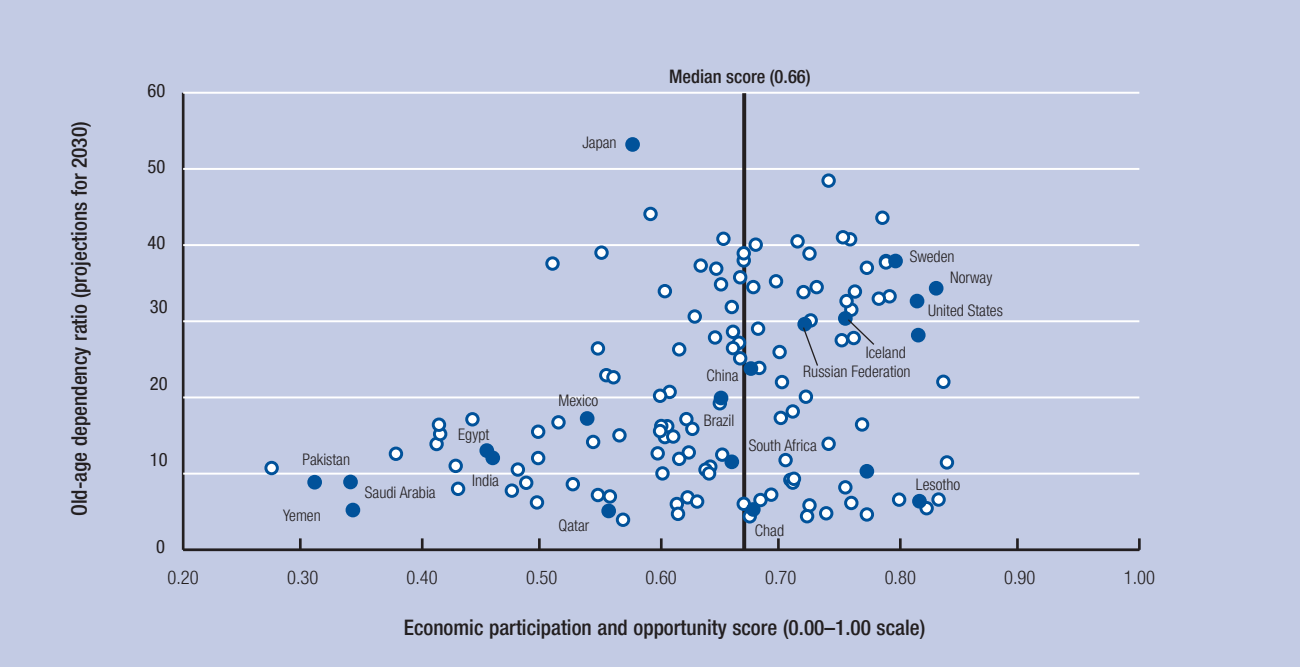
Source: Global Gender Gap Index 2012 and UNDP, *International Human Development Indicators*, Online Database 2010 (accessed October 2012).
Note: Global Gender Gap Index and Human Development Index scales have been truncated to enhance readability.

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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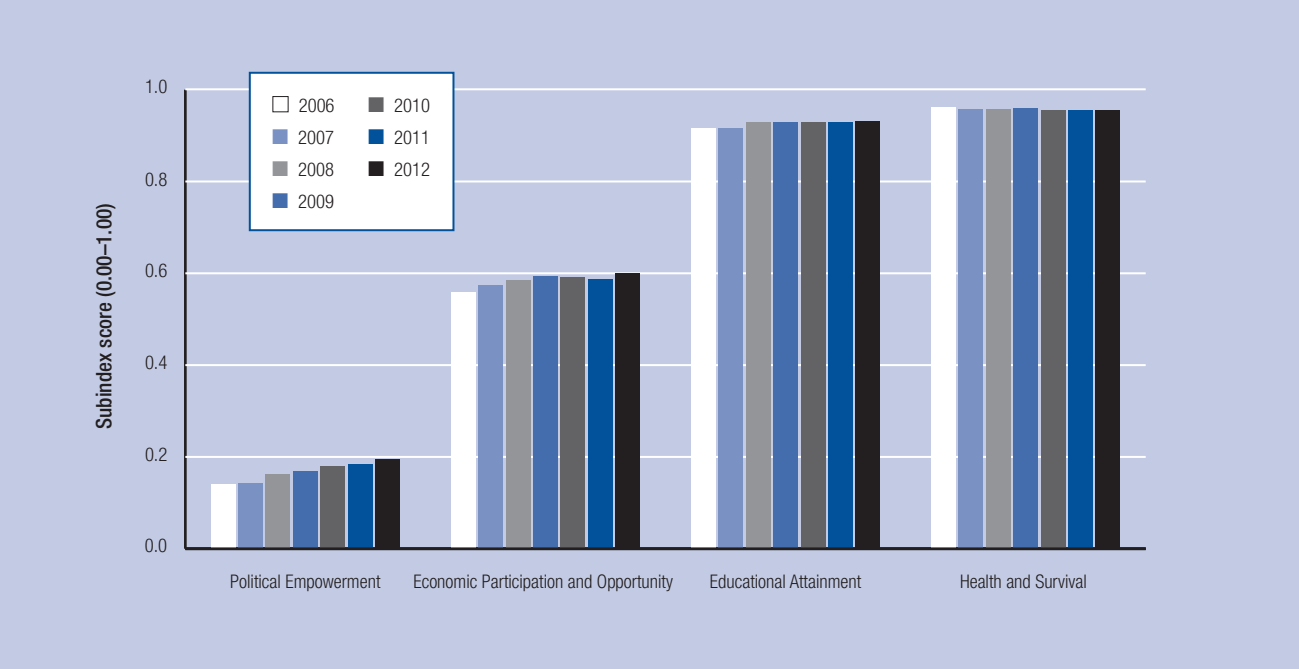
Appendix A: Tracking the Gender Gap over Time

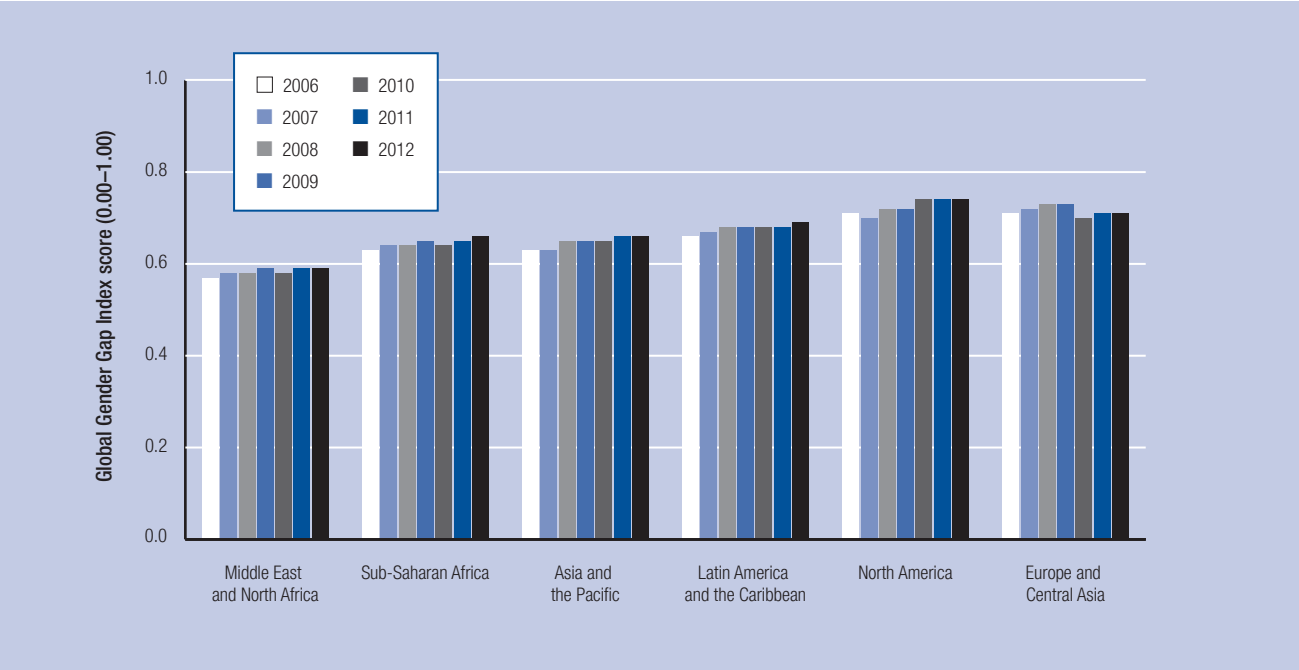
The seven-year dataset for the Global Gender Gap Index indicates progress across all subindexes (Figure A1) except Health and Survival, and across regions (Figure A2) except Europe and Central Asia. Table A1 shows the biggest gainers and losers out of the 111 countries covered in the report between 2006 and 2012.

Figure A1: Global Gender Gap Index by subindex, 2006–2012



Source: Global Gender Gap Indexes, 2006–2012; scores are weighted by population. Population data from the World Bank's *World Development Indicators (WDI)* online database 2011, accessed July 2012.
Details of regional classifications in Appendix B.

Figure A2: Global Gender Gap Index by regions, 2006–2012



Source: Global Gender Gap Indexes, 2006–2012; scores are weighted by population. Population data from the World Bank's *World Development Indicators (WDI)* online database 2011, accessed July 2012.
Details of regional classifications in Appendix B.

Appendix A: Tracking the Gender Gap over Time *(cont'd.)*

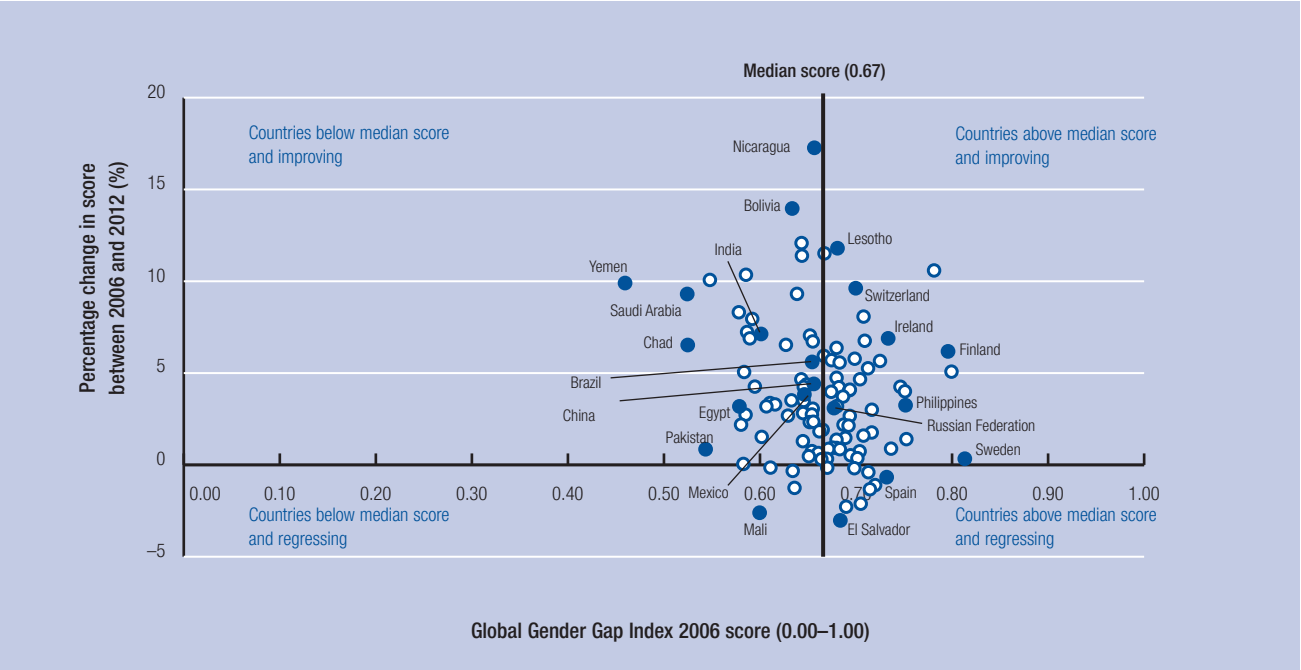
Table A1: Change in score (2006–2012) as a percentage of 2006

Country	2006 score	2012 score	Change in score (2006–2012)	Percentage change relative to 2006 score
Nicaragua	0.6566	0.7700	0.1134	17.3
Bolivia	0.6335	0.7220	0.0885	14.0
Ecuador	0.6433	0.7210	0.0777	12.1
Lesotho	0.6807	0.7610	0.0803	11.8
Luxembourg	0.6671	0.7440	0.0769	11.5
Malawi	0.6437	0.7170	0.0733	11.4
Iceland	0.7813	0.8640	0.0827	10.6
Burkina Faso	0.5854	0.6460	0.0606	10.4
Nepal	0.5478	0.6030	0.0552	10.1
Yemen	0.4595	0.5050	0.0455	9.9
Switzerland	0.6997	0.7670	0.0673	9.6
Madagascar	0.6385	0.6980	0.0595	9.3
Saudi Arabia	0.5242	0.5730	0.0488	9.3
Benin	0.5780	0.6260	0.0480	8.3
Belgium	0.7078	0.7650	0.0572	8.1
United Arab Emirates	0.5919	0.6390	0.0471	8.0
Cameroon	0.5865	0.6290	0.0425	7.2
India	0.6011	0.6440	0.0429	7.1
France	0.6520	0.6980	0.0460	7.0
Bahrain	0.5894	0.6300	0.0406	6.9
Ireland	0.7335	0.7840	0.0505	6.9
Latvia	0.7091	0.7570	0.0479	6.8
Singapore	0.6550	0.6990	0.0440	6.7
Bangladesh	0.6270	0.6680	0.0410	6.5
Chad	0.5247	0.5590	0.0343	6.5
Uganda	0.6797	0.7230	0.0433	6.4
Finland	0.7958	0.8450	0.0492	6.2
Venezuela	0.6664	0.7060	0.0396	5.9
Austria	0.6986	0.7390	0.0404	5.8
Slovenia	0.6745	0.7130	0.0385	5.7
Netherlands	0.7250	0.7660	0.0410	5.7
Brazil	0.6543	0.6910	0.0367	5.6
Argentina	0.6829	0.7210	0.0381	5.6
South Africa	0.7125	0.7500	0.0375	5.3
Norway	0.7994	0.8400	0.0406	5.1
Mauritania	0.5835	0.6130	0.0295	5.1
Trinidad and Tobago	0.6797	0.7120	0.0323	4.7
United States	0.7042	0.7370	0.0328	4.7
Cyprus	0.6430	0.6730	0.0300	4.7
China	0.6561	0.6850	0.0289	4.4
Kenya	0.6486	0.6770	0.0284	4.4
Honduras	0.6483	0.6760	0.0277	4.3
Ethiopia	0.5946	0.6200	0.0254	4.3
Denmark	0.7462	0.7780	0.0318	4.3
Italy	0.6456	0.6730	0.0274	4.2
Mongolia	0.6821	0.7110	0.0289	4.2
Costa Rica	0.6936	0.7220	0.0284	4.1
Kazakhstan	0.6928	0.7210	0.0282	4.1
New Zealand	0.7509	0.7810	0.0301	4.0
Kyrgyz Republic	0.6742	0.7010	0.0268	4.0
Mexico	0.6462	0.6710	0.0248	3.8
Namibia	0.6864	0.7120	0.0256	3.7
Mauritius	0.6328	0.6550	0.0222	3.5
Chile	0.6455	0.6680	0.0225	3.5
Nigeria	0.6104	0.6310	0.0206	3.4
Korea, Rep.	0.6157	0.6360	0.0203	3.3
Philippines	0.7516	0.7760	0.0244	3.3
Poland	0.6802	0.7020	0.0218	3.2
Guatemala	0.6067	0.6260	0.0193	3.2
Egypt	0.5786	0.5970	0.0184	3.2
Russian Federation	0.6770	0.6980	0.0210	3.1
Uruguay	0.6549	0.6750	0.0201	3.1
Canada	0.7165	0.7380	0.0215	3.0
Gambia, The	0.6448	0.6630	0.0182	2.8
Greece	0.6540	0.6720	0.0180	2.7
Turkey	0.5850	0.6010	0.0160	2.7
Cambodia	0.6291	0.6460	0.0169	2.7
Panama	0.6935	0.7120	0.0185	2.7
Paraguay	0.6556	0.6710	0.0154	2.4
Malta	0.6518	0.6670	0.0152	2.3
Iran, Islamic Rep.	0.5803	0.5930	0.0127	2.2
Bulgaria	0.6870	0.7020	0.0150	2.2
Portugal	0.6922	0.7070	0.0148	2.1
Ghana	0.6653	0.6780	0.0127	1.9
Peru	0.6619	0.6740	0.0121	1.8
Australia	0.7163	0.7290	0.0127	1.8
Lithuania	0.7077	0.7190	0.0113	1.6
Algeria	0.6018	0.6110	0.0092	1.5
Israel	0.6889	0.6990	0.0101	1.5
Germany	0.7524	0.7630	0.0106	1.4
Ukraine	0.6797	0.6890	0.0093	1.4
Japan	0.6447	0.6530	0.0083	1.3
Slovak Republic	0.6757	0.6820	0.0063	0.9
Romania	0.6797	0.6860	0.0063	0.9
United Kingdom	0.7365	0.7430	0.0065	0.9
Czech Republic	0.6712	0.6770	0.0058	0.9
Thailand	0.6831	0.6890	0.0059	0.9
Pakistan	0.5434	0.5480	0.0046	0.9
Indonesia	0.6541	0.6590	0.0049	0.7
Tanzania	0.7038	0.7090	0.0052	0.7
Albania	0.6607	0.6650	0.0043	0.6
Estonia	0.6944	0.6980	0.0036	0.5
Malaysia	0.6509	0.6540	0.0031	0.5
Jamaica	0.7014	0.7040	0.0026	0.4
Sweden	0.8133	0.8160	0.0027	0.3
Hungary	0.6698	0.6720	0.0022	0.3
Dominican Republic	0.6639	0.6660	0.0021	0.3
Morocco	0.5827	0.5830	0.0003	0.1
Jordan	0.6109	0.6100	–0.0009	–0.1
Georgia	0.6700	0.6690	–0.0010	–0.2
Macedonia, FYR	0.6983	0.6970	–0.0013	–0.2
Kuwait	0.6341	0.6320	–0.0021	–0.3
Moldova	0.7128	0.7100	–0.0028	–0.4
Spain	0.7319	0.7270	–0.0049	–0.7
Sri Lanka	0.7199	0.7120	–0.0079	–1.1
Zambia	0.6360	0.6280	–0.0080	–1.3
Croatia	0.7145	0.7050	–0.0095	–1.3
Colombia	0.7049	0.6900	–0.0149	–2.1
Botswana	0.6897	0.6740	–0.0157	–2.3
Mali	0.5996	0.5840	–0.0156	–2.6
El Salvador	0.6837	0.6630	–0.0207	–3.0

Appendix A: Tracking the Gender Gap over Time *(cont'd.)*

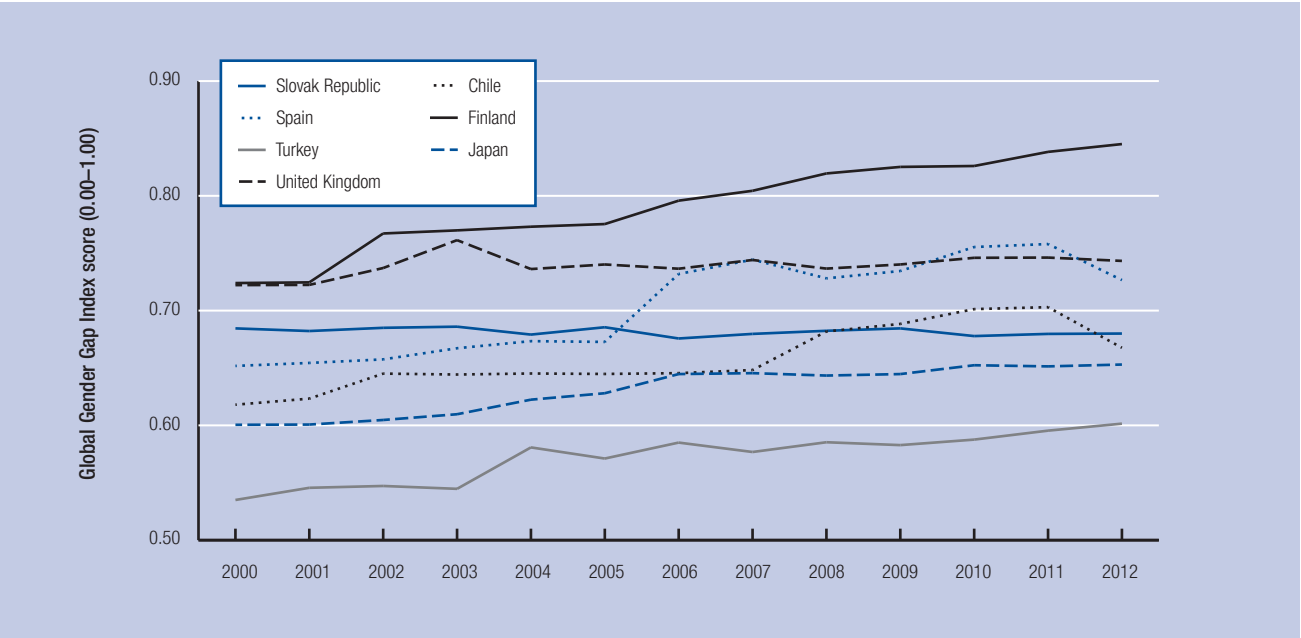
Figure A3 plots the percentage change in score, relative to the actual score in 2006, for the same set of countries. The median score is 0.666. Finally, Table A2 presents the historical calculation made for the Index between 2000 and 2005, along with calculations from the published Index in recent years for 39 countries for which we were able to find complete data as far back as the year 2000. For a more detailed analysis by subindex and the calculation method, please refer to the Global Gender Gap Index 2007.

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



Source: Global Gender Gap Indexes 2006 and 2012.

Figure A4: Dynamics of the Gender Gap (selected countries)



Source: Global Gender Gap Index 2012.
Note: The Global Gender Gap Index scale has been truncated to enhance readability.

Appendix A: Tracking the Gender Gap over Time *(cont'd.)*

Table A2: Overview of historical data scores, 2000–2012 (selected countries)

Country	GGG Index 2000	GGG Index 2001	GGG Index 2002	GGG Index 2003	GGG Index 2004	GGG Index 2005	GGG Index 2006	GGG Index 2007	GGG Index 2008	GGG Index 2009	GGG Index 2010	GGG Index 2011	GGG Index 2012	Difference (2012 score–2000 score)
Switzerland	0.6356	0.6398	0.6647	0.6717	0.6785	0.7016	0.6997	0.6924	0.7360	0.7426	0.7562	0.7627	0.7672	0.1316
Belgium	0.6414	0.6432	0.6646	0.6719	0.6838	0.6862	0.7078	0.7198	0.7163	0.7165	0.7509	0.7531	0.7652	0.1238
Finland	0.7240	0.7246	0.7672	0.7699	0.7731	0.7754	0.7958	0.8044	0.8195	0.8252	0.8260	0.8383	0.8451	0.1211
Ireland	0.6798	0.6850	0.6918	0.6888	0.7031	0.7105	0.7335	0.7457	0.7518	0.7597	0.7773	0.7830	0.7839	0.1041
Iceland	0.7632	0.7633	0.7871	0.7890	0.7870	0.7903	0.7813	0.7836	0.7999	0.8276	0.8496	0.8530	0.8640	0.1008
Costa Rica	0.6246	0.6282	0.6589	0.6497	0.6705	0.6868	0.6936	0.7014	0.7111	0.7180	0.7194	0.7266	0.7225	0.0979
Netherlands	0.6737	0.6862	0.7045	0.7074	0.7093	0.7167	0.7250	0.7383	0.7399	0.7490	0.7444	0.7470	0.7659	0.0922
Norway	0.7581	0.7596	0.7728	0.7763	0.7859	0.7842	0.7994	0.8059	0.8239	0.8227	0.8404	0.8404	0.8403	0.0822
Denmark	0.7007	0.7114	0.7609	0.7616	0.7666	0.7709	0.7462	0.7519	0.7538	0.7628	0.7719	0.7778	0.7777	0.0770
Spain	0.6518	0.6544	0.6575	0.6672	0.6734	0.6727	0.7319	0.7444	0.7281	0.7345	0.7554	0.7580	0.7266	0.0748
Sweden	0.7424	0.7505	0.7933	0.7982	0.7891	0.8031	0.8133	0.8146	0.8139	0.8139	0.8024	0.8044	0.8159	0.0735
Bangladesh	0.5963	0.6082	0.6133	0.6096	0.6203	0.6183	0.6270	0.6314	0.6531	0.6526	0.6702	0.6812	0.6684	0.0721
Panama	0.6402	0.6412	0.6570	0.6636	0.6784	0.6793	0.6935	0.6954	0.7095	0.7024	0.7072	0.7042	0.7122	0.0720
Latvia	0.6853	0.6976	0.6983	0.6984	0.6996	0.6986	0.7091	0.7333	0.7397	0.7416	0.7429	0.7399	0.7572	0.0719
Korea, Rep.	0.5645	0.5637	0.5773	0.6019	0.5916	0.5898	0.6157	0.6409	0.6154	0.6146	0.6342	0.6281	0.6356	0.0711
Turkey	0.5350	0.5456	0.5472	0.5447	0.5808	0.5711	0.5850	0.5768	0.5853	0.5828	0.5876	0.5954	0.6015	0.0665
New Zealand	0.7213	0.7246	0.7651	0.7890	0.7614	0.7715	0.7509	0.7649	0.7859	0.7880	0.7808	0.7810	0.7805	0.0592
Mexico	0.6123	0.6172	0.6235	0.6212	0.6310	0.6309	0.6462	0.6441	0.6441	0.6503	0.6577	0.6604	0.6712	0.0589
Italy	0.6147	0.6160	0.6262	0.6279	0.6398	0.6391	0.6456	0.6498	0.6788	0.6798	0.6765	0.6796	0.6729	0.0582
Australia	0.6737	0.6823	0.6942	0.7078	0.7137	0.7125	0.7163	0.7204	0.7241	0.7282	0.7271	0.7291	0.7294	0.0557
Japan	0.6005	0.6007	0.6047	0.6097	0.6224	0.6280	0.6447	0.6455	0.6434	0.6447	0.6524	0.6514	0.6530	0.0525
Trinidad and Tobago	0.6600	0.6598	0.6644	0.6633	0.6726	0.6740	0.6797	0.6859	0.7245	0.7298	0.7353	0.7372	0.7116	0.0516
Greece	0.6212	0.6234	0.6274	0.6315	0.6400	0.6449	0.6540	0.6648	0.6727	0.6662	0.6908	0.6916	0.6716	0.0504
Canada	0.6882	0.6887	0.7070	0.7062	0.7112	0.7128	0.7165	0.7198	0.7136	0.7196	0.7372	0.7407	0.7381	0.0499
Chile	0.6180	0.6233	0.6451	0.6443	0.6452	0.6448	0.6455	0.6482	0.6818	0.6884	0.7013	0.7030	0.6676	0.0496
Portugal	0.6609	0.6619	0.6721	0.6659	0.6726	0.6763	0.6922	0.6959	0.7051	0.7013	0.7171	0.7144	0.7071	0.0462
Slovenia	0.6701	0.6751	0.6799	0.6783	0.6796	0.6771	0.6745	0.6842	0.6937	0.6982	0.7047	0.7041	0.7132	0.0431
Croatia	0.6660	0.6666	0.6724	0.6884	0.6980	0.6882	0.7145	0.7210	0.6967	0.6944	0.6939	0.7006	0.7053	0.0393
Malaysia	0.6184	0.6171	0.6219	0.6252	0.6131	0.6401	0.6509	0.6444	0.6442	0.6467	0.6479	0.6525	0.6539	0.0355
Israel	0.6657	0.6668	0.6708	0.6715	0.6758	0.6713	0.6889	0.6965	0.6900	0.7019	0.6957	0.6926	0.6989	0.0332
El Salvador	0.6336	0.6341	0.6382	0.6315	0.6409	0.6387	0.6837	0.6853	0.6875	0.6939	0.6596	0.6567	0.6630	0.0294
Colombia	0.6656	0.6700	0.7215	0.7236	0.7184	0.7181	0.7049	0.7090	0.6944	0.6939	0.6927	0.6714	0.6901	0.0245
Romania	0.6616	0.6617	0.6751	0.6833	0.6818	0.6821	0.6797	0.6859	0.6763	0.6805	0.6826	0.6812	0.6859	0.0243
Poland	0.6784	0.6778	0.6870	0.6883	0.6841	0.6787	0.6802	0.6756	0.6951	0.6998	0.7037	0.7038	0.7015	0.0231
United Kingdom	0.7222	0.7224	0.7371	0.7614	0.7362	0.7402	0.7365	0.7441	0.7366	0.7402	0.7460	0.7462	0.7433	0.0211
Lithuania	0.6984	0.7018	0.7131	0.7111	0.6927	0.6973	0.7077	0.7234	0.7222	0.7175	0.7132	0.7131	0.7191	0.0207
Czech Republic	0.6670	0.6663	0.6670	0.7037	0.6586	0.6649	0.6712	0.6718	0.6770	0.6789	0.6850	0.6789	0.6767	0.0097
Hungary	0.6697	0.6644	0.6982	0.6993	0.6878	0.6869	0.6698	0.6731	0.6867	0.6879	0.6720	0.6642	0.6718	0.0021
Slovak Republic	0.6845	0.6822	0.6850	0.6860	0.6791	0.6855	0.6757	0.6797	0.6824	0.6845	0.6778	0.6797	0.6824	–0.0021

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

Appendix B: Regional and Income Group Classification, 2012

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

Table B1: Regional classifications, 2012

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

* New countries 2012

Appendix B: Regional and Income Group Classification, 2012 *(cont'd.)*

Table B2: Income classifications, 2012

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

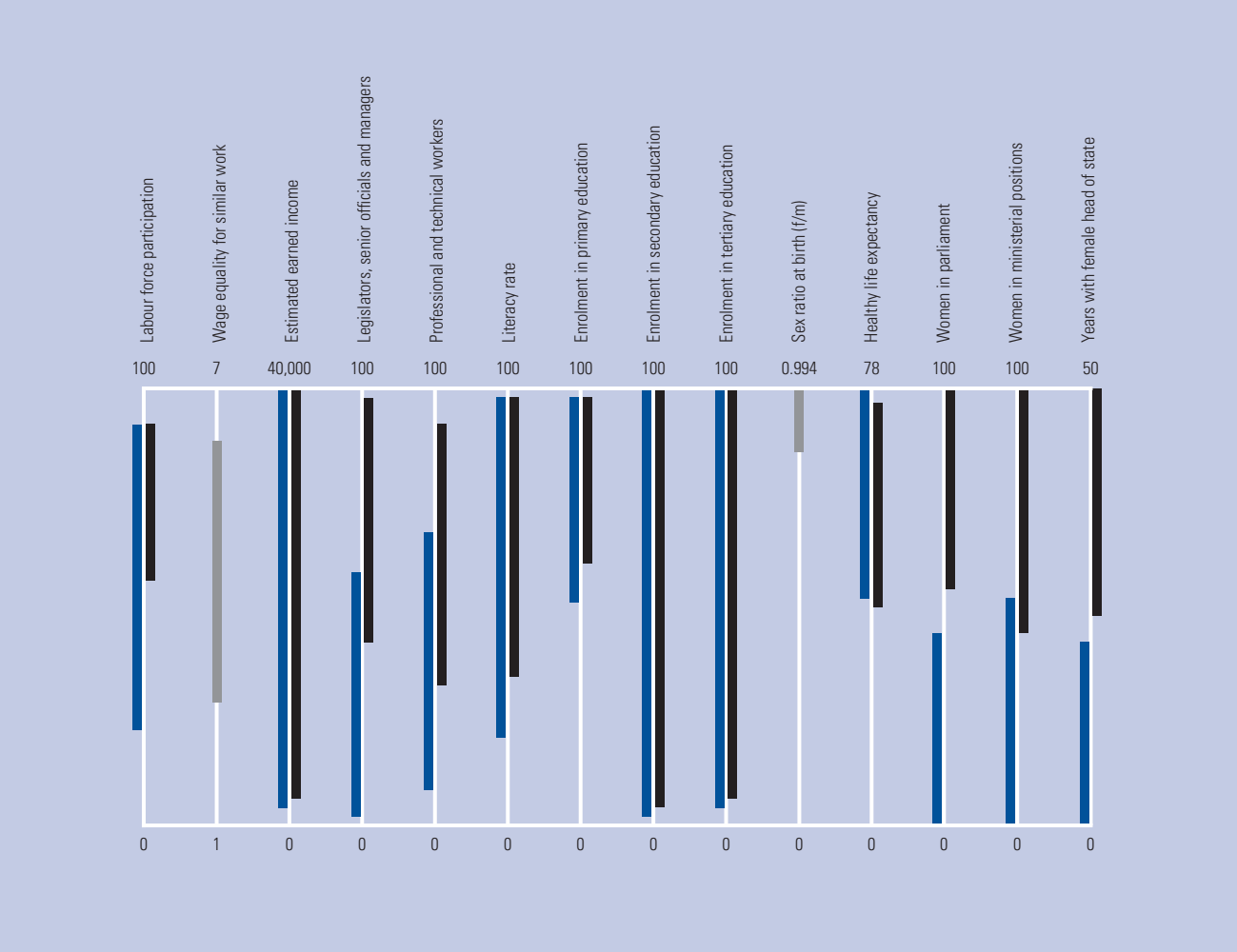
Note: Income classifications are taken from the World Bank, which classifies economies into four income categories based on 2011 GNI per capita (current US$), high income, upper-middle income, lower-middle income and low income.
* New countries 2012

Appendix C: Regional and Income Group Classification, 2012

The chart below shows the spread of the minimum and maximum values for each of the 14 variables of the Global Gender Gap Index. Each indicator is presented with its own scale of the minimum possible value and maximum possible value. For wage equality for similar work, this is a scale of 1 (worst value for women) to 7 (best value for women). For estimated earned income, the maximum value is 40,000 US dollars; this is the benchmark used in the calculation of the Index. For sex ratio at birth (f/m), the maximum value is a ratio of 0.944; this is the benchmark used in the calculation of the Index. For healthy life expectancy, the maximum value listed is that of the country with the best performance on this indicator (Japan; 78 years); this is not the benchmark used in the calculation of the Index (which is of 1.06). For years with female head of state, the minimum value is 0 years and the maximum value is 50 years. All other variables are expressed as percentages with a minimum value of 0% and a maximum value of 100%.

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

Figure C1: Female and male ranges for Global Gender Gap Index 2012 indicators



Appendix D: Rankings by Indicator, 2012

Table D1: Labour force participation

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

Note: Female-to-male ratios are not truncated at the equality benchmark in this Appendix, whereas they are for the calculation of the Global Gender Gap Index.
* New countries 2012

Appendix D: Rankings by Indicator, 2012 *(cont'd.)*

Table D2: Wage equality survey

Country	Survey data*	Female-to-male ratio	Rank
Egypt	5.76	0.82	1
Malaysia	5.76	0.82	2
Singapore	5.69	0.81	3
Gambia, The	5.60	0.80	4
Uganda	5.57	0.80	5
Philippines	5.52	0.79	6
Macedonia, FYR	5.47	0.78	7
Ghana	5.42	0.77	8
Mongolia	5.41	0.77	9
Georgia	5.41	0.77	10
Kyrgyz Republic	5.40	0.77	11
Ireland	5.40	0.77	12
Tajikistan	5.38	0.77	13
Kazakhstan	5.37	0.77	14
Finland	5.36	0.77	15
New Zealand	5.33	0.76	16
Burundi	5.32	0.76	17
Malawi	5.32	0.76	18
Barbados	5.28	0.75	19
Oman	5.26	0.75	20
Norway	5.26	0.75	21
United Arab Emirates	5.25	0.75	22
Brunei Darussalam	5.25	0.75	23
Botswana	5.25	0.75	24
Zambia	5.24	0.75	25
Benin	5.23	0.75	26
Thailand	5.20	0.74	27
Sri Lanka	5.18	0.74	28
Cameroon	5.14	0.73	29
Lesotho	5.13	0.73	30
Denmark	5.13	0.73	31
Cambodia	5.13	0.73	32
Nigeria	5.12	0.73	33
Guyana	5.11	0.73	34
Canada	5.08	0.73	35
Qatar	5.04	0.72	36
Albania	5.03	0.72	37
Bahrain	4.99	0.71	38
Tanzania	4.97	0.71	39
Malta	4.96	0.71	40
Azerbaijan	4.96	0.71	41
Moldova	4.95	0.71	42
Senegal	4.93	0.70	43
Iceland	4.92	0.70	44
Timor-Leste*	4.89	0.70	45
Kuwait	4.89	0.70	46
Burkina Faso	4.88	0.70	47
Cape Verde*	4.86	0.69	48
Sweden	4.86	0.69	49
Netherlands	4.83	0.69	50
Luxembourg	4.82	0.69	51
Armenia	4.82	0.69	52
Mali	4.77	0.68	53
Vietnam	4.76	0.68	54
Belgium	4.75	0.68	55
Kenya	4.75	0.68	56
United Kingdom	4.73	0.68	57
Indonesia	4.72	0.67	58
Madagascar	4.69	0.67	59
Mozambique	4.68	0.67	60
United States	4.66	0.67	61
China	4.65	0.66	62
Ukraine	4.64	0.66	63
Ethiopia	4.63	0.66	64
Jordan	4.60	0.66	65
Yemen	4.59	0.66	66
Suriname	4.57	0.65	67
Australia	4.57	0.65	68
Latvia	4.56	0.65	69
Greece	4.54	0.65	70
South Africa	4.54	0.65	71
Trinidad and Tobago	4.52	0.65	72
Switzerland	4.51	0.64	73
Costa Rica	4.51	0.64	74
Morocco	4.48	0.64	75
Serbia*	4.48	0.64	76
Slovenia	4.47	0.64	77
Mauritius	4.46	0.64	78
Namibia	4.46	0.64	79
Venezuela	4.45	0.64	80
Chad	4.45	0.64	81
Panama	4.45	0.64	82
Jamaica	4.43	0.63	83
Lebanon	4.43	0.63	84
Turkey	4.43	0.63	85
Lithuania	4.41	0.63	86
Iran, Islamic Rep.	4.41	0.63	87
Estonia	4.37	0.62	88
Russian Federation	4.35	0.62	89
Germany	4.34	0.62	90
Argentina	4.34	0.62	91
India	4.33	0.62	92
Ecuador	4.32	0.62	93
Saudi Arabia	4.31	0.62	94
Romania	4.29	0.61	95
Honduras	4.27	0.61	96
Japan	4.21	0.60	97
Bulgaria	4.14	0.59	98
Austria	4.12	0.59	99
Paraguay	4.10	0.59	100
Cyprus	4.04	0.58	101
Dominican Republic	4.04	0.58	102
Nepal	4.03	0.58	103
Mexico	4.03	0.58	104
Peru	4.01	0.57	105
El Salvador	3.99	0.57	106
Portugal	3.98	0.57	107
Guatemala	3.96	0.57	108
Algeria	3.96	0.57	109
Pakistan	3.94	0.56	110
Colombia	3.93	0.56	111
Croatia	3.93	0.56	112
Israel	3.88	0.55	113
Côte d'Ivoire	3.85	0.55	114
Bangladesh	3.85	0.55	115
Spain	3.83	0.55	116
Korea, Rep.	3.80	0.54	117
Nicaragua	3.77	0.54	118
Czech Republic	3.63	0.52	119
Brazil	3.62	0.52	120
Bolivia	3.62	0.52	121
Uruguay	3.60	0.51	122
Poland	3.56	0.51	123
Slovak Republic	3.54	0.51	124
Mauritania	3.45	0.49	125
Italy	3.43	0.49	126
Chile	3.42	0.49	127
Hungary	3.32	0.47	128
France	3.03	0.43	129
Bahamas	—	—	—
Belize	—	—	—
Cuba	—	—	—
Fiji	—	—	—
Maldives	—	—	—
Syria	—	—	—

* (1 = Not at all – significantly below those of men; 7 = Fully – equal to those of men)
* New countries 2012

Appendix D: Rankings by Indicator, 2012 *(cont'd.)*

Table D3: Estimated earned income

Country	Female	Male	Female (with 40,000 cut-off)	Male (with 40,000 cut-off)	Female-to-male ratio	Rank
Luxembourg	62,208	115,628	40,000	40,000	1.00	1
Norway	49,850	64,313	40,000	40,000	1.00	1
Singapore	43,046	78,867	40,000	40,000	1.00	1
United States	37,376	59,791	37,376	40,000	0.93	4
Switzerland	36,734	59,269	36,734	40,000	0.92	5
Sweden	36,503	46,424	36,503	40,000	0.91	6
Brunei Darussalam	35,963	64,762	35,963	40,000	0.90	7
Denmark	35,276	46,848	35,276	40,000	0.88	8
Netherlands	35,247	51,545	35,247	40,000	0.88	9
Qatar	33,260	106,587	33,260	40,000	0.83	10
Australia	32,806	46,169	32,806	40,000	0.82	11
Bolivia	4,598	5,664	4,598	5,664	0.81	12
Mozambique	881	1,088	881	1,088	0.81	13
Canada	32,241	48,971	32,241	40,000	0.81	14
Malawi	810	1,026	810	1,026	0.79	15
Finland	31,374	44,016	31,374	40,000	0.78	16
Burundi	535	684	535	684	0.78	17
Mongolia	4,125	5,419	4,125	5,419	0.76	18
Ireland	29,988	53,273	29,988	40,000	0.75	19
United Kingdom	29,752	43,478	29,752	40,000	0.74	20
Germany	29,616	49,595	29,616	40,000	0.74	21
Iceland	29,280	44,833	29,280	40,000	0.73	22
Uganda	1,139	1,569	1,139	1,569	0.73	23
Belgium	28,981	48,668	28,981	40,000	0.72	24
Madagascar	813	1,133	813	1,133	0.72	25
Latvia	14,949	20,909	14,949	20,909	0.71	26
Lithuania	17,152	24,089	17,152	24,089	0.71	27
Cambodia	1,974	2,786	1,974	2,786	0.71	28
New Zealand	25,029	35,368	25,029	35,368	0.71	29
Ghana	1,550	2,206	1,550	2,206	0.70	30
Croatia	16,601	23,726	16,601	23,726	0.70	31
Vietnam	2,809	4,075	2,809	4,075	0.69	32
Tanzania	1,239	1,804	1,239	1,804	0.69	33
France	27,294	43,524	27,294	40,000	0.68	34
Romania	12,364	18,135	12,364	18,135	0.68	35
Bulgaria	11,903	17,493	11,903	17,493	0.68	36
Gambia, The	1,724	2,557	1,724	2,557	0.67	37
Bahamas	25,969	38,705	25,969	38,705	0.67	38
Burkina Faso	1,051	1,572	1,051	1,572	0.67	39
Benin	1,306	1,958	1,306	1,958	0.67	40
Ethiopia	894	1,341	894	1,341	0.67	41
Hungary	17,525	26,398	17,525	26,398	0.66	42
Moldova	2,722	4,134	2,722	4,134	0.66	43
Israel	22,118	34,047	22,118	34,047	0.65	44
China	6,592	10,156	6,592	10,156	0.65	45
Kenya	1,352	2,085	1,352	2,085	0.65	46
Kuwait	25,940	74,092	25,940	40,000	0.65	47
Barbados	15,153	23,454	15,153	23,454	0.65	48
Estonia	17,887	27,688	17,887	27,688	0.65	49
Zambia	1,270	1,974	1,270	1,974	0.64	50
Namibia	5,328	8,341	5,328	8,341	0.64	51
Portugal	18,830	32,480	19,905	31,337	0.64	52
Cameroon	1,843	2,925	1,843	2,925	0.63	53
Paraguay	4,146	6,669	4,146	6,669	0.62	54
Slovenia	21,221	34,194	21,221	34,194	0.62	55
Russian Federation	16,609	26,877	16,609	26,877	0.62	56
Colombia	7,746	12,539	7,746	12,539	0.62	57
Austria	24,671	60,413	24,671	40,000	0.62	58
Thailand	6,665	10,813	6,665	10,813	0.62	59
Lesotho	1,309	2,133	1,309	2,133	0.61	60
Peru	7,833	12,791	7,833	12,791	0.61	61
Chad	1,163	1,903	1,163	1,903	0.61	62
Kazakhstan	10,091	16,541	10,091	16,541	0.61	63
Brazil	8,883	14,648	8,883	14,648	0.61	64
Ukraine	5,578	9,214	5,578	9,214	0.61	65
Spain	24,145	41,466	24,145	40,000	0.60	66
Tajikistan	1,762	2,938	1,762	2,938	0.60	67
Jamaica	6,069	10,125	6,069	10,125	0.60	68
Philippines	3,092	5,181	3,092	5,181	0.60	69
Cyprus	23,685	40,134	23,685	40,000	0.59	70
Bahrain	16,289	28,115	16,289	28,115	0.58	71
Senegal	1,455	2,515	1,455	2,515	0.58	72
Slovak Republic	17,988	31,243	17,988	31,243	0.58	73
Nigeria	1,841	3,206	1,841	3,206	0.57	74
Poland	15,666	27,310	15,666	27,310	0.57	75
Costa Rica	8,809	15,560	8,809	15,560	0.57	76
Uruguay	11,076	19,580	11,076	19,580	0.57	77
Serbia*	8,604	15,302	8,604	15,302	0.56	78
Maldives	6,362	11,463	6,362	11,463	0.55	79
Japan	22,096	47,108	22,096	40,000	0.55	80
South Africa	7,838	14,290	7,838	14,290	0.55	81
Kyrgyz Republic	1,716	3,151	1,716	3,151	0.54	82
Panama	11,027	20,295	11,027	20,295	0.54	83
Trinidad and Tobago	18,378	34,013	18,378	34,013	0.54	84
Italy	21,465	44,143	21,465	40,000	0.54	85
Albania	6,226	11,656	6,226	11,656	0.53	86
Greece	18,617	35,338	18,617	35,338	0.53	87
Azerbaijan	6,974	13,361	6,974	13,361	0.52	88
Malta	18,749	35,969	18,749	35,969	0.52	89
Bangladesh	1,214	2,349	1,214	2,349	0.52	90
Ecuador	5,701	11,264	5,701	11,264	0.51	91
Venezuela	8,544	17,100	8,544	17,100	0.50	92
Dominican Republic	6,538	13,168	6,538	13,168	0.50	93
Argentina	11,689	23,925	11,689	23,925	0.49	94
Chile	11,256	23,127	11,256	23,127	0.49	95
Czech Republic	17,056	35,174	17,056	35,174	0.48	96
Botswana	9,509	19,897	9,509	19,897	0.48	97
Macedonia, FYR	7,512	15,804	7,512	15,804	0.48	98
Côte d'Ivoire	1,152	2,432	1,152	2,432	0.47	99
Cape Verde*	2,624	5,647	2,624	5,647	0.46	100
United Arab Emirates	18,306	61,370	18,306	40,000	0.46	101
Nicaragua	1,850	4,056	1,850	4,056	0.46	102
Suriname	4,909	10,858	4,909	10,858	0.45	103
Mauritius	9,052	20,133	9,052	20,133	0.45	104
Mexico	9,516	21,325	9,516	21,325	0.45	105
Belize	4,157	9,358	4,157	9,358	0.44	106
Guatemala	3,073	6,947	3,073	6,947	0.44	107
Armenia	3,642	8,341	3,642	8,341	0.44	108
Korea, Rep.	17,402	43,088	17,402	40,000	0.44	109
Malaysia	9,380	21,624	9,380	21,624	0.43	110
Nepal	757	1,764	757	1,764	0.43	111
Indonesia	2,780	6,567	2,780	6,567	0.42	112
Guyana	2,022	4,856	2,022	4,856	0.42	113
El Salvador	4,113	9,939	4,113	9,939	0.41	114
Mali	637	1,561	637	1,561	0.41	115
Georgia	3,205	8,084	3,205	8,084	0.40	116
Honduras	2,306	5,827	2,306	5,827	0.40	117
Timor-Leste*	885	2,265	885	2,265	0.39	118
Fiji	2,593	6,893	2,593	6,893	0.38	119
Sri Lanka	3,022	8,288	3,022	8,288	0.36	120
Turkey	7,813	26,005	7,813	26,005	0.30	121
Mauritania	1,112	4,016	1,112	4,016	0.28	122
Morocco	2,173	7,915	2,173	7,915	0.27	123
India	1,530	5,635	1,530	5,635	0.27	124
Yemen	996	3,685	996	3,685	0.27	125
Egypt	2,605	10,012	2,605	10,012	0.26	126
Lebanon	5,922	23,920	5,922	23,920	0.25	127
Oman	9,804	42,133	9,804	40,000	0.25	128
Jordan	2,051	9,745	2,051	9,745	0.21	129
Iran, Islamic Rep.	3,912	18,834	3,912	18,834	0.21	130
Pakistan	940	4,528	940	4,528	0.21	131
Saudi Arabia	6,652	38,856	6,652	38,856	0.17	132
Algeria	2,390	14,922	2,390	14,922	0.16	133
Syria	1,362	9,071	1,362	9,071	0.15	134
Cuba	—	—	—	—	—	—

* New countries 2012

Appendix D: Rankings by Indicator, 2012 *(cont'd.)*

Table D4: Legislators, senior officials and managers

Country	Female	Male	Female-to-male ratio	Rank
Jamaica	59	41	1.44	1
Philippines	55	45	1.21	2
Lesotho	52	48	1.07	3
Fiji	51	49	1.04	4
Panama	48	52	0.93	5
Mongolia	47	53	0.90	6
Bahamas	46	54	0.86	7
Trinidad and Tobago	43	57	0.77	8
Barbados	43	57	0.77	9
United States	43	57	0.74	10
Latvia	41	59	0.71	11
Belize	41	59	0.70	12
Nicaragua	41	59	0.69	13
Honduras	41	59	0.68	14
Uruguay	40	60	0.68	15
Lithuania	40	60	0.67	16
New Zealand	40	60	0.67	17
Colombia	40	60	0.66	18
Ukraine	39	61	0.63	19
France	39	61	0.63	20
Kazakhstan	38	62	0.62	21
Moldova	38	62	0.61	22
Germany	38	62	0.61	23
Russian Federation	37	63	0.59	24
Australia	37	63	0.58	25
Hungary	36	64	0.57	26
Estonia	36	64	0.57	27
Serbia*	36	64	0.57	28
Poland	36	64	0.57	29
Brazil	36	64	0.56	30
Canada	36	64	0.56	31
Namibia	36	64	0.56	32
Slovenia	35	65	0.55	33
Kyrgyz Republic	35	65	0.54	34
Brunei Darussalam	35	65	0.54	35
United Kingdom	35	65	0.53	36
Paraguay	34	66	0.52	37
Georgia	34	66	0.51	38
Uganda	33	67	0.50	39
Italy	33	67	0.50	40
Iceland	33	67	0.50	41
Belgium	33	67	0.49	42
Bulgaria	32	68	0.48	43
Spain	32	68	0.48	44
Sweden	32	68	0.48	45
Israel	32	68	0.47	46
Ghana	32	68	0.47	47
Ireland	32	68	0.47	48
Singapore	31	69	0.46	49
Norway	31	69	0.46	50
Portugal	31	69	0.45	51
Mexico	31	69	0.44	52
Venezuela	31	69	0.44	53
Dominican Republic	31	69	0.44	54
Botswana	30	70	0.44	55
Cuba	30	70	0.44	56
Costa Rica	30	70	0.44	57
Switzerland	30	70	0.43	58
South Africa	30	70	0.43	59
Slovak Republic	30	70	0.42	60
Finland	30	70	0.42	61
Romania	29	71	0.42	62
Bolivia	29	71	0.41	63
Macedonia, FYR	29	71	0.40	64
Greece	28	72	0.40	65
Austria	28	72	0.39	66
Czech Republic	28	72	0.39	67
Suriname	28	72	0.39	68
Ecuador	28	72	0.38	69
Netherlands	27	73	0.38	70
Croatia	27	73	0.36	71
Guyana	25	75	0.34	72
El Salvador	25	75	0.33	73
Chile	24	76	0.32	74
Malaysia	24	76	0.32	75
Sri Lanka	24	76	0.32	76
Armenia	24	76	0.31	77
Denmark	24	76	0.31	78
Thailand	24	76	0.31	79
Mauritius	23	77	0.30	80
Argentina	23	77	0.30	81
Bahrain	22	78	0.29	82
Vietnam	22	78	0.28	83
Madagascar	22	78	0.28	84
Indonesia	22	78	0.28	85
Peru	19	81	0.24	86
Zambia	19	81	0.23	87
Malta	17	83	0.21	88
China	17	83	0.20	89
Tanzania	16	84	0.20	90
Cyprus	16	84	0.19	91
Ethiopia	16	84	0.19	92
Maldives	14	86	0.17	93
Kuwait	14	86	0.16	94
Nepal	14	86	0.16	95
Cambodia	14	86	0.16	96
Iran, Islamic Rep.	13	87	0.15	97
Morocco	13	87	0.15	98
Egypt	11	89	0.12	99
Syria	10	90	0.11	100
United Arab Emirates	10	90	0.11	101
Bangladesh	10	90	0.11	102
Turkey	10	90	0.11	103
Korea, Rep.	10	90	0.11	104
Oman	9	91	0.10	105
Japan	9	91	0.10	106
Lebanon	8	92	0.09	107
Azerbaijan	7	93	0.08	108
Saudi Arabia	7	93	0.08	109
Qatar	7	93	0.07	110
Algeria	5	95	0.05	111
Pakistan	3	97	0.03	112
Yemen	2	98	0.02	113
Benin	—	—	—	—
Burkina Faso	—	—	—	—
Burundi	—	—	—	—
Cameroon	—	—	—	—
Cape Verde*	—	—	—	—
Chad	—	—	—	—
Côte d'Ivoire	—	—	—	—
Gambia, The	—	—	—	—
Guatemala	—	—	—	—
India	—	—	—	—
Jordan	—	—	—	—
Kenya	—	—	—	—
Luxembourg	—	—	—	—
Malawi	—	—	—	—
Mali	—	—	—	—
Mauritania	—	—	—	—
Mozambique	—	—	—	—
Nigeria	—	—	—	—
Senegal	—	—	—	—
Tajikistan	—	—	—	—
Timor-Leste*	—	—	—	—
Albania	—	—	—	—

* New countries 2012

Appendix D: Rankings by Indicator, 2012 *(cont'd.)*

Table D5: Professional and technical workers

Country	Female	Male	Female-to-male ratio	Rank
Estonia	68	32	2.15	1
Latvia	67	33	2.06	2
Lithuania	67	33	2.06	3
Kazakhstan	67	33	2.02	4
Moldova	66	34	1.98	5
Armenia	65	35	1.88	6
Venezuela	64	36	1.81	7
Russian Federation	64	36	1.80	8
Ukraine	64	36	1.77	9
Bahamas	63	37	1.70	10
Kyrgyz Republic	62	38	1.67	11
Philippines	62	38	1.64	12
Georgia	62	38	1.62	13
Bulgaria	61	39	1.55	14
Hungary	60	40	1.52	15
Poland	60	40	1.52	16
Cuba	60	40	1.48	17
Slovak Republic	59	41	1.45	18
Guyana	59	41	1.42	19
Lesotho	58	42	1.37	20
Canada	57	43	1.30	21
Romania	56	44	1.29	22
Iceland	56	44	1.28	23
Serbia*	56	44	1.28	24
Slovenia	56	44	1.25	25
Thailand	56	44	1.25	26
New Zealand	55	45	1.25	27
Botswana	55	45	1.24	28
Finland	55	45	1.24	29
United States	55	45	1.20	30
Mongolia	55	45	1.20	31
Argentina	54	46	1.18	32
Azerbaijan	54	46	1.17	33
Australia	54	46	1.16	34
Ireland	53	47	1.15	35
Trinidad and Tobago	53	47	1.14	36
Uruguay	53	47	1.13	37
Panama	53	47	1.13	38
Czech Republic	53	47	1.12	39
Namibia	52	48	1.10	40
South Africa	52	48	1.10	41
Brazil	52	48	1.09	42
Denmark	52	48	1.09	43
Barbados	52	48	1.09	44
Israel	52	48	1.09	45
China	52	48	1.08	46
Honduras	52	48	1.08	47
Portugal	52	48	1.07	48
Norway	51	49	1.06	49
Macedonia, FYR	51	49	1.06	50
Nicaragua	51	49	1.05	51
Vietnam	51	49	1.05	52
Croatia	51	49	1.04	53
Dominican Republic	51	49	1.04	54
Sweden	51	49	1.02	55
Chile	50	50	1.02	56
Paraguay	50	50	1.02	57
Germany	50	50	1.01	58
Netherlands	50	50	0.99	59
Belize	50	50	0.99	60
Spain	50	50	0.98	61
Ecuador	49	51	0.97	62
France	49	51	0.97	63
Greece	49	51	0.96	64
Belgium	49	51	0.96	65
Cyprus	49	51	0.95	66
Maldives	49	51	0.95	67
Lebanon	48	52	0.93	68
Switzerland	48	52	0.91	69
United Kingdom	47	53	0.90	70
Sri Lanka	47	53	0.89	71
Italy	47	53	0.89	72
Japan	47	53	0.87	73
Austria	47	53	0.87	74
Colombia	46	54	0.86	75
El Salvador	46	54	0.86	76
Peru	46	54	0.84	77
Singapore	45	55	0.82	78
Mauritius	45	55	0.81	79
Indonesia	45	55	0.81	80
Costa Rica	43	57	0.77	81
Madagascar	43	57	0.76	82
Malaysia	42	58	0.71	83
Mexico	41	59	0.70	84
Syria	41	59	0.70	85
Malta	41	59	0.70	86
Korea, Rep.	41	59	0.69	87
Bolivia	40	60	0.68	88
Tanzania	38	62	0.61	89
Brunei Darussalam	37	63	0.58	90
Morocco	36	64	0.55	91
Algeria	35	65	0.55	92
Turkey	35	65	0.54	93
Uganda	35	65	0.54	94
Kuwait	34	66	0.52	95
Egypt	34	66	0.51	96
Iran, Islamic Rep.	33	67	0.50	97
Ethiopia	33	67	0.49	98
Oman	33	67	0.49	99
Cambodia	41	86	0.48	100
Zambia	31	69	0.46	101
Saudi Arabia	28	72	0.38	102
Suriname	23	77	0.30	103
Bangladesh	22	78	0.28	104
Pakistan	22	78	0.28	105
United Arab Emirates	22	78	0.28	106
Nepal	20	80	0.24	107
Qatar	20	80	0.24	108
Bahrain	18	82	0.22	109
Yemen	15	85	0.18	110
Fiji	9	91	0.10	111
Albania	—	—	—	—
Benin	—	—	—	—
Burkina Faso	—	—	—	—
Burundi	—	—	—	—
Cameroon	—	—	—	—
Cape Verde*	—	—	—	—
Chad	—	—	—	—
Côte d'Ivoire	—	—	—	—
Gambia, The	—	—	—	—
Ghana	—	—	—	—
Guatemala	—	—	—	—
India	—	—	—	—
Jamaica	—	—	—	—
Jordan	—	—	—	—
Kenya	—	—	—	—
Luxembourg	—	—	—	—
Malawi	—	—	—	—
Mali	—	—	—	—
Mauritania	—	—	—	—
Mozambique	—	—	—	—
Nigeria	—	—	—	—
Senegal	—	—	—	—
Tajikistan	—	—	—	—
Timor-Leste*	—	—	—	—

* New countries 2012

Appendix D: Rankings by Indicator, 2012 *(cont'd.)*

Table D6: Literacy rate

Country	Female	Male	Female-to-male ratio	Rank
Lesotho	96	83	1.15	1
Jamaica	91	82	1.12	2
Malta	94	91	1.03	3
United Arab Emirates	91	89	1.02	4
Bahamas	97	95	1.02	5
Botswana	85	84	1.01	6
Mongolia	98	97	1.01	7
Uruguay	98	98	1.01	8
Philippines	96	95	1.01	9
Costa Rica	96	96	1.00	10
Dominican Republic	90	89	1.00	11
Brazil	90	90	1.00	12
Colombia	93	93	1.00	13
Barbados	99	99	1.00	14
Belize	70	70	1.00	15
Maldives	98	98	1.00	16
Argentina	98	98	1.00	17
Estonia	100	100	1.00	18
Lithuania	100	100	1.00	19
Latvia	100	100	1.00	20
Australia	99	99	1.00	21
Austria	99	99	1.00	21
Belgium	99	99	1.00	21
Canada	99	99	1.00	21
Czech Republic	99	99	1.00	21
Denmark	99	99	1.00	21
Finland	99	99	1.00	21
France	99	99	1.00	21
Germany	99	99	1.00	21
Iceland	99	99	1.00	21
Ireland	99	99	1.00	21
Japan	99	99	1.00	21
Korea, Rep.	99	99	1.00	21
Luxembourg	99	99	1.00	21
Netherlands	99	99	1.00	21
New Zealand	99	99	1.00	21
Norway	99	99	1.00	21
Slovak Republic	99	99	1.00	21
Sweden	99	99	1.00	21
Switzerland	99	99	1.00	21
United Kingdom	99	99	1.00	21
United States	99	99	1.00	21
Cuba	100	100	1.00	43
Slovenia	100	100	1.00	44
Honduras	85	85	1.00	45
Georgia	100	100	1.00	46
Chile	98	99	1.00	47
Ukraine	100	100	1.00	48
Azerbaijan	100	100	1.00	49
Kazakhstan	100	100	1.00	50
Tajikistan	100	100	1.00	51
Nicaragua	78	78	1.00	52
Russian Federation	99	100	1.00	53
Hungary	99	99	1.00	54
Armenia	99	100	1.00	55
Poland	99	100	1.00	56
Venezuela	95	96	1.00	57
Guyana	99	99	0.99	58
Italy	99	99	0.99	59
Kyrgyz Republic	99	100	0.99	60
Namibia	88	89	0.99	61
Bulgaria	98	99	0.99	62
Trinidad and Tobago	98	99	0.99	63
Moldova	98	99	0.99	64
Qatar	95	97	0.99	65
Romania	97	98	0.99	66
Croatia	98	99	0.99	67
Panama	93	95	0.99	68
Suriname	94	95	0.99	69
Spain	97	99	0.98	70
Cyprus	97	99	0.98	71
Paraguay	93	95	0.98	72
Greece	96	98	0.98	73
Serbia*	97	99	0.97	74
Mexico	92	94	0.97	75
Albania	95	97	0.97	76
Bahrain	90	93	0.97	77
Sri Lanka	90	93	0.97	78
Macedonia, FYR	96	99	0.97	79
Ecuador	90	93	0.97	80
Brunei Darussalam	94	97	0.97	81
Portugal	94	97	0.97	82
Kuwait	92	95	0.97	83
Fiji	92	96	0.96	84
South Africa	87	91	0.96	85
Thailand	92	96	0.96	86
Singapore	94	98	0.96	87
Vietnam	91	95	0.96	88
Malaysia	91	95	0.95	89
Mauritius	86	91	0.95	90
El Salvador	82	87	0.94	91
China	91	97	0.94	92
Indonesia	90	96	0.94	93
Israel	89	95	0.93	94
Jordan	89	96	0.93	95
Kenya	84	91	0.93	96
Lebanon	86	93	0.92	97
Madagascar	62	67	0.91	98
Bolivia	87	96	0.91	99
Iran, Islamic Rep.	81	89	0.90	100
Saudi Arabia	81	90	0.90	101
Oman	81	90	0.90	102
Peru	85	95	0.89	103
Cape Verde*	79	89	0.89	104
Turkey	85	96	0.89	105
Guatemala	70	81	0.87	106
Syria	77	90	0.86	107
Tanzania	67	79	0.85	108
Bangladesh	52	61	0.85	109
Burundi	62	73	0.85	110
Malawi	68	81	0.84	111
Ghana	61	73	0.84	112
Timor-Leste*	53	64	0.83	113
Cameroon	63	79	0.80	114
Cambodia	66	83	0.80	115
Egypt	64	80	0.79	116
Mauritania	51	65	0.79	117
Algeria	64	81	0.79	118
Uganda	65	83	0.78	119
Zambia	62	81	0.77	120
Côte d'Ivoire	47	65	0.72	121
Nigeria	50	72	0.70	122
India	51	75	0.68	123
Gambia, The	40	60	0.67	124
Nepal	48	73	0.66	125
Morocco	44	69	0.64	126
Senegal	39	62	0.63	127
Mozambique	43	71	0.61	128
Ethiopia	29	49	0.59	129
Burkina Faso	22	37	0.59	130
Pakistan	40	69	0.59	131
Yemen	47	81	0.58	132
Benin	30	55	0.55	133
Chad	24	45	0.54	134
Mali	20	43	0.47	135
Albania	—	—	—	—

* New countries 2012

Appendix D: Rankings by Indicator, 2012 *(cont'd.)*

Table D7: Enrolment in primary education

Country	Female	Male	Female-to-male ratio	Rank
Barbados	97	90	1.09	1
Senegal	78	73	1.06	2
Bahamas	100	94	1.06	3
Namibia	88	83	1.05	4
Malawi	99	94	1.05	5
Mauritania	76	72	1.04	6
Guyana	82	79	1.04	7
United Arab Emirates	90	87	1.04	8
Lesotho	75	72	1.04	9
Gambia, The	67	64	1.03	10
Brunei Darussalam	100	97	1.03	11
Armenia	88	86	1.03	12
Kuwait	94	91	1.03	13
Uganda	92	90	1.03	14
Ecuador	98	96	1.03	15
Zambia	92	90	1.02	16
Honduras	96	94	1.02	17
Mauritius	94	92	1.02	18
Denmark	97	95	1.02	19
Slovak Republic	85	83	1.02	20
Brazil	95	94	1.02	21
Indonesia	97	95	1.02	22
Luxembourg	96	94	1.02	23
Philippines	89	88	1.02	24
Costa Rica	89	87	1.02	25
Latvia	96	94	1.02	26
Macedonia, FYR	89	87	1.01	27
Austria	91	90	1.01	28
Botswana	88	87	1.01	29
Kenya	83	82	1.01	30
Malta	94	93	1.01	31
Nicaragua	93	92	1.01	32
Ghana	84	84	1.01	33
Iran, Islamic Rep.	100	99	1.01	34
Ukraine	91	90	1.01	35
Qatar	92	92	1.01	36
Israel	97	97	1.01	37
Bolivia	95	94	1.01	38
Australia	97	97	1.01	39
Sri Lanka	94	94	1.01	40
Peru	96	95	1.01	41
Albania	80	80	1.01	42
Greece	99	98	1.01	43
Mexico	98	98	1.00	44
United States	95	94	1.00	45
Bahrain	98	98	1.00	46
Madagascar	79	79	1.00	47
New Zealand	99	99	1.00	48
Canada	100	100	1.00	49
China	97	96	1.00	50
Belgium	99	99	1.00	51
Portugal	99	99	1.00	52
Czech Republic	96	96	1.00	53
France	99	98	1.00	54
Norway	99	99	1.00	55
Spain	100	100	1.00	56
Finland	98	98	1.00	57
Iceland	99	99	1.00	58
Japan	100	99	1.00	59
Suriname	91	91	1.00	60
Malaysia	96	96	1.00	61
Bulgaria	98	98	1.00	62
Netherlands	100	100	1.00	63
Fiji	97	97	1.00	64
Venezuela	92	93	1.00	65
Cuba	98	98	1.00	66
Maldives	96	96	1.00	67
El Salvador	94	94	1.00	68
United Kingdom	100	100	1.00	69
Paraguay	85	85	1.00	70
Jordan	91	91	1.00	71
Russian Federation	93	93	1.00	72
Ireland	95	95	1.00	73
Chile	93	94	1.00	74
Germany	98	98	1.00	75
Poland	96	96	1.00	76
Switzerland	94	94	1.00	77
Cyprus	99	99	1.00	78
Slovenia	97	97	1.00	79
South Africa	85	85	1.00	80
Moldova	87	88	1.00	81
Serbia*	92	93	0.99	82
Tanzania	98	98	0.99	83
Croatia	87	87	0.99	84
Thailand	89	90	0.99	85
Sweden	99	100	0.99	86
Uruguay	99	99	0.99	87
Romania	87	88	0.99	88
Argentina	99	100	0.99	89
Trinidad and Tobago	94	94	0.99	90
Timor-Leste*	85	86	0.99	91
Lithuania	92	93	0.99	92
Lebanon	91	92	0.99	93
Korea, Rep.	98	99	0.99	94
Panama	97	99	0.99	95
India	92	93	0.99	96
Cambodia	95	96	0.99	97
Saudi Arabia	89	90	0.99	98
Kazakhstan	88	89	0.99	99
Mongolia	98	99	0.99	100
Colombia	88	89	0.99	101
Morocco	95	96	0.99	102
Azerbaijan	84	85	0.99	103
Hungary	92	93	0.99	104
Estonia	93	95	0.99	105
Kyrgyz Republic	87	88	0.99	106
Italy	97	98	0.99	107
Turkey	97	98	0.98	108
Syria	92	94	0.98	109
Georgia	93	95	0.98	110
Algeria	95	97	0.98	111
Guatemala	96	98	0.98	112
Burundi	89	91	0.98	113
Cape Verde*	92	94	0.98	114
Jamaica	81	83	0.97	115
Oman	92	95	0.97	116
Egypt	94	98	0.97	117
Tajikistan	95	99	0.96	118
Mozambique	87	92	0.95	119
Ethiopia	79	84	0.94	120
Burkina Faso	61	65	0.94	121
Dominican Republic	87	93	0.93	122
Nigeria	55	60	0.91	123
Belize	88	98	0.90	124
Mali	59	67	0.88	125
Cameroon	86	99	0.87	126
Bangladesh	67	78	0.85	127
Benin	81	97	0.84	128
Côte d'Ivoire	56	67	0.83	129
Yemen	70	85	0.83	130
Nepal	64	78	0.82	131
Pakistan	67	81	0.82	132
Chad	51	73	0.70	133
Singapore	—	—	—	—
Vietnam	—	—	—	—

* New countries 2012

Appendix D: Rankings by Indicator, 2012 *(cont'd.)*

Table D8: Enrolment in secondary education

Country	Female	Male	Female-to-male ratio	Rank
Lesotho	37	23	1.62	1
Namibia	57	44	1.30	2
Qatar	93	76	1.22	3
Suriname	55	46	1.20	4
Philippines	67	56	1.19	5
Cape Verde*	71	61	1.16	6
Botswana	65	57	1.15	7
Dominican Republic	67	58	1.15	8
Maldives	52	46	1.14	9
Nicaragua	49	43	1.14	10
Bangladesh	50	45	1.13	11
Timor-Leste*	39	34	1.12	12
Thailand	78	70	1.12	13
Lebanon	79	71	1.12	14
South Africa	65	59	1.11	15
Venezuela	76	68	1.11	16
Argentina	87	78	1.11	17
Fiji	88	79	1.11	18
Honduras	26	23	1.11	19
Mongolia	85	77	1.11	20
Uruguay	73	66	1.11	21
Portugal	86	78	1.10	22
Brazil	85	78	1.10	23
Sri Lanka	61	56	1.09	24
Barbados	88	81	1.08	25
Panama	72	66	1.08	26
Costa Rica	39	36	1.08	27
Jamaica	87	80	1.08	28
Kuwait	93	86	1.08	29
Colombia	77	72	1.08	30
Malaysia	71	65	1.08	31
Bahamas	88	82	1.07	32
Paraguay	62	58	1.07	33
Guyana	83	78	1.07	34
Croatia	94	88	1.06	35
Jordan	88	83	1.06	36
Saudi Arabia	83	78	1.06	37
Trinidad and Tobago	70	66	1.06	38
Bahrain	97	92	1.06	39
Algeria	69	65	1.06	40
Madagascar	24	23	1.05	41
Brunei Darussalam	99	95	1.04	42
Mexico	73	70	1.04	43
Chile	84	81	1.04	44
El Salvador	59	57	1.04	45
Denmark	91	88	1.03	46
Armenia	88	85	1.03	47
Luxembourg	86	84	1.03	48
Israel	100	97	1.03	49
United Kingdom	97	95	1.03	50
Czech Republic	87	85	1.03	51
Spain	96	94	1.02	52
Iceland	89	87	1.02	53
Estonia	93	91	1.02	54
Serbia*	91	89	1.02	55
Romania	83	82	1.02	56
Poland	92	90	1.02	57
Ireland	100	98	1.02	58
Bolivia	69	68	1.02	59
Moldova	79	78	1.02	60
Australia	86	85	1.02	61
Ecuador	59	58	1.02	62
France	99	98	1.02	63
United States	90	89	1.02	64
Netherlands	88	87	1.02	65
Latvia	84	83	1.02	66
Belize	65	64	1.02	67
United Arab Emirates	82	80	1.01	68
Slovenia	92	91	1.01	69
Mauritius	74	74	1.01	70
New Zealand	95	94	1.01	71
Slovak Republic	—	—	1.01	72
Cyprus	96	96	1.01	73
Finland	94	94	1.01	74
Syria	67	67	1.01	75
Oman	90	89	1.01	76
Peru	78	77	1.01	77
Ukraine	86	86	1.01	78
Lithuania	91	91	1.01	79
Japan	100	99	1.00	80
Italy	94	94	1.00	81
Cuba	87	87	1.00	82
Norway	94	94	1.00	83
Germany	88	88	1.00	84
Sweden	94	94	1.00	85
Hungary	91	91	0.99	86
Greece	90	91	0.99	87
Indonesia	67	68	0.99	88
Kazakhstan	89	90	0.99	89
Kyrgyz Republic	79	79	0.99	90
Korea, Rep.	95	96	0.99	91
Macedonia, FYR	81	82	0.98	92
Malawi	27	28	0.98	93
Austria	89	91	0.98	94
Albania	73	75	0.97	95
Bulgaria	82	84	0.97	96
Malta	80	82	0.97	97
Switzerland	82	84	0.97	98
China	—	—	0.97	99
Azerbaijan	78	81	0.97	100
Belgium	87	90	0.96	101
Vietnam	68	71	0.96	102
Egypt	69	71	0.96	103
Canada	89	93	0.96	104
Tanzania	5	5	0.95	105
Georgia	80	84	0.95	106
Singapore	—	—	0.95	107
Kenya	48	52	0.94	108
Guatemala	40	43	0.94	109
Mozambique	17	18	0.94	110
Turkey	71	77	0.93	111
Ghana	47	51	0.92	112
Nepal	40	44	0.92	113
Tajikistan	80	90	0.89	114
Uganda	15	17	0.88	115
Cambodia	33	37	0.88	116
Iran, Islamic Rep.	80	92	0.87	117
Mauritania	15	17	0.86	118
Morocco	32	38	0.84	119
Zambia	15	18	0.84	120
Burundi	15	18	0.82	121
Burkina Faso	16	19	0.80	122
India	—	—	0.79	123
Nigeria	22	29	0.77	124
Senegal	19	24	0.77	125
Pakistan	29	38	0.76	126
Mali	25	36	0.70	127
Ethiopia	11	17	0.66	128
Yemen	31	49	0.63	129
Cameroon	10	18	0.57	130
Côte d'Ivoire	14	25	0.57	131
Benin	13	27	0.47	132
Gambia, The	8	19	0.42	133
Chad	5	16	0.33	134
Russian Federation	—	—	—	—
Albania	—	—	—	—

* New countries 2012

Appendix D: Rankings by Indicator, 2012 *(cont'd.)*

Table D9: Enrolment in tertiary education

Country	Female	Male	Female-to-male ratio	Rank
Qatar	26	5	5.38	1
United Arab Emirates	39	12	3.16	2
Bahamas	22	8	2.71	3
Guyana	17	7	2.52	4
Barbados	95	40	2.38	5
Jamaica	41	18	2.28	6
Kuwait	31	14	2.20	7
Sri Lanka	20	11	1.92	8
Iceland	97	52	1.87	9
Brunei Darussalam	22	12	1.79	10
Bahrain	28	16	1.78	11
Latvia	77	44	1.75	12
Uruguay	81	46	1.74	13
Suriname	15	9	1.72	14
Estonia	79	47	1.70	15
Venezuela	99	58	1.69	16
Cuba	119	72	1.65	17
Norway	93	57	1.63	18
Slovak Republic	67	42	1.59	19
Dominican Republic	42	26	1.59	20
Belize	26	17	1.57	21
Albania	22	14	1.57	22
Sweden	90	58	1.54	23
Mongolia	65	42	1.53	24
Panama	54	35	1.53	25
Lithuania	90	59	1.52	26
Honduras	23	15	1.51	27
Argentina	86	57	1.51	28
New Zealand	99	67	1.46	29
Algeria	37	25	1.46	30
Denmark	88	61	1.45	31
Slovenia	103	71	1.45	32
Kazakhstan	48	33	1.44	33
Paraguay	43	30	1.43	34
Poland	83	58	1.43	35
Italy	77	55	1.41	36
United States	111	79	1.41	37
United Kingdom	69	49	1.40	38
Oman	29	21	1.39	39
Czech Republic	71	51	1.38	40
Hungary	71	52	1.37	41
Malta	41	30	1.36	42
Canada	69	51	1.36	43
Australia	92	68	1.35	44
Russian Federation	87	65	1.35	45
Romania	68	50	1.35	46
Moldova	44	33	1.34	47
Croatia	62	46	1.34	48
Namibia	10	8	1.32	49
Thailand	54	41	1.31	50
Bulgaria	65	49	1.31	51
Kyrgyz Republic	55	42	1.30	52
Serbia*	56	43	1.30	53
Israel	71	55	1.30	54
Brazil	29	22	1.29	55
Cape Verde*	20	16	1.29	56
Malaysia	45	35	1.29	57
Armenia	58	45	1.28	58
France	61	48	1.28	59
Trinidad and Tobago	13	10	1.28	60
Costa Rica	29	23	1.26	61
Georgia	31	25	1.25	62
Belgium	75	60	1.25	63
Ukraine	89	71	1.25	64
Philippines	32	26	1.25	65
Lesotho	4	3	1.25	66
Mauritius	28	22	1.24	67
Spain	81	66	1.24	68
Ireland	67	55	1.22	69
Finland	103	85	1.22	70
Fiji	18	15	1.19	71
Lebanon	59	49	1.19	72
Portugal	68	57	1.19	73
Austria	65	55	1.18	74
Macedonia, FYR	42	36	1.18	75
Jordan	41	35	1.16	76
El Salvador	25	22	1.16	77
Ecuador	43	37	1.15	78
Botswana	8	7	1.15	79
Netherlands	66	59	1.12	80
Saudi Arabia	39	35	1.12	81
Greece	94	85	1.10	82
China	27	25	1.10	83
Colombia	41	37	1.09	84
Peru	45	41	1.09	85
Nicaragua	19	17	1.09	86
Maldives	13	12	1.08	87
Chile	61	57	1.06	88
Iran, Islamic Rep.	43	43	1.01	89
Vietnam	22	22	1.00	90
Guatemala	18	18	1.00	91
Switzerland	55	55	0.99	92
Azerbaijan	19	19	0.98	93
Mexico	28	28	0.97	94
Luxembourg	10	11	0.97	95
South Africa	14	16	0.91	96
Madagascar	4	4	0.91	97
Egypt	31	34	0.91	98
Indonesia	22	24	0.89	99
Japan	56	63	0.89	100
Germany	44	50	0.89	101
Morocco	12	14	0.87	102
Cyprus	51	59	0.86	103
Bolivia	35	42	0.84	104
Pakistan	5	6	0.83	105
Tanzania	2	2	0.82	106
Cameroon	10	13	0.81	107
Turkey	40	51	0.79	108
Uganda	4	5	0.79	109
India	15	21	0.73	110
Syria	12	17	0.72	111
Korea, Rep.	86	119	0.72	112
Nigeria	9	12	0.71	113
Timor-Leste*	14	19	0.70	114
Kenya	3	5	0.70	115
Gambia, The	1	2	0.66	116
Ghana	9	15	0.62	117
Malawi	1	1	0.62	118
Bangladesh	8	13	0.61	119
Senegal	6	10	0.60	120
Burundi	2	4	0.54	121
Cambodia	5	10	0.53	122
Côte d'Ivoire	6	12	0.50	123
Mozambique	1	2	0.50	124
Burkina Faso	3	5	0.50	125
Zambia	2	3	0.46	126
Mali	4	8	0.46	127
Yemen	6	14	0.42	128
Tajikistan	11	28	0.41	129
Mauritania	3	6	0.41	130
Nepal	3	8	0.40	131
Benin	6	15	0.38	132
Ethiopia	3	8	0.36	133
Chad	1	4	0.17	134
Singapore	—	—	—	—

* New countries 2012

Appendix D: Rankings by Indicator, 2012 *(cont'd.)*

Table D10: Sex ratio at birth

Country	Survey data*	Female-to-male ratio	Rank
Kazakhstan	0.94	1.06	1
Barbados	1.01	0.99	2
Malawi	1.01	0.99	2
Kenya	1.02	0.98	4
Mozambique	1.02	0.98	4
Qatar	1.02	0.98	4
South Africa	1.02	0.98	4
Bahamas	1.03	0.97	8
Bahrain	1.03	0.97	8
Botswana	1.03	0.97	8
Burkina Faso	1.03	0.97	8
Burundi	1.03	0.97	8
Cameroon	1.03	0.97	8
Cape Verde*	1.03	0.97	8
Côte d'Ivoire	1.03	0.97	8
Ethiopia	1.03	0.97	8
Gambia, The	1.03	0.97	8
Ghana	1.03	0.97	8
Lesotho	1.03	0.97	8
Madagascar	1.03	0.97	8
Mali	1.03	0.97	8
Mauritania	1.03	0.97	8
Namibia	1.03	0.97	8
Senegal	1.03	0.97	8
Tanzania	1.03	0.97	8
Trinidad and Tobago	1.03	0.97	8
Uganda	1.03	0.97	8
Zambia	1.03	0.97	8
Bangladesh	1.04	0.96	29
Belgium	1.04	0.96	29
Cambodia	1.04	0.96	29
Chad	1.04	0.96	29
Chile	1.04	0.96	29
Dominican Republic	1.04	0.96	29
Finland	1.04	0.96	29
Iceland	1.04	0.96	29
Nepal	1.04	0.96	29
Panama	1.04	0.96	29
Sri Lanka	1.04	0.96	29
Uruguay	1.04	0.96	29
Algeria	1.05	0.95	41
Argentina	1.05	0.95	41
Austria	1.05	0.95	41
Belize	1.05	0.95	41
Benin	1.05	0.95	41
Bolivia	1.05	0.95	41
Brazil	1.05	0.95	41
Brunei Darussalam	1.05	0.95	41
Costa Rica	1.05	0.95	41
Cyprus	1.05	0.95	41
Ecuador	1.05	0.95	41
Egypt	1.05	0.95	41
El Salvador	1.05	0.95	41
Fiji	1.05	0.95	41
France	1.05	0.95	41
Guatemala	1.05	0.95	41
Guyana	1.05	0.95	41
Honduras	1.05	0.95	41
Indonesia	1.05	0.95	41
Iran, Islamic Rep.	1.05	0.95	41
Israel	1.05	0.95	41
Jamaica	1.05	0.95	41
Kuwait	1.05	0.95	41
Latvia	1.05	0.95	41
Lebanon	1.05	0.95	41
Maldives	1.05	0.95	41
Mauritius	1.05	0.95	41
Mexico	1.05	0.95	41
Mongolia	1.05	0.95	41
Morocco	1.05	0.95	41
Netherlands	1.05	0.95	41
New Zealand	1.05	0.95	41
Nicaragua	1.05	0.95	41
Norway	1.05	0.95	41
Oman	1.05	0.95	41
Pakistan	1.05	0.95	41
Paraguay	1.05	0.95	41
Peru	1.05	0.95	41
Philippines	1.05	0.95	41
Saudi Arabia	1.05	0.95	41
Slovak Republic	1.05	0.95	41
Suriname	1.05	0.95	41
Switzerland	1.05	0.95	41
Tajikistan	1.05	0.95	41
Thailand	1.05	0.95	41
Timor-Leste*	1.05	0.95	41
Turkey	1.05	0.95	41
United Arab Emirates	1.05	0.95	41
United Kingdom	1.05	0.95	41
United States	1.05	0.95	41
Venezuela	1.05	0.95	41
Yemen	1.05	0.95	41
Australia	1.06	0.94	93
Bulgaria	1.06	0.94	93
Canada	1.06	0.94	93
Colombia	1.06	0.94	93
Croatia	1.06	0.94	93
Cuba	1.06	0.94	93
Czech Republic	1.06	0.94	93
Denmark	1.06	0.94	93
Estonia	1.06	0.94	93
Germany	1.06	0.94	93
Greece	1.06	0.94	93
Hungary	1.06	0.94	93
Ireland	1.06	0.94	93
Italy	1.06	0.94	93
Japan	1.06	0.94	93
Jordan	1.06	0.94	93
Lithuania	1.06	0.94	93
Malta	1.06	0.94	93
Moldova	1.06	0.94	93
Nigeria	1.06	0.94	93
Poland	1.06	0.94	93
Romania	1.06	0.94	93
Russian Federation	1.06	0.94	93
Serbia*	1.06	0.94	93
Spain	1.06	0.94	93
Sweden	1.06	0.94	93
Syria	1.06	0.94	93
Ukraine	1.06	0.94	93
Korea, Rep.	1.07	0.93	121
Kyrgyz Republic	1.07	0.93	121
Luxembourg	1.07	0.93	121
Malaysia	1.07	0.93	121
Portugal	1.07	0.93	121
Singapore	1.07	0.93	121
Slovenia	1.07	0.93	121
Macedonia, FYR	1.08	0.93	128
Albania	1.11	0.90	129
Georgia	1.11	0.90	129
Armenia	1.12	0.89	131
India	1.12	0.89	131
Vietnam	1.12	0.89	131
China	1.13	0.88	134
Azerbaijan	1.14	0.88	135

* New countries 2012

Appendix D: Rankings by Indicator, 2012 *(cont'd.)*

Table D11: Healthy life expectancy

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

* New countries 2012

Appendix D: Rankings by Indicator, 2012 *(cont'd.)*

Table D12: Women in parliment

Country	Female	Male	Female-to-male ratio	Rank
Cuba	45	55	0.82	1
Sweden	45	55	0.81	2
Finland	43	58	0.74	3
South Africa	42	58	0.73	4
Netherlands	41	59	0.69	5
Nicaragua	40	60	0.67	6
Iceland	40	60	0.66	7
Norway	40	60	0.66	8
Mozambique	39	61	0.64	9
Denmark	39	61	0.64	10
Costa Rica	39	61	0.63	11
Belgium	38	62	0.61	12
Argentina	37	63	0.60	13
Spain	36	64	0.56	14
Tanzania	36	64	0.56	14
Uganda	35	65	0.54	16
Nepal	33	67	0.50	17
Germany	33	67	0.49	18
Serbia*	32	68	0.48	19
Ecuador	32	68	0.48	20
Timor-Leste*	32	68	0.48	20
New Zealand	32	68	0.47	22
Slovenia	32	68	0.47	22
Algeria	32	68	0.46	24
Guyana	31	69	0.46	25
Macedonia, FYR	31	69	0.45	26
Burundi	31	70	0.44	27
Portugal	29	71	0.40	28
Trinidad and Tobago	29	71	0.40	29
Switzerland	29	72	0.40	30
Austria	28	72	0.39	31
Ethiopia	28	72	0.39	32
El Salvador	26	74	0.36	33
Mexico	26	74	0.36	33
Bolivia	25	75	0.34	35
Lesotho	25	75	0.33	36
Luxembourg	25	75	0.33	36
Australia	25	75	0.33	38
Canada	25	75	0.33	38
Namibia	24	76	0.32	40
Vietnam	24	76	0.32	40
Kazakhstan	24	76	0.32	42
Croatia	24	76	0.31	43
Poland	24	76	0.31	44
Singapore	24	77	0.31	45
Kyrgyz Republic	23	77	0.30	46
Latvia	23	77	0.30	47
Philippines	23	77	0.30	48
Senegal	23	77	0.29	49
Pakistan	23	78	0.29	50
Malawi	22	78	0.29	51
United Kingdom	22	78	0.29	51
Mauritania	22	78	0.28	53
Czech Republic	22	78	0.28	54
Italy	22	78	0.28	55
Peru	22	79	0.27	56
China	21	79	0.27	57
Bulgaria	21	79	0.26	58
Cape Verde*	21	79	0.26	58
Dominican Republic	21	79	0.26	58
Cambodia	20	80	0.25	61
Israel	20	80	0.25	62
Estonia	20	80	0.25	63
Moldova	20	80	0.25	63
Bangladesh	20	80	0.25	65
Honduras	20	81	0.24	66
Lithuania	19	81	0.24	67
Tajikistan	19	81	0.23	68
France	19	81	0.23	69
Mauritius	19	81	0.23	70
Greece	19	81	0.23	71
Indonesia	18	82	0.22	72
Madagascar	18	83	0.21	73
United Arab Emirates	18	83	0.21	73
Slovak Republic	17	83	0.21	75
Morocco	17	83	0.20	76
Venezuela	17	83	0.20	76
United States	17	83	0.20	78
Azerbaijan	16	84	0.19	79
Thailand	16	84	0.19	80
Albania	16	84	0.19	81
Korea, Rep.	16	84	0.19	81
Burkina Faso	15	85	0.18	83
Ireland	15	85	0.18	84
Chile	14	86	0.17	85
Turkey	14	86	0.17	85
Cameroon	14	86	0.16	87
Russian Federation	14	86	0.16	88
Guatemala	13	87	0.15	89
Bahamas	13	87	0.15	90
Chad	13	87	0.15	91
Jamaica	13	87	0.15	92
Paraguay	13	88	0.14	93
Colombia	12	88	0.14	94
Uruguay	12	88	0.14	94
Syria	12	88	0.14	96
Suriname	12	88	0.13	97
Zambia	12	89	0.13	98
Romania	11	89	0.13	99
Côte d'Ivoire	11	89	0.12	100
India	11	89	0.12	100
Japan	11	89	0.12	102
Jordan	11	89	0.12	102
Armenia	11	89	0.12	104
Cyprus	11	89	0.12	104
Malaysia	10	90	0.12	106
Mali	10	90	0.11	107
Bahrain	10	90	0.11	108
Barbados	10	90	0.11	108
Kenya	10	90	0.11	110
Hungary	9	91	0.10	111
Malta	9	91	0.10	112
Brazil	9	91	0.09	113
Panama	9	92	0.09	114
Benin	8	92	0.09	115
Ghana	8	92	0.09	116
Ukraine	8	92	0.09	117
Botswana	8	92	0.09	118
Gambia, The	8	93	0.08	119
Nigeria	7	93	0.07	120
Georgia	7	93	0.07	121
Maldives	7	94	0.07	122
Sri Lanka	6	94	0.06	123
Mongolia	4	96	0.04	124
Belize	3	97	0.03	125
Iran, Islamic Rep.	3	97	0.03	125
Lebanon	3	97	0.03	125
Egypt	2	98	0.02	128
Oman	1	99	0.01	129
Yemen	0	100	0.00	130
Kuwait	0	100	0.00	131
Qatar	0	100	0.00	131
Saudi Arabia	0	100	0.00	131
Brunei Darussalam	—	—	—	—
Fiji	—	—	—	—
Albania	—	—	—	—

* New countries 2012

Appendix D: Rankings by Indicator, 2012 *(cont'd.)*

Table D13: Women in ministerial positions

Country	Female	Male	Female-to-male ratio	Rank
Norway	53	47	1.11	1
Sweden	52	48	1.09	2
Finland	50	50	1.00	3
Iceland	50	50	1.00	3
Cape Verde*	47	53	0.89	5
Austria	46	54	0.86	6
Nicaragua	46	54	0.86	6
Bolivia	45	55	0.83	8
Switzerland	43	57	0.75	9
Belgium	42	58	0.71	10
Ecuador	40	60	0.67	11
South Africa	40	60	0.67	11
Denmark	39	61	0.64	13
Venezuela	39	61	0.63	14
Lesotho	37	63	0.58	15
Burundi	35	65	0.53	16
Colombia	33	67	0.50	17
Germany	33	67	0.50	17
Netherlands	33	67	0.50	17
Uganda	32	68	0.47	20
Gambia, The	31	69	0.45	21
Benin	31	69	0.44	22
Latvia	31	69	0.44	22
Spain	31	69	0.44	22
Guyana	29	71	0.42	25
Panama	29	71	0.42	25
Costa Rica	29	71	0.41	27
New Zealand	29	71	0.40	28
Nigeria	28	72	0.39	29
Mozambique	28	72	0.38	30
Tanzania	28	72	0.38	30
Cyprus	27	73	0.38	32
United States	27	73	0.38	32
Brazil	27	73	0.37	34
Canada	27	73	0.37	35
Luxembourg	27	73	0.36	36
Madagascar	26	74	0.36	37
Senegal	25	75	0.33	38
Timor-Leste*	23	77	0.30	39
Namibia	23	77	0.29	40
Cuba	23	77	0.29	41
Malta	22	78	0.29	42
Poland	22	78	0.29	42
Maldives	21	79	0.27	44
Malawi	21	79	0.27	45
Mexico	21	79	0.27	45
France	21	79	0.26	47
Australia	21	79	0.26	48
Jamaica	20	80	0.25	49
Croatia	19	81	0.24	50
Bulgaria	19	81	0.23	51
Ghana	18	82	0.23	52
Trinidad and Tobago	18	82	0.23	52
Chile	18	82	0.22	54
Philippines	18	82	0.22	54
Portugal	18	82	0.22	54
United Arab Emirates	18	82	0.22	54
Argentina	18	82	0.21	58
Honduras	18	82	0.21	58
United Kingdom	17	83	0.21	60
Italy	17	83	0.20	61
Peru	17	83	0.20	61
Romania	17	83	0.20	61
Georgia	16	84	0.19	64
Kazakhstan	16	84	0.19	64
Russian Federation	16	84	0.19	64
Kenya	15	85	0.18	67
Nepal	15	85	0.18	67
Serbia*	15	85	0.18	69
Bangladesh	14	86	0.17	70
Ireland	14	86	0.17	70
Lithuania	14	86	0.17	70
Slovak Republic	14	86	0.17	70
Cameroon	14	86	0.16	74
Côte d'Ivoire	14	86	0.16	75
Mali	14	86	0.16	76
Macedonia, FYR	14	86	0.16	77
Czech Republic	13	87	0.15	78
Dominican Republic	13	87	0.15	79
Korea, Rep.	13	88	0.14	80
Chad	12	88	0.14	81
Burkina Faso	12	88	0.14	82
Barbados	12	88	0.13	83
Japan	12	88	0.13	83
Zambia	12	88	0.13	83
Bahrain	12	88	0.13	86
China	12	88	0.13	86
Mauritania	12	88	0.13	86
Indonesia	11	89	0.13	89
El Salvador	11	89	0.13	90
Fiji	11	89	0.13	90
Suriname	11	89	0.13	90
Armenia	11	89	0.12	93
Kyrgyz Republic	11	89	0.12	93
Egypt	10	90	0.12	95
Israel	10	90	0.12	95
Hungary	10	90	0.11	97
Pakistan	10	90	0.11	97
Syria	10	90	0.11	97
India	10	90	0.11	100
Ethiopia	10	90	0.11	101
Iran, Islamic Rep.	9	91	0.10	102
Vietnam	9	91	0.10	102
Thailand	9	91	0.10	104
Estonia	8	92	0.09	105
Yemen	8	92	0.09	106
Mauritius	8	92	0.09	107
Slovenia	8	92	0.08	108
Mongolia	7	93	0.08	109
Paraguay	7	93	0.08	109
Uruguay	7	93	0.08	109
Oman	7	93	0.07	112
Albania	7	93	0.07	113
Jordan	7	93	0.07	113
Malaysia	6	94	0.07	115
Kuwait	6	94	0.07	116
Tajikistan	6	94	0.07	116
Greece	6	94	0.06	118
Moldova	6	94	0.06	118
Cambodia	5	95	0.05	120
Turkey	4	96	0.04	121
Morocco	3	97	0.03	122
Algeria	3	97	0.03	123
Azerbaijan	3	97	0.03	124
Bahamas	0	100	0.00	125
Belize	0	100	0.00	125
Brunei Darussalam	0	100	0.00	125
Guatemala	0	100	0.00	125
Lebanon	0	100	0.00	125
Qatar	0	100	0.00	125
Saudi Arabia	0	100	0.00	125
Singapore	0	100	0.00	125
Ukraine	0	100	0.00	125
Botswana	—	—	—	—
Sri Lanka	—	—	—	—

* New countries 2012

Appendix D: Rankings by Indicator, 2012 *(cont'd.)*

Table D14: Years with female head of state

Country	Female	Male	Female-to-male ratio	Rank
Ireland	21	29	0.71	1
Iceland	19	31	0.64	2
India	19	31	0.61	3
Bangladesh	19	31	0.59	4
Sri Lanka	16	34	0.49	5
Philippines	16	34	0.46	6
Finland	12	38	0.32	7
United Kingdom	12	38	0.30	8
New Zealand	11	39	0.28	9
Norway	10	40	0.25	10
Latvia	8	42	0.19	11
Germany	7	43	0.17	12
Nicaragua	7	43	0.16	13
Argentina	6	44	0.14	14
Mozambique	6	44	0.13	15
Barbados	6	44	0.12	16
Israel	5	45	0.11	17
Panama	5	45	0.11	18
Malta	5	45	0.11	19
Pakistan	5	45	0.10	20
Switzerland	4	46	0.10	21
Chile	4	46	0.09	22
China	4	46	0.08	23
Lithuania	3	47	0.07	24
Indonesia	3	47	0.07	25
Ukraine	3	47	0.06	26
Turkey	3	47	0.06	27
Croatia	2	48	0.05	28
Guyana	2	48	0.05	29
Costa Rica	2	48	0.04	30
Trinidad and Tobago	2	48	0.04	31
Australia	2	48	0.04	32
Jamaica	2	48	0.04	33
Slovak Republic	2	48	0.04	34
Senegal	2	48	0.03	35
Kyrgyz Republic	2	48	0.03	36
Brazil	1	49	0.03	37
Moldova	1	49	0.03	38
Poland	1	49	0.03	39
Mali	1	49	0.02	40
Korea, Rep.	1	49	0.02	41
Thailand	1	49	0.02	42
France	1	49	0.02	43
Peru	1	49	0.02	44
Denmark	1	49	0.02	45
Bolivia	1	49	0.01	46
Portugal	0	50	0.01	47
Canada	0	50	0.01	48
Georgia	0	50	0.01	49
Bulgaria	0	50	0.01	50
Burundi	0	50	0.01	50
Mauritius	0	50	0.01	52
Malawi	0	50	0.00	53
Macedonia, FYR	0	50	0.00	54
Mongolia	0	50	0.00	55
Austria	0	50	0.00	56
Ecuador	0	50	0.00	56
Albania	0	50	0.00	58
Algeria	0	50	0.00	58
Armenia	0	50	0.00	58
Azerbaijan	0	50	0.00	58
Bahamas	0	50	0.00	58
Bahrain	0	50	0.00	58
Belgium	0	50	0.00	58
Belize	0	50	0.00	58
Benin	0	50	0.00	58
Botswana	0	50	0.00	58
Brunei Darussalam	0	50	0.00	58
Burkina Faso	0	50	0.00	58
Cambodia	0	50	0.00	58
Cameroon	0	50	0.00	58
Cape Verde*	0	50	0.00	58
Chad	0	50	0.00	58
Colombia	0	50	0.00	58
Côte d'Ivoire	0	50	0.00	58
Cuba	0	50	0.00	58
Cyprus	0	50	0.00	58
Czech Republic	0	50	0.00	58
Dominican Republic	0	50	0.00	58
Egypt	0	50	0.00	58
El Salvador	0	50	0.00	58
Estonia	0	50	0.00	58
Ethiopia	0	50	0.00	58
Fiji	0	50	0.00	58
Gambia, The	0	50	0.00	58
Ghana	0	50	0.00	58
Greece	0	50	0.00	58
Guatemala	0	50	0.00	58
Honduras	0	50	0.00	58
Hungary	0	50	0.00	58
Iran, Islamic Rep.	0	50	0.00	58
Italy	0	50	0.00	58
Japan	0	50	0.00	58
Jordan	0	50	0.00	58
Kazakhstan	0	50	0.00	58
Kenya	0	50	0.00	58
Kuwait	0	50	0.00	58
Lebanon	0	50	0.00	58
Lesotho	0	50	0.00	58
Luxembourg	0	50	0.00	58
Madagascar	0	50	0.00	58
Malaysia	0	50	0.00	58
Maldives	0	50	0.00	58
Mauritania	0	50	0.00	58
Mexico	0	50	0.00	58
Morocco	0	50	0.00	58
Namibia	0	50	0.00	58
Nepal	0	50	0.00	58
Netherlands	0	50	0.00	58
Nigeria	0	50	0.00	58
Oman	0	50	0.00	58
Paraguay	0	50	0.00	58
Qatar	0	50	0.00	58
Romania	0	50	0.00	58
Russian Federation	0	50	0.00	58
Saudi Arabia	0	50	0.00	58
Serbia*	0	50	0.00	58
Singapore	0	50	0.00	58
Slovenia	0	50	0.00	58
South Africa	0	50	0.00	58
Spain	0	50	0.00	58
Suriname	0	50	0.00	58
Sweden	0	50	0.00	58
Syria	0	50	0.00	58
Tajikistan	0	50	0.00	58
Tanzania	0	50	0.00	58
Timor-Leste*	0	50	0.00	58
Uganda	0	50	0.00	58
United Arab Emirates	0	50	0.00	58
United States	0	50	0.00	58
Uruguay	0	50	0.00	58
Venezuela	0	50	0.00	58
Vietnam	0	50	0.00	58
Yemen	0	50	0.00	58
Zambia	0	50	0.00	58
Albania	—	—	—	—

* New countries 2012

Appendix E: Policy Frameworks for Gender Equality

National policy frameworks play a key role in influencing the magnitude and scope of gender gaps. Most countries around the world have instituted some form of national machinery to promote gender mainstreaming across various policy areas. Regional variations in the size and type of gender gaps correspond to different mechanisms established at country and regional level for addressing these specific gaps.

In order to complement the data presented in this *Report* and to build a more comprehensive picture of the policy environment, in 2011 the World Economic Forum conducted a survey of national policy frameworks relating to parental leave, availability of childcare, type of taxation and workplace equality. In light of the positive feedback received by the survey last year, the World Economic Forum has worked in close collaboration with various ministries around the world to expand the size of the current database for the 2012 edition of the *Global Gender Gap Report,* reaching a total of 74 surveyed nations.

The survey targeted ministries of women's affairs or ministries with similar portfolios (e.g. ministries of social development, ministries of family policies). It was carried out by expert officers within the ministries, who in many cases collaborated with other applicable ministries in the country (e.g. ministries of finance or of welfare) for questions that cut across the domain of responsibility of more than one ministry.

This year's edition of the survey replicates the 2011 version and includes approximately 30 questions. Those questions in the 2011 survey that had not received a critical mass of replies from respondents and that were consequently not considered in the 2011 edition of the Appendix were removed from this year's survey.

Four relevant themes are covered by the survey: family leave, childcare assistance, taxation system and equality and work. Work-family policies normally cut across these four areas of intervention, with important effects on both women (e.g. participation rates, wages) and employers (e.g. productivity).

- **Family leave**: Maternity, paternity and parental leave—or any other type of additional shared leave—are closely associated with women's economic participation in many parts of the world and are thus an important element of policies aimed at a more efficient use of a country's human capital pool.[1]

- **Childcare assistance**: Childcare is an important factor in allowing women to reconcile professional and family obligations because women tend to bear the majority of the caregiving responsibilities in the majority of countries. For example, a well-established daycare system can be a long-term investment that supports women in employment, thereby improving the efficiency of labour markets. In some parts of the developed world, research has shown that daycare assistance may even impact fertility rates.[2]

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

- **Equality and work**: Legislative structures may help prevent gender-based discrimination in society and create an ecosystem of support for women through, among other policies, obligatory and voluntary quotas in public and private entities, targeted subsidies to female businesses and supervisory bodies monitoring the implementation of national policies.

The full set of survey questions is displayed in Box 1. Given the substantial differences of national policy systems around the world, the survey was designed to present both quantitative and qualitative data. The survey's goal was solely to provide country-level information on national policies with possible gender implications; by no means it aims to benchmark countries on policy-making criteria.

In addition to the 59 countries already incorporated in the World Economic Forum database last year, this edition of the *Global Gender Gap Report* sees the inclusion of 15 additional countries, for a total of 74 countries covered: Albania, Armenia, Australia, Austria, Azerbaijan, Bahamas, Barbados, Belgium, Botswana, Brazil, Brunei Darussalam, Bulgaria, Canada, Chile, Colombia, Costa Rica, Croatia, Cyprus, Czech Republic, Denmark, Dominican Republic, Estonia, Ethiopia, Finland, Germany, Ghana, Greece, Iceland, Ireland, Israel, Jamaica, Japan, Korea, Rep., Kuwait, Latvia, Lebanon, Lesotho, Liberia, Lithuania, Luxembourg, Macedonia FYR, Madagascar, Malaysia, Mali, Malta, Mauritius, Mexico, Moldova, Namibia, Netherlands, New Zealand, Nigeria, Norway, Oman, Paraguay, Peru, Philippines, Portugal, Romania, the Russian Federation, Singapore, the Slovak Republic, Slovenia, Spain, Suriname, Sweden, Switzerland, Turkey, Uganda, the United

This appendix was written by Saadia Zahidi and Silvia Magnoni, World Economic Forum.

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

Box 1: Survey Questions

CONTACT INFORMATION

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

FAMILY LEAVE

- **During the first year after a child's birth:**[1]
  - Does your country provide mandatory maternity leave and how long is it? (Mothers only: Leave from work that a woman is entitled to take before, at and after the time that she gives birth)
  - Does your country provide paternity maternity leave and how long is it? (Fathers only: Leave from work that a man is entitled to take after the birth of a child or within a short period thereafter, simultaneously with the mother's leave)
  - Does your country provide any remaining leave (i.e. parental leave) that can be used by either parent to take care of an infant, and how long is it?
- **What is on average the percentage of wage paid during:**
  - Maternity leave? *Please explain if the payment varies according to specific variables (i.e. length of the period of leave, collective agreements, ceilings).*
  - Paternity leave? *Please explain if the payment varies according to specific variables (i.e. length of the period of leave, collective agreements, ceilings).*
  - Any other additional shared leave *(i.e. parental leave, home-care leave, family leave)?*Is it paid or unpaid? *Please explain if there are differences between the mother and the father's pay percentage.*
- Who is the provider (social security and/or employer, other) of the wage/benefits disbursed under maternity and/or paternity and/or shared leave coverage?
- Are all organizations and/or sectors in your country subjected to these policies (i.e. private sector, public sector, self-employed parents)?
- If not, please specify which organizations and/or sectors are not impacted by these policies and/or present specific exceptions.
- When were maternity leave and paternity leave[2] rights introduced in your country?

CHILDCARE ASSISTANCE

- **Which of these seven options does your country offer?**
  - Public daycare assistance with allowance or subvention
  - Public daycare assistance without allowance or subvention
  - Private daycare assistance with allowance
  - Private daycare assistance without allowance
  - Homecare assistance[3] with allowance
  - Homecare assistance without allowance
  - Informal family assistance[4] with no allowance. Which category of assisting family members is contributing to the majority of day care duties?

TAXATION SYSTEM

- Please indicate the type of tax system available at the national level: individual, income-splitting,[5] joint filing or other tax system.
- Does your government provide any childcare deductions or child-related allowances to couples with children?
- If so, are childcare deductions or any other child-related allowances allocated to the mother, to the father or to both?

(Continued on next page)

Arab Emirates, the United Kingdom, the United States, Uruguay and Vietnam. The survey collection process was implemented over a three-month period whereby the World Economic Forum worked in close collaboration with relevant ministries for the compilation of data. When surveys were partially completed and when appropriate supplemental information was available through other sources, internal research was carried out to complete the database.

For this edition of the *Global Gender Gap Report,* an additional regional feature has been integrated in the elaboration of data. Country responses are presented following a regional breakdown, when applicable, to provide readers with a clear overview of trends, preferences and potential patterns across six regions in the world. In the backdrop of the profound socio-economic and political transformations that many regions have experienced in the past years, the regional focus hereby portrayed presents a snapshot of the region-by-region status quo of legislative frameworks for gender equality and intends to serve as a tool for further analysis and understanding of regional developments and challenges.

Figure E1 displays the accumulated length of time available in the form of leave to the mother, to the father or to either parent. The listing of countries is arranged by six world regions. In order to create this chart we have interpreted some of the data in order to harmonize and compare within countries. However, comparisons should not be made across countries as data are not strictly comparable across countries. All leave available to one specific parent are grouped under one category, independently of the nature of such leave (e.g. only

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

Box 1: Survey Questions *(cont'd.)*

EQUALITY AND WORK

- **Reply to each of the following questions, indicating, when applicable, the relevant constitutional articles or legislative provisions:**
  - Does your country have any legislation which prohibits discrimination on grounds of gender?
  - Does your country have any legislation which stipulates specific gender-neutral practices at the workplace (e.g. equal pay for the same work, equal opportunities for recruitment, training, career advancement)? Does it apply to both the private and public sector?
  - Does your country have any legislation which ensures a minimum mandatory percentage of both genders on corporate boards? If relevant, indicate the mandatory percentage.
  - Does your country have any legislation which ensures a minimum mandatory percentage of both genders in parliament/other political assemblies at national, regional and local level? If relevant, indicate the mandatory percentage.
  - Does your country have an authority specifically deemed to monitor the implementation of the above-mentioned legislation and/or institute legal proceedings for claims and possible compensation? If relevant, indicate the name of the authority.
  - Does your country have any gender-equality labels available at the national level? If relevant, indicate the type of label.
  - Does your country provide allowances such as tax-free allowances or any sort of subventions to female entrepreneurs? If relevant, indicate the type(s) of allowances/subventions and the number of women entrepreneurs who have benefited from these allowances in 2011 (or any other year, for which statistics are available).

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

NOTES

1 If your country has a mandatory offer going beyond the first year after a child's birth, please explain further.

2 The question refers to the year of introduction of maternity and paternity leave legislation in your country, not to the overall (and usually antecedent) introduction of maternity and paternity rights.

3 One parent stays home. The other parent is working.

4 Daycare provided by members of the family. Both parents are working.

5 Income-splitting is a form of family taxation, where income can be transferred to family members with more favourable tax brackets (with limits defined by attribution rules).

maternity leave and parental leave available to the mother have been grouped in the same category). Child sick leave, breastfeeding leave, annual leave, vacation leave and other leave of a similar nature are not accounted for in the figure. Both paid and unpaid leave were taken into account. The calculations include ordinary leave only; special cases (e.g. adoption, difficult pregnancy, more than one child) are not considered. When data are provided in days and no specific indication is given by respondents (calendar days vs. working days), we assume that numbers refer to working days. When a country presents different figures for the same leave in the public and in the private sector, the sector with the highest figure is taken into account. In the case of federated states, only federally mandated provisions are included in the computation. Countries without federally mandated legislation for maternity/paternity/parental leaves are thus not considered (e.g. the United States). When the application of these criteria did not allow for clear interpretation, countries were excluded (e.g. Moldova).

Table E1 displays the complete set of responses obtained in relation to family leave, clustered by region.

Figures E2 through E8 show the prevalence of different types of childcare systems among the 74 countries covered in the survey. A region-by-region breakdown is also provided.

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

Table E3 and **Figures E9 through E15** display the results on all equality- and work-related questions in the survey. For Table E3, regional groupings are reported.

NOTES

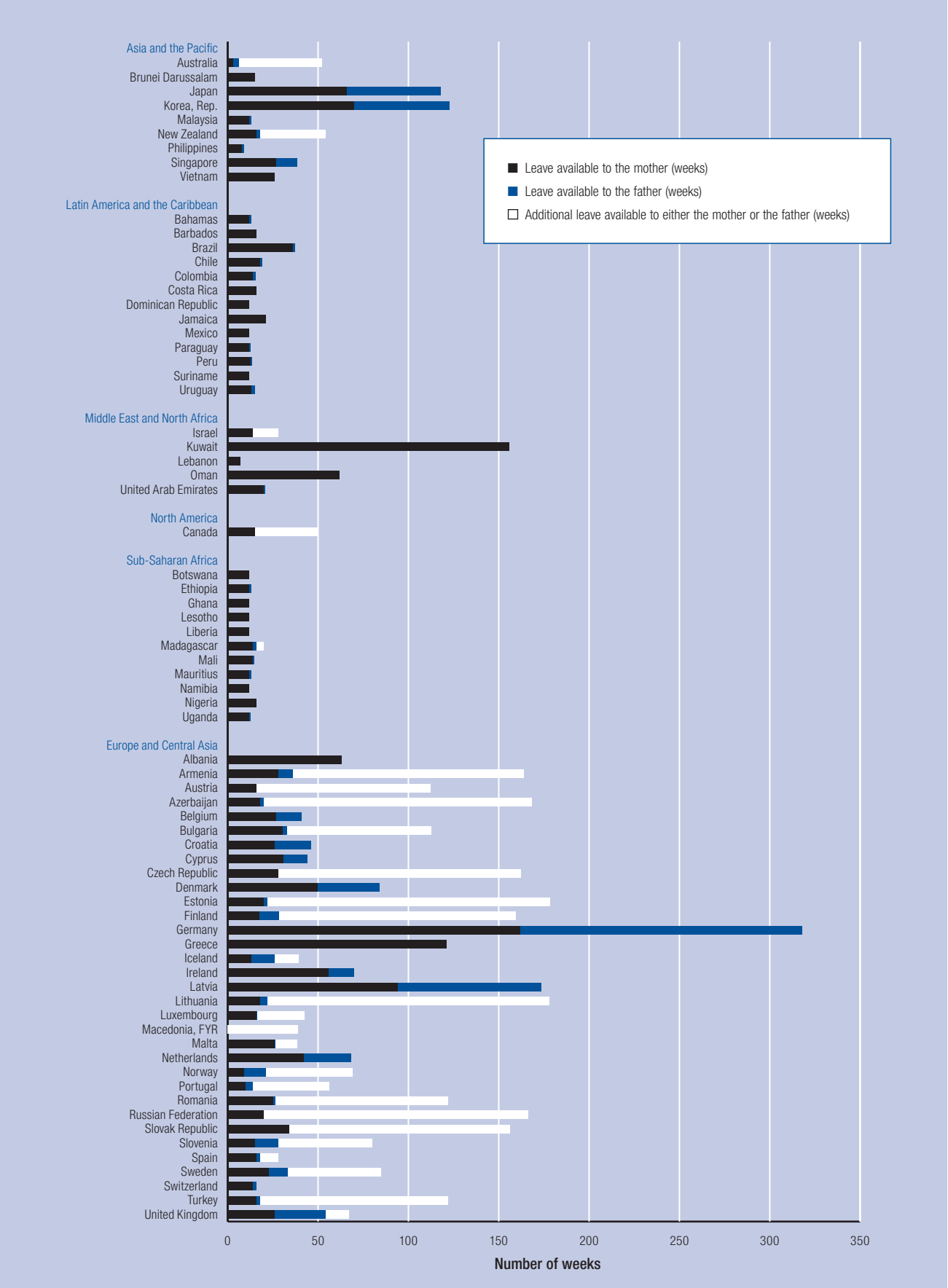
1 World Economic Forum, *The Global Gender Gap Report 2011,* http://www.weforum.org/reports/global-gender-gap-report-2011.

2 OECD (2011), *Doing Better for Families,* www.oecd.org/social/family/doingbetter.

3 For more information on the taxation and gender equality nexus, please see OECD, Gender and Taxation: Why care about Taxation and Gender Equality?, http://www.oecd.org/dataoecd/47/39/44896295.pdf. .

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

Figure E1: Length of accumulated leave available to parents, by region



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

Table E1: Maternity, paternity and additional shared leaves by region

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
ASIA AND THE PACIFIC			
Australia	52 weeks, 18 weeks at national minimum wage.	Industrial instrument entitlement for paid maternity leave: 100% of pre birth earnings. Parental Leave Pay: National Minimum Wage.	3 weeks, concurrent to mother's leave.
Brunei Darussalam	15 weeks or 105 days of leave that must be taken two weeks before the expected delivery date.	100	No.
Japan	Up to 6 weeks before birth, 8 weeks after birth.	Minimum 2/3 of working salary (approximately 66%).	No. However, spousal maternity leave available at corporate level 50 (minimum).
Korea, Rep.	90-day maternity leave before and after birth. The postpartum period shall account for more than 45 days of the entire period of maternity leave.	100, up to a ceiling.	3 days.
Malaysia	Public sector: 8 weeks up to 12 weeks, private sector: 8 weeks.	100	Public sector: 1 week, private sector: none.
New Zealand	14 weeks, 10 days unpaid special leave during pregnancy.	100, up to a ceiling.	2 weeks; eligible male employees may also qualify for 14 weeks paid parental leave.
Philippines	8 weeks.	Private sector: 100%, public sector: 100% (2 or more years of service) or 50% (1 to 2 years of service).	1 week after legitimate wife's childbirth.
Singapore	12 to 16 weeks depending on the employee's social security coverage. The last 4 to 8 weeks can be taken flexibly over a 12-month period from the child's birth.	Statutory maternity leave of 12 weeks: 100% for the first 8 weeks, voluntary payment from the employer for the last 4 weeks. Third child and above: for all 12 weeks the maternity payment from the employer is voluntary. Government-Paid Maternity Leave of 16 weeks: 100% for the first 8 weeks (paid by the employer), 100% -capped at a specific amount per 4 weeks- for the remaining 8 weeks (paid by the Government). Third child and above: 100% -capped at a specific amount per 4 weeks- for all 16 weeks (paid by the Government).	No statutory entitlement; 3 days for public sector fathers on birth of the first 4 children.
Vietnam	4-6 months of paid maternity leave, depending on the nature of the work, to be taken before and after the time of giving birth. As of 1 May 2013, 6 months paid maternity leave.	100. Female workers are also entitled to an additional lump sum of 2 times the general minimum wage when giving birth.	No.

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

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

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

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
ASIA AND THE PACIFIC			
Australia	Industrial instrument entitlement for paid paternity leave: 100% of pre birth earnings.	Up to 52 weeks, unpaid, to be shared between the mother and the father. An employee is entitled to request up to an additional 12 months of unpaid parental leave, providing s/he has already taken (or intends to take) 12 months' unpaid parental leave.	100
Brunei Darussalam	—	No. However, both parents can take leaves to take care of their infant and a special leave is given to parents to take care of their sick children. Annual paid leave is available to both parents, with a duration ranging from a minimum of 22 days/year to a maximum of 42 days/year (civil servants).	Annual leave is paid without differences between mothers and fathers.
Japan	Minimum 50%.	Childcare leave: one year to each parent that can be taken simultaneously. If fathers take childcare leave within 8 weeks after birth, they can take childcare leave again.	Minimum 50%.
Korea, Rep.	Unpaid.	Parental leave: 1 year, until the child is 6. In case of a dual income couple, each parent is entitled to a 12-month parental leave before the child enters elementary school. They can opt for the divided use of parental leave once only.	40
Malaysia	100	Public sector: period of leave determined by the officer. Not more than 5 years for the entire service period.	Unpaid leave and half paid leave.
New Zealand	Unpaid.	52 weeks including 14-week paid parental leave, which may be taken by either partner or shared by both partners.	Parental leave is paid.
Philippines	100	1 week (solo parents); special leave privileges for government workers.	100
Singapore	100	Various leaves available according to security coverage: 6 days of unpaid infant care leave per year for each parent until the child turns 2 years old; 2 to 6 days of paid childcare leave per year for each parent, regardless of the number of children, until the child turns 7 years old. Public sector: for either parent, up to 5 days of paid childcare sick leave per year for each child below 12 years of age, capped at 15 days per year if the officer has 3 or more children.	Infant care leave: unpaid, childcare leave: 100%, with different conditions according to social security coverage.
Vietnam	—	Parents can take leave to take care of a sick infant: maximum 20 days if the child is under three years old; 15 working days if the child is between three years old and seven years old.	Paid.

(Cont'd.)

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

Table E1: Maternity, paternity and additional shared leaves by region

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
LATIN AMERICAN AND THE CARIBBEAN			
Bahamas	Minimum 12 weeks.	33 -1/3% of insurable wage payable by the National Insurance Board. 56 -2/3% of wages payable by the employer.	—
Barbados	12 weeks. In public service, it is practice for maternity leave to be granted for a period of up to 4 months.	—	—
Brazil	120 days of maternity leave. In 2008, a law was passed that allows the extension of the period to 180 days. A great part of the employers in the public sector and the larger corporations have adhered to this extension. Breastfeeding leave available until the baby is six months old: two half-hour periods during the work day.	100	5 days.
Chile	6 weeks before, 12 weeks after birth. Breastfeeding maternity leave is also available.	100, up to a ceiling.	5 working days.
Colombia	14 weeks, of which 2 weeks before birth. Breastfeeding maternity leave is also available.	100	8 days.
Costa Rica	4 weeks before, 12 weeks after birth.	100	—
Dominican Republic	6 weeks before and 6 weeks after birth.	100	—
Jamaica	Up to 8 weeks. Leave without pay for an additional period not exceeding 65 working days. In particular cases, a grant of unpaid leave can be authorized for periods in excess of 65 working days.	100	—
Mexico	6 weeks before and 6 weeks after birth.	100% (50% in case of leave extension).	Federal law does not provide paternity leave though some federal institutions have related provisions.
Paraguay	Minimum 12 weeks. Breastfeeding leaves are available (two half-hour breaks per day).	100	3 days.
Peru	90 calendar days, 45 days pre-partum and 45 days post-partum. The worker has the possibility of partially or fully deferring her pre-partum leave to accumulate these days for the post-partum period. Special provisions for multiple births and premature childbirth. Breastfeeding leaves are available.	100 (average of daily wages during the last 12 months of affiliation to the social security system).	4 consecutive working days between childbirth and date when mother/newborn are discharged from medical center.

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

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

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

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
LATIN AMERICAN AND THE CARIBBEAN			
Bahamas	—	Family leave, unpaid, for a period not exceeding one week/year. Mothers enjoy an additional leave (six weeks) in case of illness following the birth of the child.	Unpaid.
Barbados	—	—	—
Brazil	100	Public servants (both male and female) are entitled to License due to illness of a family member. The criteria and periods are set by the governing bodies of each federal level.	Paid.
Chile	100	Mothers and fathers share a paid leave in case of disease of a one-year old or younger child. Breastfeeding and child feeding leave could be used by the father in the case of the mother's death.	—
Colombia	100	—	—
Costa Rica	—	—	—
Dominican Republic	—	—	—
Jamaica	—	—	—
Mexico	100, where paternity leave is available.	No, but mothers and fathers have 6 working days/ semester for maternal/parental care.	—
Paraguay	100	—	—
Peru	100	—	—

(Cont'd.)

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

Table E1: Maternity, paternity and additional shared leaves by region

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Suriname	Public sector: 6 weeks before and 6 weeks after birth; private sector: no mandatory maternity leave. In general, maternity leave is stipulated in collective labor agreements, in which case employees are bound by the provisions in the agreement.	100	—
Uruguay	Private sector: 12 weeks; 6 before and 6 after birth. Public sector: 13 weeks; 1 week before and 12 weeks after birth (with the right of anticipating the leave up to 6 weeks before birth). Special conditions apply to select authorized workers and private sector's collective agreements.	Private sector: maternity leave pay takes into account the employee's seniority and the last six months' remunerations. It cannot be lower than the minimum wage and there are no stipulated maximums. Public sector: 100.	10 working days (public sector), 3 working days (private sector); 2 extra days for special collective agreements.
MIDDLE EAST AND NORTH AFRICA			
Israel	26 weeks (14 weeks paid) for women who have worked with the same employer/at the same place of employment for a period of at least 12 months; 14 weeks (7 weeks paid) for women who have worked for a shorter period. Mothers benefit for extended unpaid maternity leave.	100	Father can take part of maternity leave instead of mother, starting from 6 weeks (up to 14 weeks) after birth. If mother splits maternity leave during an extended period of hospitalization, father may take unpaid leave during that time.
Kuwait	Paid pre-delivery sickness leave of unspecified period, 8 weeks paid delivery leave, maternity leave for 16 weeks.	Full pay delivery leave for 8 weeks, full pay maternity leave for 4 weeks and half pay for 12 weeks.	—
Lebanon	7 weeks.	100	—
Oman	Private sector: 7 weeks, public sector: 50 days.	100	—
United Arab Emirates	Public sector: 60 days, private sector: 45 days.	Public sector: 100%. Private sector: 100% (1 year of service), 50% (<1 year of service).	Public sector only, 3 consecutive working days after birth.
NORTH AMERICA			
Canada	15 weeks.	55% (excluding Quebec).	5 weeks for biological fathers (Quebec only).
United States	No federal or state laws mandating maternity leave. However, the federal Family and Medical Leave Act (FMLA) provides for 12 weeks per year of unpaid leave. It is the right of the individual to choose to take FMLA. Some individual states may have laws that set forth broader protections for working mothers than are provided under the FMLA.	No paid leave to new parents. Any wages disbursed to a parent on such leave would be set by the mother's individual employer or a state having a paid leave law. Currently, only 6 states have laws providing paid family leave for employees. Payments are less than the employee's usual salary (e.g. CA: 55%; NJ: around 65%).	No federal or state laws directing or mandating paternity leave.

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

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

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

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
Suriname	—	—	—
Uruguay	100	Parental leave is not available. Paid childcare sick leaves are available under various conditions.	Paid childcare sick leaves.
MIDDLE EAST AND NORTH AFRICA			
Israel	100	No parental leave. Parents can take leave from their sick or vacation days if the child is sick.	Paid absence because of child sickness.
Kuwait	—	Mother's leave, minimum 6 months and maximum 3 years.	Unpaid.
Lebanon	—	—	—
Oman	—	After maternity leave, a working mother can take a leave for up to 1 year.	Unpaid.
United Arab Emirates	100, public sector only.	No shared leave, maximum 100-day leave (combined leaves) for mothers (public sector only).	Public sector only: 100% (annual leave, sick leave) and unpaid leave.
NORTH AMERICA			
Canada	—	35 weeks.	Biological Parents: fixed monthly benefit. Slightly higher parental benefits apply to adoptive parents.
United States	No national program; any wages disbursed to a parent on such leave would be set by the father's individual employer or a state having a paid leave law.	The federal Family and Medical Leave Act (FMLA) mandates that employers having at least 50 employees must provide eligible employees with up to 12 weeks per year of unpaid, job-protected leave to care for themselves or the employee's spouse, child, or parent who has a serious medical condition. When available, the leave duration changes from state to state.	—

(Cont'd.)

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

Table E1: Maternity, paternity and additional shared leaves by region

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
SUB-SAHARAN AFRICA			
Botswana	12 weeks.	Private sector: 50%, public sector: 100%.	—
Ethiopia	4 weeks before and 8 weeks after birth.	100	5 days after birth.
Ghana	12 weeks. Breastfeeding leaves are available (shorter working hours).	100	—
Lesotho	12 weeks.	100	—
Liberia	12 weeks, of which 1 month before, 2 months after birth.	100	No, but under consideration.
Madagascar	Public sector: 12 weeks, private sector: 14 consecutive weeks, of which 8 weeks after birth.	100	Public sector: 15 days from birth, private sector: 3 days from birth.
Mali	14 weeks: 6 weeks before, 8 weeks after birth.	100	3 days.
Mauritius	Generally 12 weeks.	100	Private sector: 5 continuous working days, public sector: normal casual leave plus up to 8 days leave from accumulated vacation.
Namibia	12 weeks; 4 weeks before and 8 weeks after birth.	100, up to a ceiling.	—
Nigeria	16 weeks.	100	—
Uganda	12 weeks.	100	4 days.
EUROPE AND CENTRAL ASIA			
Albania	5 weeks before, 6 weeks after birth. After 6 weeks of postnatal period, the woman might either work or benefit from social insurance scheme (about 52 weeks).	80% for the prenatal period and 150 days after birth; 50% for the remaining period. The maternity benefit for self-employed women is equal to the basic level of retirement pension.	—
Armenia	140 days (70 days of pregnancy and 70 days after birth).	Employed mothers who are on maternity leave receive monthly child care allowances, before the child reaches the age of 2.	—
Austria	16 weeks: 8 weeks before and 8 weeks after birth.	100	—

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

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

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

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
SUB-SAHARAN AFRICA			
Botswana	—	—	—
Ethiopia	Unpaid.	—	—
Ghana	—	—	—
Lesotho	—	2 hours for nursing per day for 6 months (mother only).	Both paid and unpaid.
Liberia	—	No, but there is provision for general annual leave of 1 month.	—
Madagascar	100	Paid leave: 4 weeks per calendar year of actual service.	—
Mali	—	—	—
Mauritius	100	No parental leave provided; however, either parent can take a leave without pay of 9 months.	Unpaid, if there is no more vacation leave left in an individual's bank.
Namibia	—	—	—
Nigeria	—	—	—
Uganda	100	Special leave of absence available.	Paid.
EUROPE AND CENTRAL ASIA			
Albania	—	The employee who has a child up to three years old has the right to paid leave (maximum 15 days/year when the child is sick), as well as to an additional unpaid leave (maximum 30 days/year). Leave is given to the spouse who effectively cares for the child; otherwise it's given to both of them.	—
Armenia	—	Additional leave is provided until the child reaches the age of 3. The leave is provided to the mother, the father, the stepmother, stepfather or to the legal guardian. The husband of the pregnant woman can take an extra non-paid leave, duration of which cannot surpass 2 months.	—
Austria	—	Parental leave. Employees - women and men - are entitled to parental leave until the second birthday of their child, when they are living with the child in the same household.	Childcare allowance: 80% of last income, up to a ceiling. Flat-rate childcare allowance is also provided.

(Cont'd.)

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

Table E1: Maternity, paternity and additional shared leaves by region

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Azerbaijan	10 weeks before, 8 weeks after birth.	100	14 days.
Belgium	Female employees: 15 weeks; at least 1 week before birth (plus 5 optional weeks), at least 9 weeks after birth (plus a maximum 5 optional weeks). Independent female workers: maximum 8 weeks.	Private sector: 82% for first month plus 75% thereafter up to a ceiling. Public sector: statutory civil servants 100%; contracted civil servants, as for private sector.	2 weeks within 4 months after child's birth; not mandatory and not applicable to independent male workers.
Bulgaria	58.6 weeks for pregnancy and childbirth, of which 45 weeks before birth. Breastfeeding maternity leave is also available.	90	15 days.
Croatia	14 weeks; 4 weeks before and 10 weeks after birth.	100	—
Cyprus	18 weeks; minimum 2 weeks and maximum 6 weeks before birth.	75	—
Czech Republic	28 weeks; 6 weeks before birth. Maternal leave cannot be shorter than 14 weeks and cannot be ended earlier than 6 weeks after the birth.	70	—
Denmark	18 weeks; 4 weeks before and 14 weeks after birth. 2 weeks are mandatory.	100% (or maternity leave benefit equivalent to the unemployment benefit rate).	2 weeks within the first 14 weeks after birth.
Estonia	20 weeks; 14 weeks can be taken before birth. Employees who go on pregnancy and maternity leave less than 30 days prior to their due date have their leave reduced by this amount.	100	2 weeks; can be used during the 2 months before or after birth.
Finland	105 working days.	Approximately 70% minimum allowance.	Up to 18 days after birth, taken in up to 4 separate periods; full month of additional paternity leave (daddy month) can be taken by fathers, between 13 and 36 working days (mothers not eligible for maternity or Parental Allowance during daddy month).

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

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

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

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
Azerbaijan	Unpaid.	Parental leave for both mothers and fathers until the child reaches the age of 3.	During the first period of parental leave (until the infant reaches the age of 1,5 years old): benefits equal to 2 equivalents of minimum salary; from the age of 1,5 years old until the age of 3 years old: benefits equal to 1 equivalents of minimum salary.
Belgium	100 for the first 3 days, 82 thereafter up to a ceiling.	Parental leave: 3 months of parental leave for each child from the child's birth until s/he is 12 years old. Valid for both parents. Employees that work full-time can take this parental leave on a part-time regime.	Fixed monthly payment.
Bulgaria	90	With the agreement of the mother, when the child is 6 months old insured fathers may use the leave for the rest of the 410 calendar days instead of the mother. For the time during which the father uses this leave, the leave of the mother is discontinued. An additional 6-month unpaid leave is granted for raising a child until completion of 8 years of age.	Cash compensation is provided for parental leave. An additional 6-month unpaid leave is granted for raising a child until completion of 8 years of age.
Croatia	—	Parental leave: 24 weeks for employed or self-employed parent after 6 months of age of the child or meeting other legal requirements. It can be used individually, simultaneously or alternately. If the father uses the right to parental leave for the duration of at least 12 weeks, parental leave is extended for 8 weeks.	80
Cyprus	—	Parental leave: 13 weeks each parent until the child reaches the age of 8. Fathers can use parental leave right after the birth of the child.	Unpaid social security benefits available.
Czech Republic	—	Parental leave for both parents until the child reaches age of 3.	Parental allowance varies according to the length of the period of leave. Care benefits: 60.
Denmark	100 (or paternity leave benefit equivalent to unemployment benefit rate).	32 weeks to each parent.	100% during 10-week parental leave.
Estonia	Paid on the basis of father's average wages, up to a ceiling.	Parental leave: 156,4 weeks until the child reaches the age of 3. One parent at a time.	Different types of parental benefits, including 100% benefit.
Finland	Approximately 70% minimum allowance.	Parental leave can be shared between parents, but both cannot be on parental leave at the same time (with exceptions). Up to 2 separate periods of minimum 12 working days each parent. Parental Allowance covers 158 working days. After parental allowance/extended paternity allowance, parents can take childcare leave with full employment security until the child reaches age 3. Minimum length: 1 month.	Approximately 70%; minimum allowance.

(Cont'd.)

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

Table E1: Maternity, paternity and additional shared leaves by region

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Germany	6 weeks before and 8 weeks after birth. 2 weeks mandatory.	100	—
Greece	17 weeks; 8 weeks before and 9 weeks after birth.	Public sector: 100; private sector: the employer's obligation to pay remuneration during the maternity leave is limited to the payment of remuneration corresponding to 15 days of work (first year service), 1 month work (after first year of service).	Father is entitled to maternity leave if not used by mother.
Iceland	2 weeks, mandatory plus additional 11 weeks.	80, up to a ceiling.	13 weeks.
Ireland	26 weeks paid; up to 16 weeks unpaid.	100% for public sector and certain private sectors.	—
Latvia	112 calendar days: 2 weeks before and 2 weeks after birth mandatory.	80, up to a ceiling.	10 calendar days.
Lithuania	18 weeks; 70 calendar days before, 56 calendar days after birth.	100	4 weeks, from birth until child is 1 month old.
Luxembourg	8 weeks before, 8 weeks after birth.	100	2 days.
Macedonia, FYR	9 months after birth.	100	9 months (if mother does not use leave for birth and parenthood, father or adoptive parent is entitled to leave).
Malta	14 weeks.	100	1-2 days (varies by sector).
Republic of Moldova	70 calendar days before, 56 calendar days after birth.	100	—
Netherlands	16 weeks (10 weeks mandatory); 4 to 6 weeks before, 10 to 12 weeks after birth.	100, up to a ceiling. Self-employees: loss of earnings; maximum: legal minimum wage.	2 days within 4 weeks after birth.
Norway	3 weeks before, 6 weeks after birth.	100	12 weeks after birth for babies born after 1 July 2011 (father's quota).
Portugal	30 days before and 6 weeks after birth.	100	Compulsory period of 10 working days after birth; 5 consecutive days must be taken immediately after birth and 5 days within 30 days of birth; 10 additional working days may be added.
Romania	126 days; at least 42 days mandatory after delivery (confinement).	85% monthly wages in the last 6 months of the 12 months of contribution period, to the limit of 12 gross minimal monthly wages.	5 working days; up to 15 working days in special cases.

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

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

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

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
Germany	—	Parental leave for both father and mother for a period of 3 years each.	Unpaid. Financial support in the form of parental allowance for a period of 14 months: 67%.
Greece	Paid leave, amount depending on earnings.	Private sector: insured mothers entitled to a special 24-week leave after maternity leave. Public sector: 104-week unpaid leave to mothers at any time before the child completes 6 years of age.	a) Leave to bring up one's child: unpaid, b) Leave to take care of one's child: paid, c) Special provision for the protection of maternity (to which only the mother is entitled), 6 months: minimum wage (social subsidy).
Iceland	Approximately 80, up to a ceiling.	14 weeks.	Unpaid.
Ireland	—	Parental Leave: 14 weeks for both mother and father, to be taken before the child is 8 years.	Parental Leave unpaid.
Latvia	80, up to a ceiling.	Parental leave: 1 year and 1/2 for each parent up to the day the child reaches the age of eight years.	70
Lithuania	100	Granted parental leave until the child reaches age 3.	100% (70%; 40%). Varies according to the chosen duration of the allowance.
Luxembourg	100	Parental leave: 6-month full-time leave or 12-month part-time leave. Family leave and sick leave available.	—
Macedonia, FYR	100	9-month leave allows either the mother or the father to be the beneficiary during the parenthood period.	100
Malta	100	3 months for both parents.	Unpaid.
Republic of Moldova	—	Partially paid parental leave for child care until the child reaches the age of 3; additional unpaid leave to care for children aged 3 to 6 years (mothers, fathers and other caregivers in the family).	30% (until the child reaches 3); unpaid (child aged 3-6).
Netherlands	100, no ceiling.	Parental leave: 26 weeks per parent per child, non-transferable. Emergency and care leaves available.	Parental leave: no statutory payment (dependent on collective agreements).
Norway	100	26 weeks or 36 weeks (depending on the received payment). Can be extended to 47/57 weeks.	Parental leave: 26 weeks with 100% pay or 36 weeks with 80% pay. Up to one year unpaid leave for each child.
Portugal	100	Initial Parental Leave granted to employed mother and father, to be shared. Maximum 120-150 consecutive days, by the parents' joint decision. Extended Parental Leave granted to one or to both parents alternately, maximum 3 months.	Initial Parental Leave: 120 days = 100%; 150 days = 80% (mother only). If the father benefits for initial parental leave as well, the payment increases to 100% and 83%, respectively. Extended Parental Leave: 25%.
Romania	100	Childcare leaves available for either parent until child reaches age 1, 2 or 3 (for special cases).	75%, with specific conditions for maximum and minimum amounts.

(Cont'd.)

Table E1: Maternity, paternity and additional shared leaves by region

Country	Length of maternity leave	Maternity leave benefits (% of wages paid)	Length of paternity leave
Russian Federation	70 calendar days before, 70 calendar days after birth.	100, up to a ceiling.	—
Slovak Republic	34 weeks.	60	—
Slovenia	15 weeks.	100; no lower than 55% of minimum wage in Slovenia.	90 days; 15 days paid, 75 days unpaid.
Spain	16 weeks.	100	2 weeks.
Sweden	2 weeks mandatory leave that can be used before or after confinement. A mother has an optional right to 7-week maternity leave before birth and 7 weeks after birth.	Parental benefit: 80%, up to a ceiling, for the first 390 days. Fixed daily compensation for the remaining 90 days.	10 optional nursing days can be used within 2 months from birth.
Switzerland	Minimum 14 weeks after birth.	80, up to a ceiling.	No statutory paternity leave.
Turkey	16 weeks: 8 weeks before and 8 weeks after birth. The unused leave prior to birth can be added to the postnatal leave period. Breastfeeding leaves available.	100	Public sector only: 10 days.
United Kingdom	2 weeks mandatory after birth. Statutory Maternity Leave is available for 52 weeks.	Statutory Maternity Pay (SMP) paid for up to 39 weeks. 90% for the first 6 weeks followed by the lesser of that 90% rate or a flat rate payment for up to 33 weeks. Maternity Allowance is paid to working women who do not qualify for SMP, up to 39 weeks; 90% (with ceiling).	2 weeks within the first 8 weeks after birth; up to 26 weeks of additional paternity leave if mother returns to work before the end of her 52-week maternity leave period.

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

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

Country	Paternity leave benefits (% of wages paid)	Additional shared leave (i.e., parental leave)	Additional shared leave benefits (% of wages paid)
Russian Federation	—	Childcare leave available to both mother and father until the child turns 3 years of age.	Child care: 40%.
Slovak Republic	—	Parental leave up to the age of 3.	Monthly Parental Allowance.
Slovenia	100 with a minimum value and a ceiling.	260 days.	Paid parental leave 100%.
Spain	100	10 weeks.	—
Sweden	80, up to a ceiling.	The mother and father are both entitled to 240 optional days of parental benefit (in total, 480 calendar days), of which 60 are reserved to each parent, while the other days can be transferred to the other parent. Other childcare leaves available.	80, up to a ceiling. Collective agreements often provide supplementary pay, raising the payment percentage to 90%.
Switzerland	—	Leave for taking care of a sick child: maximum 3 days.	—
Turkey	—	24 months.	Unpaid.
United Kingdom	90 capped at a flat rate for 2 weeks.	Parental Leave 13 weeks until the child's 5th birthday. Additional Paternity Leave enables the father to take any remaining leave available to the mother after the 20th week of maternity leave as long as she has returned to the workplace.	Additional Paternity Leave: 90% capped at a flat rate.

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

Figure E2: Childcare options, global overview (percentage of respondents)

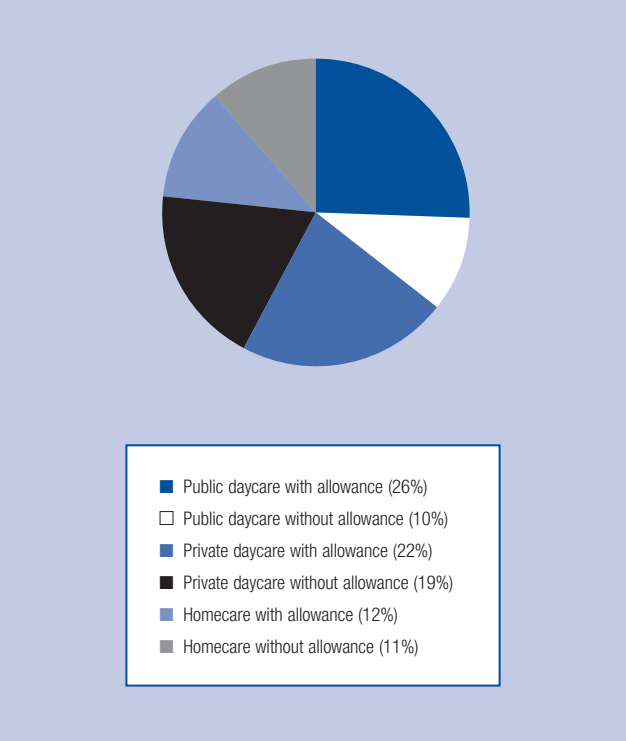
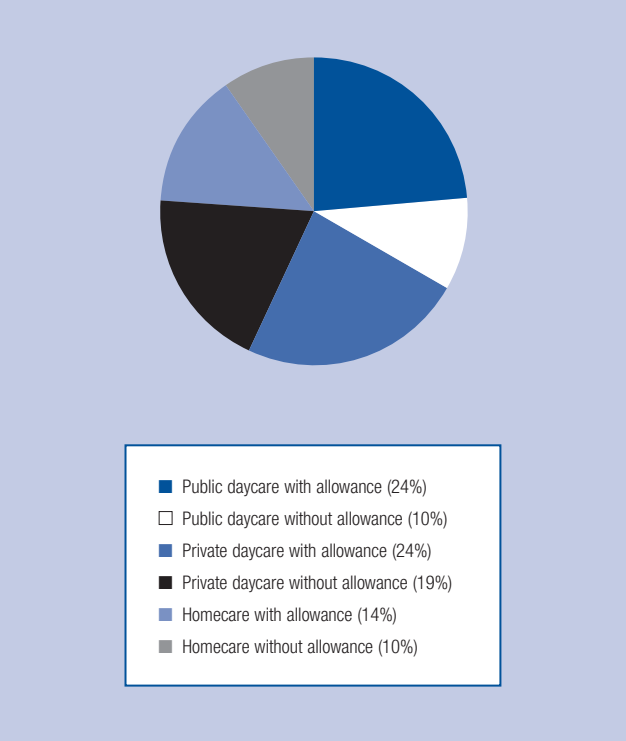


Figure E3: Childcare options, Asia and the Pacific (percentage of respondents)



Notes: Homecare assistance is where one parent stays at home and the other parent is working. Though there are no substantial differences between the 2012 and the 2011 data, one evident difference is in the provision of private daycare assistance services without allowance (19% in 2012, compared to 15% in 2011), which is mainly due to the specific composition of the sample of countries (15 new countries were added as part of the 2012 survey process).

Figure E4: Childcare options, Latin America and the Caribbean (percentage of respondents)

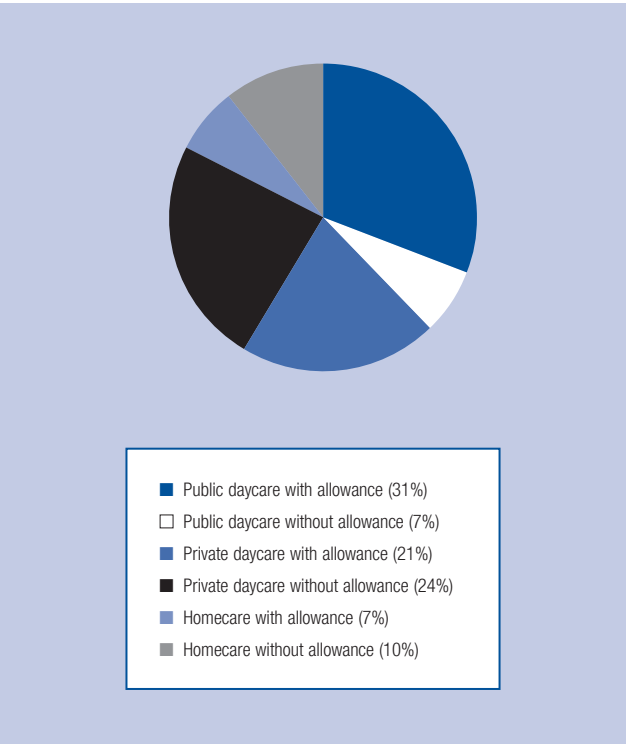
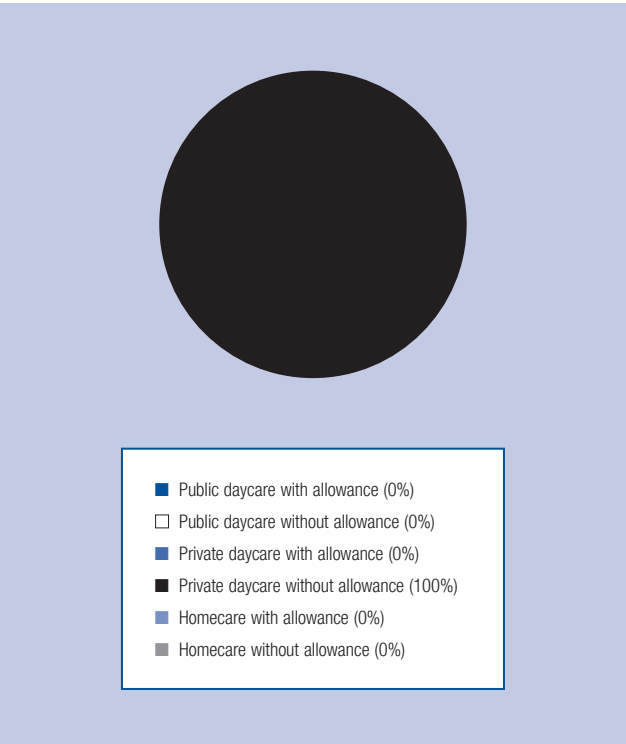


Figure E5: Childcare options, Middle East and North Africa (percentage of respondents)



Note: Five countries responded to this question.

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

Figure E6: Childcare options, North America (percentage of respondents)

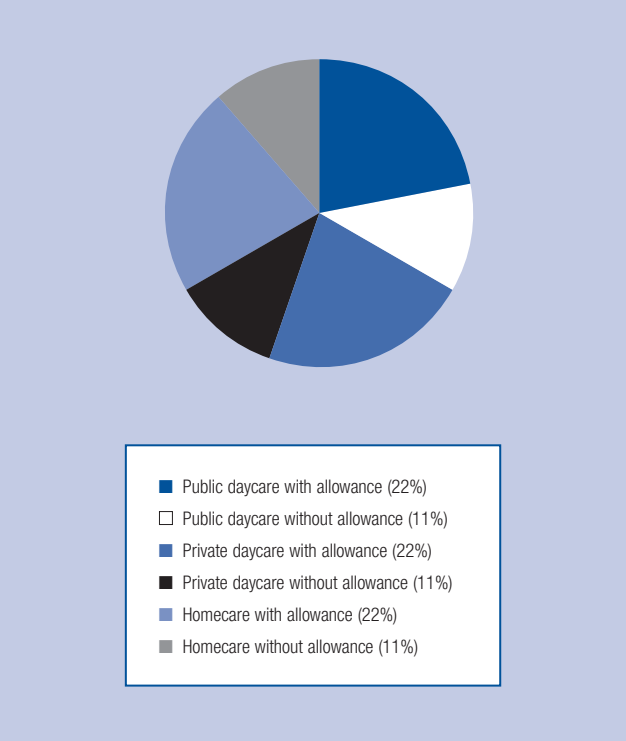


Figure E7: Childcare options, Sub-Saharan Africa (percentage of respondents)

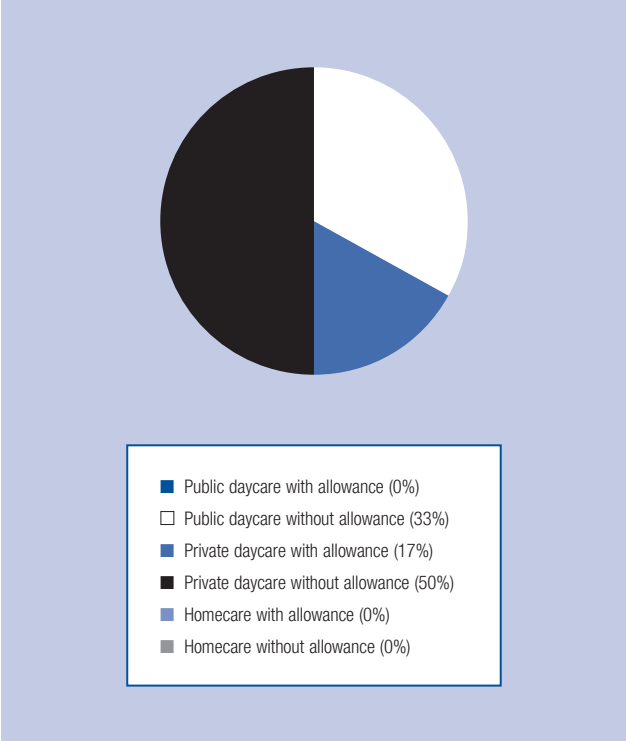
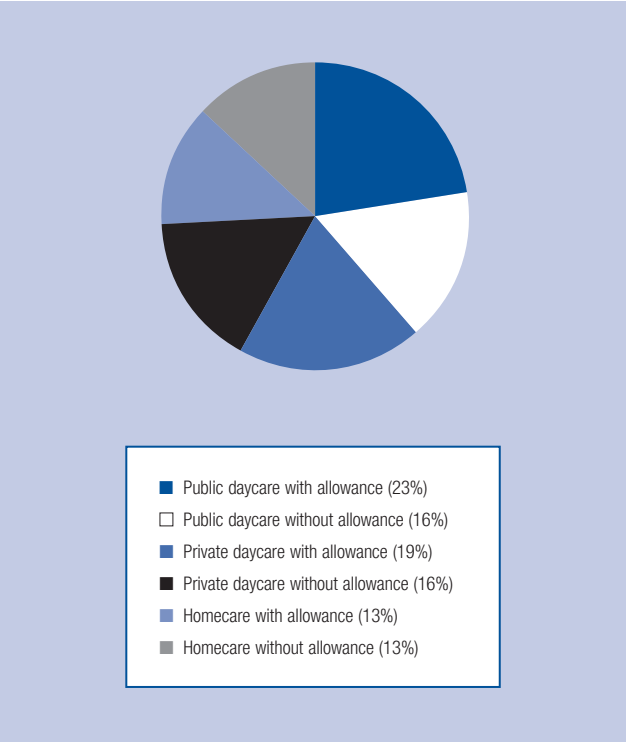


Figure E8: Childcare options, Europe and Central Asia (percentage of respondents)



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

Table E2: Taxation systems by region

ASIA AND THE PACIFIC

Country	Individual	Income-splitting	Joint filing
Australia	■		
Brunei Darussalam			
Japan	■		
Korea, Rep.	■		
Malaysia	■	■	
New Zealand	■		
Philippines	■		■
Singapore	■		
Vietnam	■		

LATIN AMERICA AND THE CARIBBEAN

Country	Individual	Income-splitting	Joint filing
Bahamas			
Barbados	■		
Brazil	■		■
Chile	■		
Colombia	■		
Costa Rica	■		■
Dominican Republic	■		
Jamaica	■		
Mexico	■		
Paraguay	■		
Peru	■	■	
Suriname	■		
Uruguay	■		■

MIDDLE EAST AND NORTH AFRICA

Country	Individual	Income-splitting	Joint filing
Israel	■		
Kuwait			
Lebanon	■		
Oman			
United Arab Emirates			

NORTH AMERICA

Country	Individual	Income-splitting	Joint filing
Canada	■		
United States	■		■

SUB-SAHARAN AFRICA

Country	Individual	Income-splitting	Joint filing
Botswana	■	■	
Ethiopia	■	■	
Ghana	■		
Lesotho	■		
Liberia	■		
Madagascar			
Mali			
Mauritius	■		■
Namibia			
Nigeria			
Uganda	■		

EUROPE AND CENTRAL ASIA

Country	Individual	Income-splitting	Joint filing
Albania			
Armenia			
Austria	■		
Azerbaijan	■	■	
Belgium			■
Bulgaria	■		
Croatia	■		
Cyprus	■		
Czech Republic	■		
Denmark	■	■	
Estonia	■		■
Finland			
Germany	■	■	
Greece	■	■	
Iceland	■		■
Ireland	■		
Latvia	■		
Lithuania	■		
Luxembourg			
Macedonia, FYR	■		
Malta	■		■
Moldova	■		
Netherlands	■		
Norway	■		
Portugal	■		■
Romania			
Russian Federation	■		
Slovak Republic	■		
Slovenia	■		
Spain	■		■
Sweden	■		
Switzerland	■		■
Turkey			
United Kingdom	■		

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

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

Table E3: Legislative support by region

ASIA AND THE PACIFIC

Country	Legislation prohibiting gender-based discrimination	Legislation imposing gender-neutral practices in the workplace	Legislation for mandatory % of both genders on corporate boards	Legislation for mandatory % of both genders in political assemblies	Monitoring authority	Gender-equality labels*	Allowances/ subventions to female entrepreneurs
Australia	■	■			■	■	■
Brunei Darussalam							■
Japan		■			■	■	
Korea, Rep.	■	■		■	■	■	■
Malaysia	■		■				■
New Zealand	■	■			■		
Philippines	■	■		■	■		
Singapore	■	■	■		■		
Vietnam	■	■		■	■	■	■

LATIN AMERICA AND THE CARIBBEAN

Country	Legislation prohibiting gender-based discrimination	Legislation imposing gender-neutral practices in the workplace	Legislation for mandatory % of both genders on corporate boards	Legislation for mandatory % of both genders in political assemblies	Monitoring authority	Gender-equality labels*	Allowances/ subventions to female entrepreneurs
Bahamas	■	■					
Barbados	■						
Brazil	■	■		■	■		
Chile	■	■			■	■	
Colombia	■	■	■	■	■	■	■
Costa Rica	■	■		■	■	■	■
Dominican Republic	■			■	■	■	■
Jamaica	■	■					
Mexico	■	■		■	■	■	
Paraguay	■	■		■	■		
Peru	■	■		■	■		
Suriname	■	■					■
Uruguay	■	■		■	■	■	■

MIDDLE EAST AND NORTH AFRICA

Country	Legislation prohibiting gender-based discrimination	Legislation imposing gender-neutral practices in the workplace	Legislation for mandatory % of both genders on corporate boards	Legislation for mandatory % of both genders in political assemblies	Monitoring authority	Gender-equality labels*	Allowances/ subventions to female entrepreneurs
Israel	■	■	■		■		
Kuwait	■	■			■		■
Lebanon	■	■					
Oman	■	■					■
United Arab Emirates	■	■					

NORTH AMERICA

Country	Legislation prohibiting gender-based discrimination	Legislation imposing gender-neutral practices in the workplace	Legislation for mandatory % of both genders on corporate boards	Legislation for mandatory % of both genders in political assemblies	Monitoring authority	Gender-equality labels*	Allowances/ subventions to female entrepreneurs
Canada	■	■			■		
United States	■	■			■		■

(Cont'd.)

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

Table E3: Legislative support by region *(cont'd.)*

SUB-SAHARAN AFRICA

Country	Legislation prohibiting gender-based discrimination	Legislation imposing gender-neutral practices in the workplace	Legislation for mandatory % of both genders on corporate boards	Legislation for mandatory % of both genders in political assemblies	Monitoring authority	Gender-equality labels*	Allowances/ subventions to female entrepreneurs
Botswana	■	■					■
Ethiopia	■	■	■	■	■	■	■
Ghana		■	■	■	■	■	
Lesotho		■		■	■		
Liberia	■	■					
Madagascar	■	■					
Mali	■					■	■
Mauritius	■	■			■		
Namibia	■	■	■	■	■		
Nigeria	■	■			■		
Uganda							

EUROPE AND CENTRAL ASIA

Country	Legislation prohibiting gender-based discrimination	Legislation imposing gender-neutral practices in the workplace	Legislation for mandatory % of both genders on corporate boards	Legislation for mandatory % of both genders in political assemblies	Monitoring authority	Gender-equality labels*	Allowances/ subventions to female entrepreneurs
Albania	■	■		■	■		
Armenia	■			■	■		
Austria	■	■			■	■	
Azerbaijan	■	■			■	■	
Belgium	■	■	■	■	■	■	
Bulgaria	■	■			■	■	■
Croatia	■	■		■	■	■	■
Cyprus	■	■			■		
Czech Republic	■	■			■	■	
Denmark	■	■			■		
Estonia	■	■			■		
Finland							
Germany	■	■			■	■	
Greece	■	■	■	■	■		■
Iceland	■	■	■	■	■	■	■
Ireland	■	■	■	■	■		■
Latvia	■	■			■	■	■
Lithuania	■	■			■	■	
Luxembourg	■	■			■	■	
Macedonia, FYR	■	■		■	■		■
Malta	■	■		■	■	■	■
Moldova	■	■					
Netherlands	■	■	■		■		
Norway	■	■	■		■		■
Portugal	■	■		■	■	■	■
Romania	■	■			■		
Russian Federation	■						
Slovak Republic	■	■			■		
Slovenia	■	■			■	■	
Spain	■	■	■	■		■	
Sweden	■	■			■		
Switzerland	■	■			■	■	
Turkey	■	■			■		■
United Kingdom	■	■			■		

Notes: Blank cells indicate where data are not available or not applicable.
* Gender-equality labels are labels, awards and initiatives rewarding leading organisations committed to gender equality at work.

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

Figure E9: Legislation prohibiting gender-based discrimination

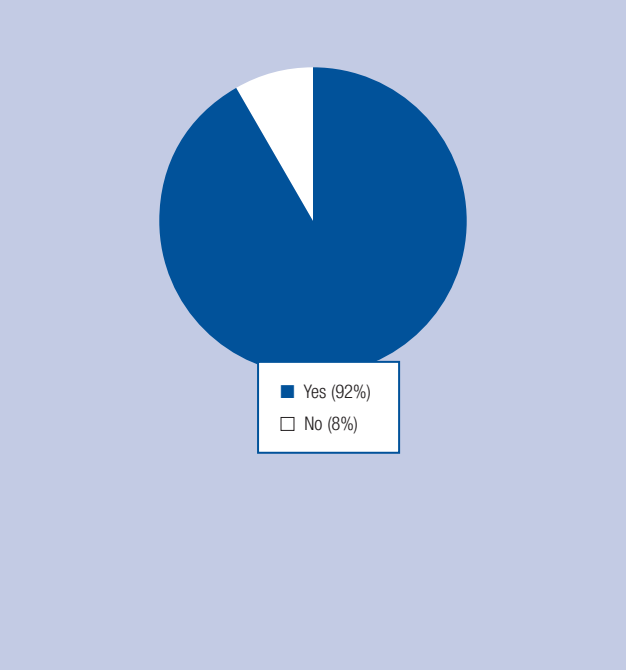


Figure E10: Legislation imposing gender-neutral practices in the workplace

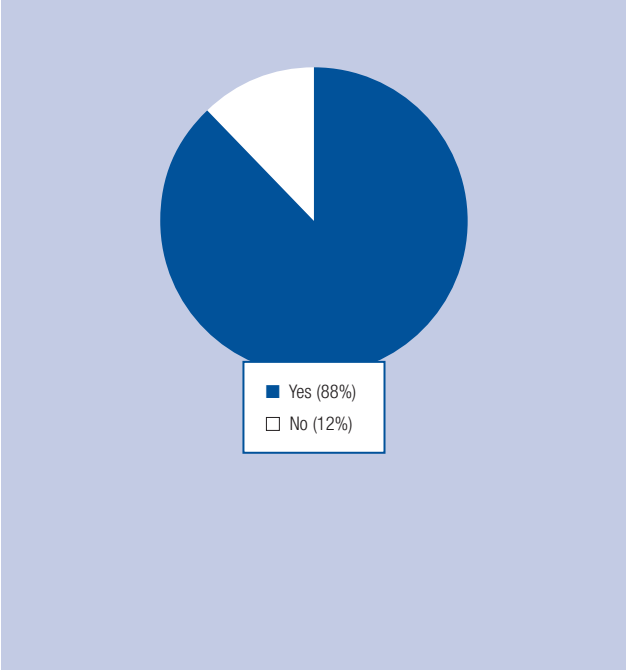


Figure E11: Legislation for mandatory percentage of both genders on corporate boards

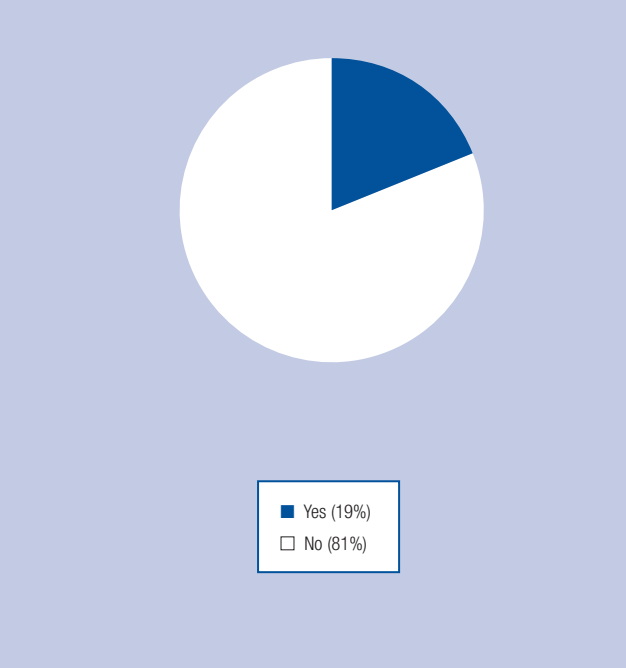
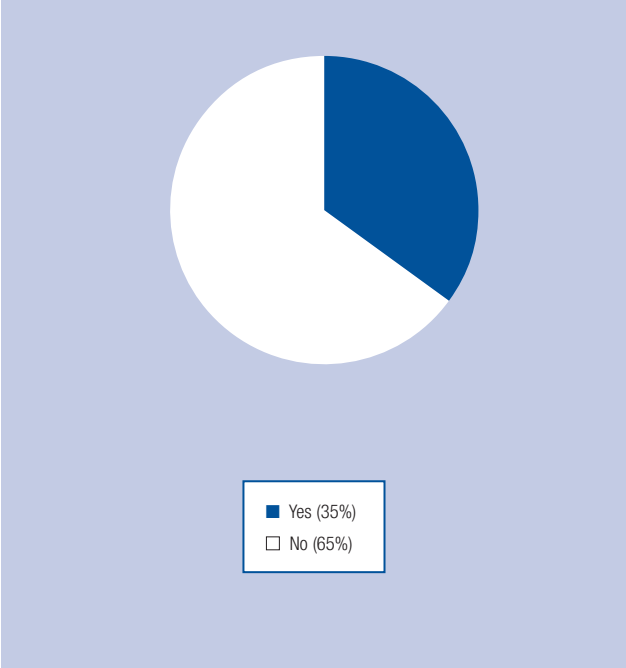


Figure E12: Legislation for mandatory percentage of both genders in political assemblies



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

Figure E13: Monitoring authority

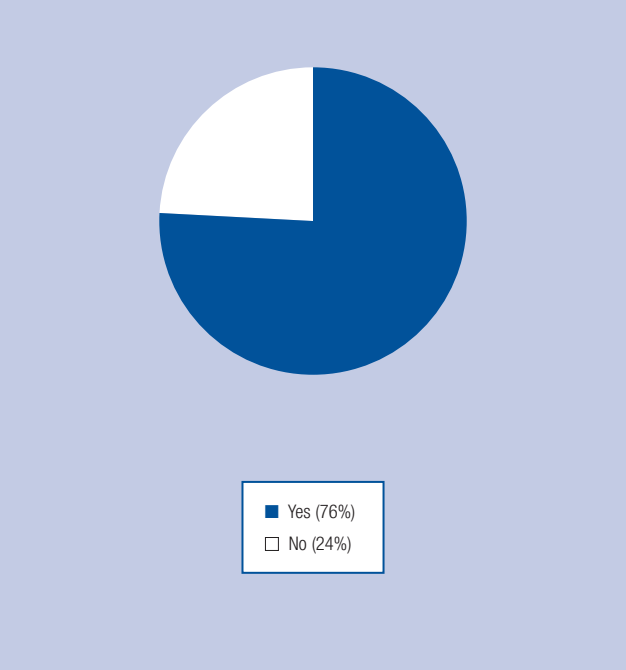


Figure E14: Gender-equality labels

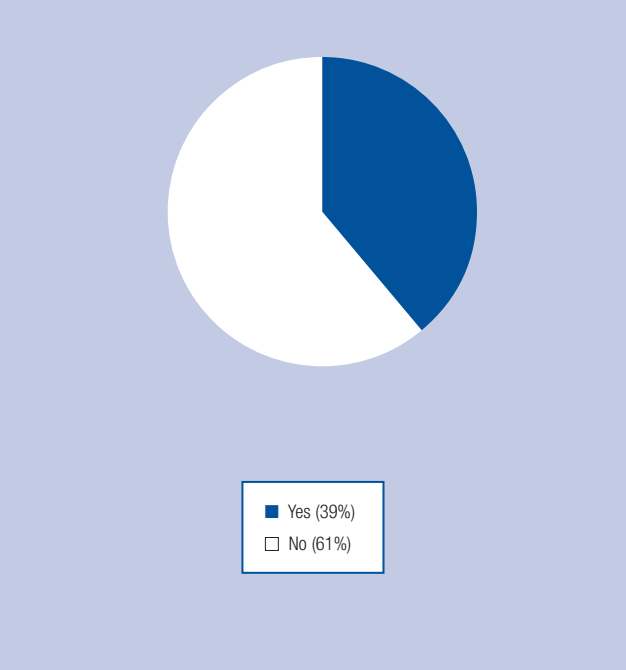
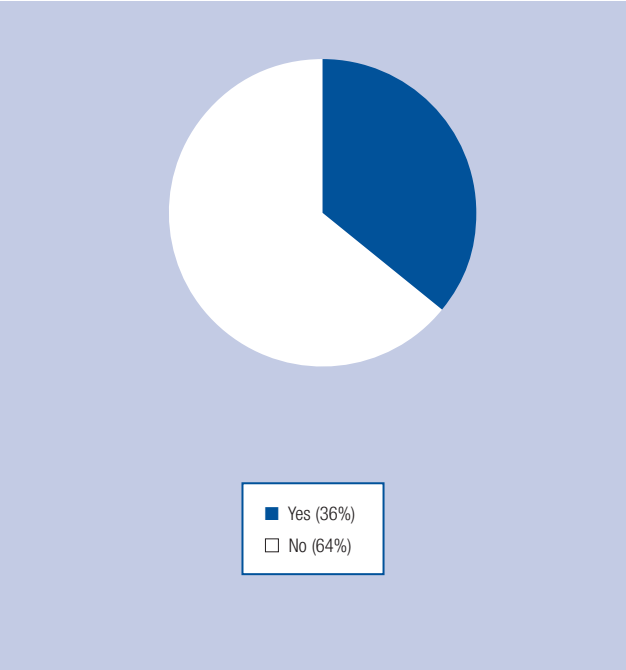


Figure E15: Allowances/subventions to female entrepreneurs



Part 2

Country Profiles

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User's Guide: How Country Profiles Work

YASMINA BEKHOUCHE
SAADIA ZAHIDI
World Economic Forum

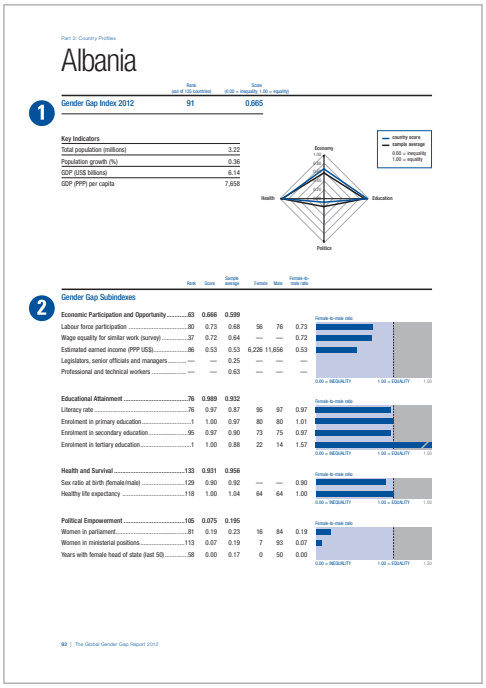
COUNTRY PROFILES: PAGE 1

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

1 KEY INDICATORS

The first section presents the following indicators:

- The Global Gender Gap Index 2012 gives each country's overall performance in closing the gender gap on a 0-to-1 scale and its rank out of 135 reviewed countries.
- Total population (in millions of inhabitants): Source is the World Bank's *World Development Indicators (WDI)* online database (accessed July 2012).
- Population growth (annual percentage): Source is the World Bank's *World Development Indicators (WDI)* online database (accessed June 2012).
- GDP (constant 2000 US$, in billions of US dollars): Source is the World Bank's *World Development Indicators (WDI)* online database (accessed August 2012).
- GDP per capita PPP (constant 2005 international dollars): Source is the World Bank's *World Development Indicators (WDI)* online database (accessed June 2012).
- The spider chart in the upper right-hand side compares the country's score for each of the four subindexes of *The Global Gender Gap Report 2012* with the average score across all 135 countries. The centre of the chart corresponds to the lowest possible score (0), while the outermost corners of the chart correspond to the highest possible score (1), or equality. Please note that the equality benchmark is 1 for all variables, except sex ratio at birth (0.944) and healthy life expectancy (1.06). Therefore, the equality benchmark of 1 for the health and survival subindex is not strictly accurate.


Part 2: Country Profiles

Albania

1 Gender Gap Index 2012 — Rank (out of 135 countries): 91 — Score (0.00 = inequality, 1.00 = equality): 0.665

Key Indicators

Total population (millions)	3.22
Population growth (%)	0.36
GDP (US$ billions)	6.14
GDP (PPP) per capita	7,658

2 Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	63	0.666	0.599			
Labour force participation	80	0.73	0.68	56	76	0.73
Wage equality for similar work (survey)	37	0.72	0.64	—	—	0.72
Estimated earned income (PPP US$)	86	0.53	0.53	6,226	11,656	0.53
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—
Educational Attainment	76	0.989	0.932			
Literacy rate	76	0.97	0.87	95	97	0.97
Enrolment in primary education	1	1.00	0.97	80	80	1.01
Enrolment in secondary education	95	0.97	0.90	73	75	0.97
Enrolment in tertiary education	1	1.00	0.88	22	14	1.57
Health and Survival	133	0.931	0.956			
Sex ratio at birth (female/male)	129	0.90	0.92	—	—	0.90
Healthy life expectancy	118	1.00	1.04	64	64	1.00
Political Empowerment	105	0.075	0.195			
Women in parliament	81	0.19	0.23	16	84	0.19
Women in ministerial positions	113	0.07	0.19	7	93	0.07
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00

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2 GENDER GAP SUBINDEXES

This section gives an overview of each country's rankings and the scores on the four subindexes of the *Global Gender Gap Report 2012.*

- For each of the variables that enter into the Global Gender Gap Index 2012, column one displays the country's rank, column two displays the score, column three displays the population-weighted sample average (135 countries), column four displays the female value, column five displays the male value and, finally, column six displays the female-to-male ratio. To calculate the Index, all ratios were truncated at the equality benchmark of 1 (for more details, please refer to chapter 1) and thus the highest score possible is 1—except for the sex ratio at birth (0.944) and the healthy life expectancy (1.06). In the case of countries where women surpass men on particular variables, the reader can refer to the exact female and male values as well as the female-to-male ratio to understand the magnitude of the female advantage.

- The bar charts visually display the female-to-male ratio for each of the 14 variables, allowing the reader to see clearly when the female-to-male ratio is above or below the equality benchmark. Values above 1 (the equality benchmark) favour women and values below 1 favour men. Please note that the equality benchmark is 1 for all variables except sex ratio at birth (0.944) and healthy life expectancy (1.06). Therefore, the equality benchmark of 1 in the bar charts for these two variables is not strictly accurate. Finally, in the few cases where the ratio exceeds the scale of the bar chart (which ends at 1.50), the reader should refer to the number under the "female-to-male ratio" column for the actual value.

- The female and male values are displayed without decimals in order to facilitate reading. For example, the values for women in parliament or women in ministerial positions are on a scale of 0 to 100 and the value of the number of years with a female head of state is on a scale of 0 to 50. Due to rounding, data that represent less than six months are displayed as zero. The reader can refer to the female-over-male ratio in order to see the accurate picture.

- For purposes of calculating its index, the UNDP scales downward the female and male values to reflect the maximum values of adult literacy (99%), gross enrolment ratios (100%) and the estimated earned income (40,000) (PPP US$). The labour force participation rate refers to the 15-to- 64-year-old age bracket.

- The estimated earned income value has been calculated using the methodology of the United Nations Development Programme (UNDP)'s *Human Development Report 2007/2008* (displayed in technical note 1, addendum, p.361). According to the UNDP, because of lack of gender-disaggregated income data, female and male earned income figures are crudely estimated on the basis of data on the ratio of the female non-agricultural wage to the male non-agricultural wage, the female and male percentage share of the economically active population, the total female and male population and the GDP per capita in purchase power parity (PPP) (current international $). The wage ratios used in this calculation are based on data for the most recent year available. Please note that for the purpose of index calculations, the UNDP scales downward the female and male values to reflect the maximum values of adult literacy (99%), gross enrolment ratios (100%) and the estimated earned income (40,000) (PPP US$).

- For the "legislators, senior officials and managers" and the "professional and technical workers" variables, we have previously reported Major Group 1 (Totally and Economically Active Population) and Major-Sub Group 1D (Economically Active Population, by occupation and status in employment) from the ILO's ISCO (88)–International Standard Classification of Occupations. We are now continuing to use Major Group Employment and Major Sub-Group 2C (Total Employment, by occupation) (thousands) in order to remain consistent with the data obtained from the UNDP.

- Estimates for countries that have implemented the International Standard Classification of Occupations (ISCO-88) are not strictly comparable with those for countries using the previous classification (ISCO-68).

- For estimation purposes, a value of 99% literacy rate is used for developed countries. This is because these countries no longer use the traditional measure of literacy, on which the UIS literacy data are used, which is based on the individual or household response to the question "Can you read and write" on a national census or household survey. Many countries are now undertaking "literacy assessments" in order to measure "functional levels of literacy".

- Data updates are not made in all major international databases annually. The labour force participation, legislators, senior officials and managers and professional and technical workers data have not been fully updated this year. Healthy life expectancy data had also not been revised at the time of Index calculations in 2012.

- The abbreviation "female head of state" is used to describe an elected female head of state or head of government. Some overlap between ministers and heads of states who hold a ministerial position might occur. Egypt's and Tunisia's political empowerment data has been repeated from last year in order to view other changes without the added distortion of missing data or complete removal of a country from the Index.

COUNTRY PROFILES: PAGE 2

3 EVOLUTION 2006-2012

The first section of the second page of each Country Profile presents the evolution of that country's overall performance in the Global Gender Gap Index from 2006 to 2012 (or a shorter period if a country was included after 2006) and in the four subindexes (Economic Participation and Opportunity, Educational Attainment, Health and Survival and Political Empowerment), measured by changes in rank and score (on a 0-to-1 scale).

Evolution of scores 2006 - 2012

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

5 ADDITIONAL DATA

The last section compiles a selection of internationally available data that provide a more comprehensive overview of the country's gender gap, and includes social and policy indicators. These data were not used to calculate the Global Gender Gap Index 2012. The indicators in this section are displayed in five broad categories: Economic Empowerment, Education, Marriage and Childbearing, Social Institutions and Political Rights and Childcare Ecosystem.

Economic Empowerment

- Female and male adult unemployment rates (% of female labour force and male labour force, respectively): Source is the World Bank's *World dataBank, World Development Indicators* online database, 2010 or latest available data (accessed June 2012).

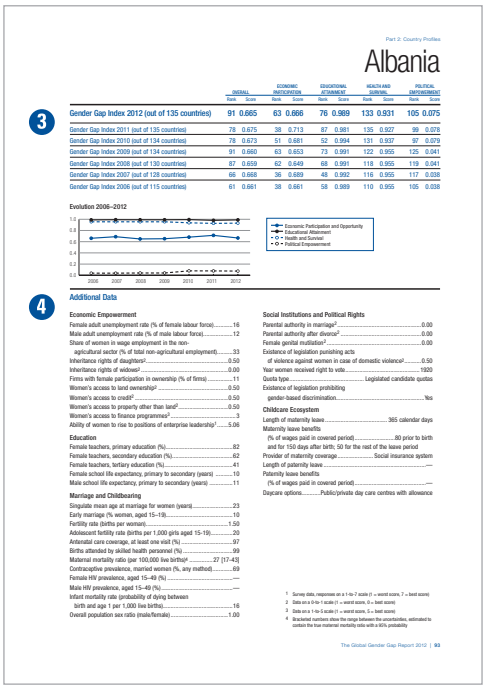
- Share of women in wage employment in the non-agricultural sector (% of total non-agricultural sector): Source is the United Nations, Department of Economic and Social Affairs, UN Statistics division, *Millennium Development Goals Indicators, 2010* or latest available data (accessed July 2012).

- Inheritance rights of daughters and widows: Source is the OECD's Gender, Institutions and Development Database 2012 (GID-DB) (accessed July 2012). The numbers are on a 0-to-1 scale, where 1 is the worst possible score and 0 the best possible score.

- Firms with female participation in ownership (% of firms): Source is the World Bank's *World dataBank, World Development Indicators* online database, 2010 or latest available data (accessed June 2012).

- Women's access to land ownership, Women's access to credit, Women's access to property other than land: Source of all these variables is the OECD's *Gender, Institutions and Development Database 2012)* (GID-DB) (accessed June 2012). The numbers are on a 0-to-1 scale, where 1 is the worst possible score and 0 the best possible score.

- Women's access to finance programmes: Source is the Economist Intelligence Unit, the Women's Economic Opportunity Index (accessed July 2012).



Part 2: Country Profiles

Albania

	Overall Rank	Overall Score	Economic Participation Rank	Economic Participation Score	Educational Attainment Rank	Educational Attainment Score	Health and Survival Rank	Health and Survival Score	Political Empowerment Rank	Political Empowerment Score
Gender Gap Index 2012 (out of 135 countries)	**91**	**0.665**	**63**	**0.666**	**76**	**0.989**	**133**	**0.931**	**105**	**0.075**
Gender Gap Index 2011 (out of 135 countries)	78	0.675	38	0.713	87	0.981	135	0.927	99	0.078
Gender Gap Index 2010 (out of 134 countries)	78	0.673	51	0.681	52	0.994	131	0.937	97	0.079
Gender Gap Index 2009 (out of 134 countries)	91	0.660	63	0.653	73	0.991	122	0.955	125	0.041
Gender Gap Index 2008 (out of 130 countries)	87	0.659	62	0.649	68	0.991	118	0.955	119	0.041
Gender Gap Index 2007 (out of 128 countries)	66	0.668	36	0.689	48	0.992	116	0.955	117	0.039
Gender Gap Index 2006 (out of 115 countries)	61	0.661	38	0.661	58	0.989	110	0.955	105	0.038

Evolution 2006–2012

Additional Data

Economic Empowerment
Female adult unemployment rate (% of female labour force) 16
Male adult unemployment rate (% of male labour force) 12
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 33
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 11
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 5.06

Education
Female teachers, primary education (%) 82
Female teachers, secondary education (%) 62
Female teachers, tertiary education (%) 41
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing
Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 10
Fertility rate (births per woman) 1.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 20
Antenatal care coverage, at least one visit (%) 97
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 27 [17-43]
Contraceptive prevalence, married women (%, any method) 69
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 16
Overall population sex ratio (male/female) 1.00

Social Institutions and Political Rights
Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.50
Year women received right to vote 1920
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

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

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

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This question assesses three types of programmes: 1) Initiatives to provide financial accounts to women (for example, current accounts, savings accounts and deposit accounts) 2) Outreach efforts aimed at improving women entrepreneurs' access to credit/loans/lines of credit, etc. 3) Provision of financial literacy and/or risk-management programmes to women.

The scoring for this indicator is as follows:

1 = None of the three programmes are available.
2 = Only one of the three programmes is available, but it is limited in scope (less than 20% of women in the formal sector have access).
3 = Two of the three programmes are available, but they are modest in scope (about 50% of women in the formal sector have access) or only one of the three programmes is available, but it is reasonably broad in scope (about 70% of women in the formal sector have access).
4 = Two of the three programmes are available, and they are reasonably broad in scope (about 70% of women in the formal sector have access) or women's access to financial services is already very broad, so these programmes are largely unnecessary.
5 = All three programmes are available, they are comprehensive in scope or women's access to financial services is already widespread, so these programmes are unnecessary.

The numbers are on a 1-to-5 scale, where 1 is the worst possible score and 5 the best possible score.

- Ability of women to rise to positions of enterprise leadership: Source is the World Economic Forum's

Executive Opinion Survey 2012. Survey question is as follow: "In your country, to what extent do businesses provide women the same opportunities as men to rise to positions of leadership? (1 = not at all, women have no opportunities to rise to positions of leadership; 7 = Extensive, women have equal opportunities of leadership)".

Education

- Female teachers, primary education (%), Female teachers, secondary education (%) and Female teachers, tertiary education (%): Source of all these variables is the UNESCO, Institute for Statistics' *Education Statistics* online database, 2010 or latest available data (accessed June 2012).

- Female school life expectancy, primary to secondary (years) and Male school life expectancy, primary to secondary (years): Source of these two variable is the UNESCO, Institute of Statistics' *Education Statistics* online database, 2011 or latest available data (accessed June 2012).

Marriage and Childbearing

- Singulate mean age at marriage for women (years): Source is the United Nations, Department of Economic and Social Affairs, UN Statistics Division, 2008 or latest available data (accessed June 2012). The singulate mean age at marriage is an estimate of the average number of years lived in the single state among those who marry before age 50.

- Early marriage (% women, aged 15-19): Source is the OECD's *Gender, Institutions and Development Database 2012* (GID-DB) (accessed June 2012).

- Fertility rate (births per woman): Source is the World Health Organization's *Global Health Observatory, World Health Statistics, Demographic and Socioeconomic Statistics, 2010* (accessed June 2012).

- Adolescent fertility rate (births per 1,000 girls aged15-19): Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Maternal health, 2010* or latest available data (accessed June 2012).

- Antenatal care coverage – at least one visit (%): Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Maternal Health, 2011* or latest available data (accessed June 2012).

- Births attended by skilled health personnel (%): Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Maternal Health, 2011* or latest available data (accessed June 2012).

- Maternal mortality ratio (per 100,000 live births): Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Maternal Health, 2010* (accessed June 2012).

- Contraceptive prevalence, married women (%, any method): Source is the United Nations, Department of Economic and Social Affairs, Statistics Division's *Statistics and Indicators on Women and Men, 2009/2010* or latest available data (accessed June 2012).

- Female HIV prevalence aged 15-49 (%) and Male HIV prevalence, aged 15-49 (%): Source is UNAIDS, unpublished table based on *2010 UNAIDS Report on the Global AIDS Epidemic* (provided by the UNAIDS in September 2011).

- Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births): Source is the World Health Organization's *Global Health Observatory, Health-related Millennium Development Goals, Child Mortality, 2010* (accessed June 2012).

- Overall population sex ratio (male/female): Source is the United Nations, Department of Economic and Social Affairs, UN Statistics Division, 2011 or latest available data (accessed June 2012).

Social Institutions and Political Rights

- Parental authority in marriage, Parental authority after divorce and Female genital mutilation: Source of all these variables is the OECD's *Gender, Institutions and Development Database 2012* (GID-DB) (accessed July 2012). The numbers are on a 0-to-1 scale, where 1 is the worst possible score and 0 the best possible score. Parental authority in marriage refers to legal guardianship of a child during marriage and parental authority after divorce to custody rights over a child after divorce.

- Existence of legislation punishing acts of violence against women in case of domestic violence: Source is the OECD's *Gender, Institutions and Development Database 2012* (GID-DB) (accessed July 2012). The numbers are on a 0-to-1 scale, where 1 is the worst possible score and 0 the best possible score.

- Year women received right to vote: Source is the United Nations Development Programme's *Human Development Report 2009* (accessed May 2011). Data refers to the year in which the right to vote or stand for election on a universal and equal basis was recognised. Where two years are shown, the first refers to the first partial recognition of the right to vote or stand for election.

- Quota type: Source is The International Institute for Democracy and Electoral Assistance, The Stockholm University and The Inter-Parliamentarian Union, quotaProject, Global Database of Quotas for women (accessed in July 2012). (www.quotaproject.org)

- Existence of legislation prohibiting gender-based discrimination: Source is the World Economic Forum's *Survey 2011 and 2012*. Refer to the Appendix for more details.

Childcare Ecosystem

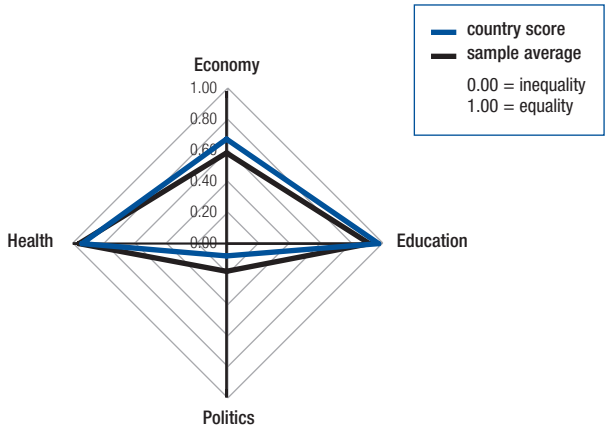
- Length of paid maternity leave, Maternity leave benefits (% of wages paid in covered period) and provider of maternity coverage: Source is the United Nations, Department of Economic and Social Affairs, Statistics Division's *Statistics and Indicators on Women and Men, 2011* (accessed July 2012). The data presented refers to laws and regulations in force at the time of the compilation of the information (between 2004 and 2009). Last update was in December 2011.

- Length of paternity leave, Paternity leave benefits and Day care options: Source of these variables is the World Economic Forum's *Survey 2011 and 2012*. Refer to the Appendix for more details.

Albania

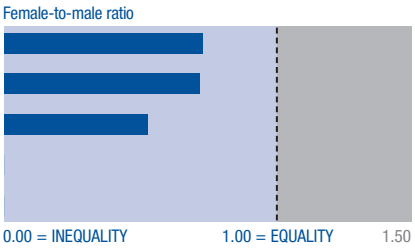
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**91**	**0.665**

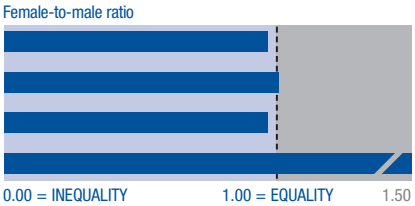
Key Indicators	
Total population (millions)	3.22
Population growth (%)	0.36
GDP (US$ billions)	6.14
GDP (PPP) per capita	7,658

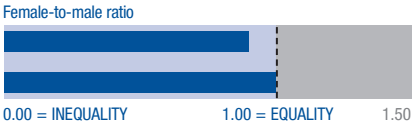


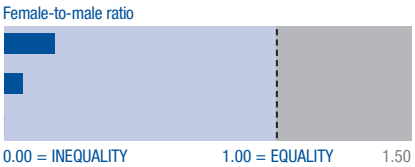
Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**63**	**0.666**	**0.599**			
Labour force participation	80	0.73	0.68	56	76	0.73
Wage equality for similar work (survey)	37	0.72	0.64	—	—	0.72
Estimated earned income (PPP US$)	86	0.53	0.53	6,226	11,656	0.53
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—
Educational Attainment	**76**	**0.989**	**0.932**			
Literacy rate	76	0.97	0.87	95	97	0.97
Enrolment in primary education	1	1.00	0.97	80	80	1.01
Enrolment in secondary education	95	0.97	0.90	73	75	0.97
Enrolment in tertiary education	1	1.00	0.88	22	14	1.57
Health and Survival	**133**	**0.931**	**0.956**			
Sex ratio at birth (female/male)	129	0.90	0.92	—	—	0.90
Healthy life expectancy	118	1.00	1.04	64	64	1.00
Political Empowerment	**105**	**0.075**	**0.195**			
Women in parliament	81	0.19	0.23	16	84	0.19
Women in ministerial positions	113	0.07	0.19	7	93	0.07
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00





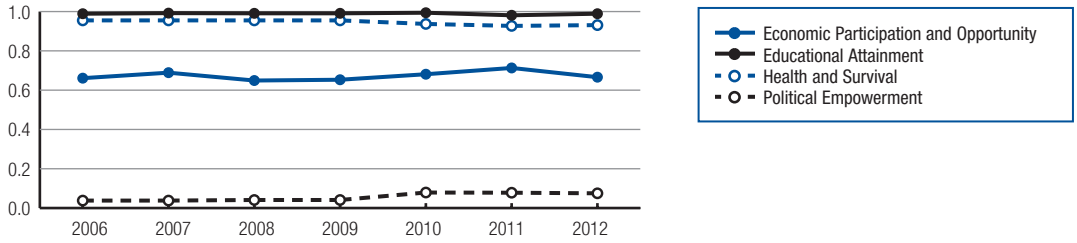




Albania

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**91**	**0.665**	**63**	**0.666**	**76**	**0.989**	**133**	**0.931**	**105**	**0.075**
Gender Gap Index 2011 (out of 135 countries)	78	0.675	38	0.713	87	0.981	135	0.927	99	0.078
Gender Gap Index 2010 (out of 134 countries)	78	0.673	51	0.681	52	0.994	131	0.937	97	0.079
Gender Gap Index 2009 (out of 134 countries)	91	0.660	63	0.653	73	0.991	122	0.955	125	0.041
Gender Gap Index 2008 (out of 130 countries)	87	0.659	62	0.649	68	0.991	118	0.955	119	0.041
Gender Gap Index 2007 (out of 128 countries)	66	0.668	36	0.689	48	0.992	116	0.955	117	0.038
Gender Gap Index 2006 (out of 115 countries)	61	0.661	38	0.661	58	0.989	110	0.955	105	0.038

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 16
Male adult unemployment rate (% of male labour force) 12
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 33
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 11
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 5.06

Education

Female teachers, primary education (%) 82
Female teachers, secondary education (%) 62
Female teachers, tertiary education (%) 41
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 10
Fertility rate (births per woman) 1.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 20
Antenatal care coverage, at least one visit (%) 97
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 27 [17-43]
Contraceptive prevalence, married women (%, any method) 69
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 16
Overall population sex ratio (male/female) 1.00

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.50
Year women received right to vote 1920
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

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

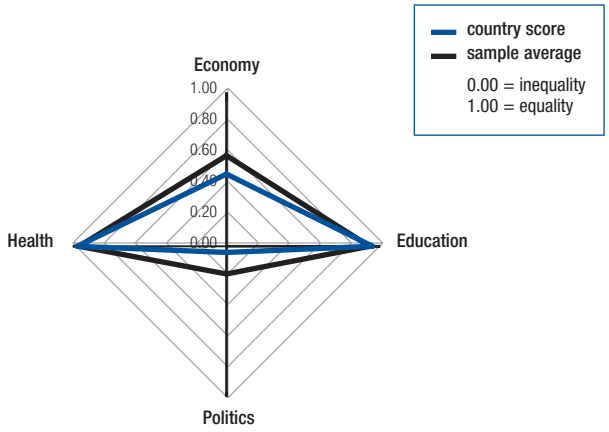
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Algeria

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**120**	**0.611**

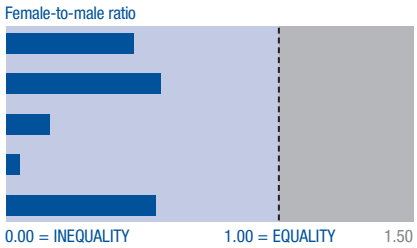
Key Indicators

Total population (millions)	35.98
Population growth (%)	1.47
GDP (US$ billions)	79.16
GDP (PPP) per capita	7,564

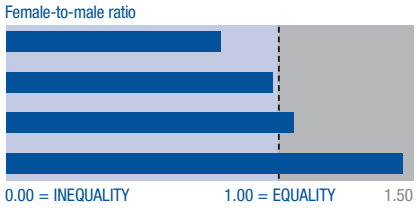


Gender Gap Subindexes

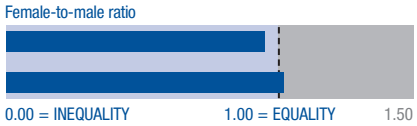
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**131**	**0.378**	**0.599**			
Labour force participation	120	0.47	0.68	39	83	0.47
Wage equality for similar work (survey)	109	0.57	0.64	—	—	0.57
Estimated earned income (PPP US$)	133	0.16	0.53	2,390	14,922	0.16
Legislators, senior officials and managers	111	0.05	0.25	5	95	0.05
Professional and technical workers	92	0.55	0.63	35	65	0.55



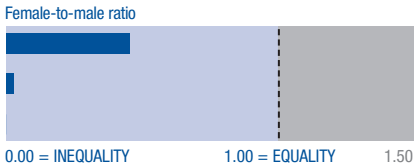
Educational Attainment	**103**	**0.950**	**0.932**			
Literacy rate	118	0.79	0.87	64	81	0.79
Enrolment in primary education	111	0.98	0.97	95	97	0.98
Enrolment in secondary education	1	1.00	0.90	69	65	1.06
Enrolment in tertiary education	1	1.00	0.88	37	25	1.46



Health and Survival	**108**	**0.966**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	114	1.02	1.04	63	62	1.02



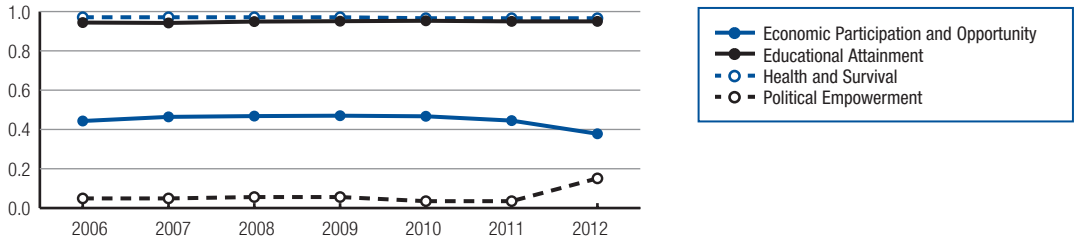
Political Empowerment	**57**	**0.151**	**0.195**			
Women in parliament	24	0.46	0.23	32	68	0.46
Women in ministerial positions	123	0.03	0.19	3	97	0.03
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Algeria

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**120**	**0.611**	**131**	**0.378**	**103**	**0.950**	**108**	**0.966**	**57**	**0.151**
Gender Gap Index 2011 (out of 135 countries)	121	0.599	124	0.445	96	0.950	107	0.966	124	0.035
Gender Gap Index 2010 (out of 134 countries)	119	0.605	119	0.467	99	0.953	106	0.966	123	0.035
Gender Gap Index 2009 (out of 134 countries)	117	0.612	119	0.470	99	0.951	91	0.971	120	0.056
Gender Gap Index 2008 (out of 130 countries)	111	0.611	115	0.468	96	0.949	86	0.971	115	0.056
Gender Gap Index 2007 (out of 128 countries)	108	0.607	113	0.464	96	0.942	85	0.971	111	0.049
Gender Gap Index 2006 (out of 115 countries)	97	0.602	103	0.443	84	0.944	78	0.971	98	0.049

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 20
Male adult unemployment rate (% of male labour force) 10
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 15
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 15
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 3.45

Education

Female teachers, primary education (%) 53
Female teachers, secondary education (%) 49
Female teachers, tertiary education (%) 38
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 29
Early marriage (% women, aged 15–19) 2
Fertility rate (births per woman) 2.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 4
Antenatal care coverage, at least one visit (%) 89
Births attended by skilled health personnel (%) 95
Maternal mortality ratio (per 100,000 live births)[4] ..... 97 [50-180]
Contraceptive prevalence, married women (%, any method) 61
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 31
Overall population sex ratio (male/female) 1.02

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.75
Year women received right to vote 1962
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

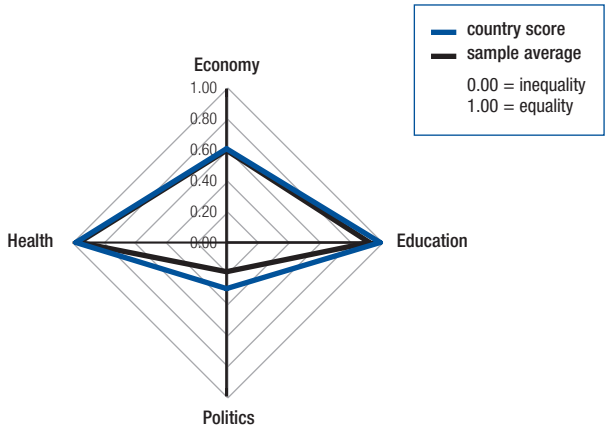
Length of maternity leave ..... 14 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Argentina

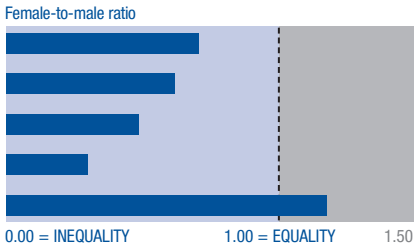
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**32**	**0.721**

Key Indicators	
Total population (millions)	40.76
Population growth (%)	0.87
GDP (US$ billions)	434.41
GDP (PPP) per capita	14,363

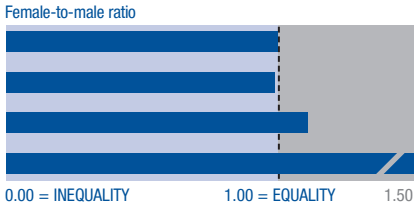


Gender Gap Subindexes

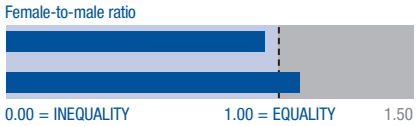
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**92**	**0.607**	**0.599**			
Labour force participation	85	0.71	0.68	58	82	0.71
Wage equality for similar work (survey)	91	0.62	0.64	—	—	0.62
Estimated earned income (PPP US$)	94	0.49	0.53	11,689	23,925	0.49
Legislators, senior officials and managers	81	0.30	0.25	23	77	0.30
Professional and technical workers	1	1.00	0.63	54	46	1.18



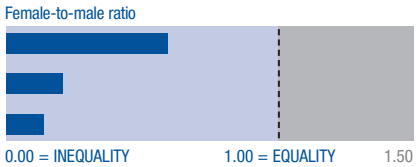
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**41**	**0.996**	**0.932**			
Literacy rate	1	1.00	0.87	98	98	1.00
Enrolment in primary education	89	0.99	0.97	99	100	0.99
Enrolment in secondary education	1	1.00	0.90	87	78	1.11
Enrolment in tertiary education	1	1.00	0.88	86	57	1.51



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	69	64	1.08



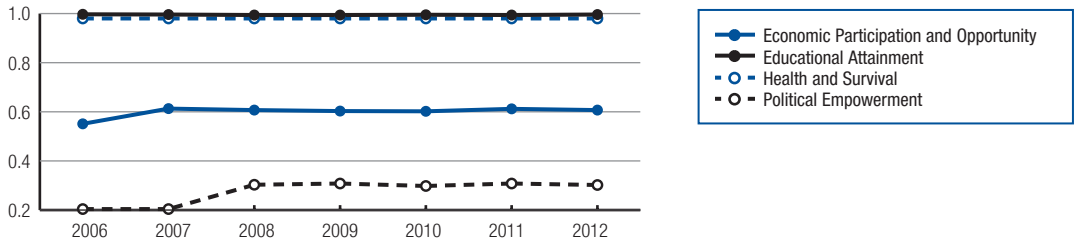
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**24**	**0.302**	**0.195**			
Women in parliament	13	0.60	0.23	37	63	0.60
Women in ministerial positions	58	0.21	0.19	18	82	0.21
Years with female head of state (last 50)	14	0.14	0.17	6	44	0.14



Argentina

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**32**	**0.721**	**92**	**0.607**	**41**	**0.996**	**1**	**0.980**	**24**	**0.302**
Gender Gap Index 2011 (out of 135 countries)	28	0.724	84	0.612	51	0.994	1	0.980	20	0.308
Gender Gap Index 2010 (out of 134 countries)	29	0.719	87	0.602	47	0.995	1	0.980	20	0.298
Gender Gap Index 2009 (out of 134 countries)	24	0.721	89	0.603	57	0.994	1	0.980	14	0.308
Gender Gap Index 2008 (out of 130 countries)	24	0.721	80	0.607	57	0.994	1	0.980	15	0.303
Gender Gap Index 2007 (out of 128 countries)	33	0.698	75	0.613	33	0.996	1	0.980	25	0.204
Gender Gap Index 2006 (out of 115 countries)	41	0.683	82	0.551	29	0.997	1	0.980	23	0.204

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 10
Male adult unemployment rate (% of male labour force) 8
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 45
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 38
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] 4.13

Education

Female teachers, primary education (%) 87
Female teachers, secondary education (%) 68
Female teachers, tertiary education (%) 49
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 25
Early marriage (% women, aged 15–19) 11
Fertility rate (births per woman) 2.20
Adolescent fertility rate (births per 1,000 girls aged 15-19) 65
Antenatal care coverage, at least one visit (%) 91
Births attended by skilled health personnel (%) 98
Maternal mortality ratio (per 100,000 live births)[4] ..... 77 [67-87]
Contraceptive prevalence, married women (%, any method) 65
Female HIV prevalence, aged 15–49 (%) 0.30
Male HIV prevalence, aged 15–49 (%) 0.60
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 12
Overall population sex ratio (male/female) 0.96

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1947
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

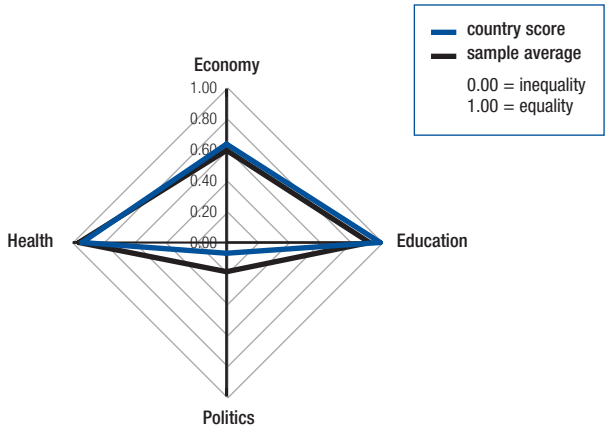
Length of maternity leave ..... 90 days
Maternity leave benefits (% of wages paid in covered period) ..... 100 plus means-tested birth grant paid in lump sum
Provider of maternity coverage ..... Family allowance funds (financed through state/employer contributions)
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Armenia

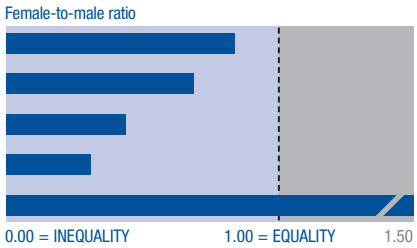
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**92**	**0.664**

Key Indicators	
Total population (millions)	3.10
Population growth (%)	0.23
GDP (US$ billions)	4.10
GDP (PPP) per capita	4,901

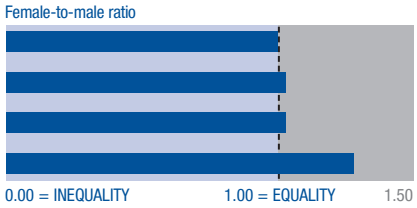


Gender Gap Subindexes

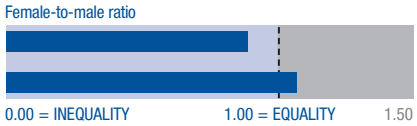
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**76**	**0.645**	**0.599**			
Labour force participation	49	0.84	0.68	69	83	0.84
Wage equality for similar work (survey)	52	0.69	0.64	—	—	0.69
Estimated earned income (PPP US$)	108	0.44	0.53	3,642	8,341	0.44
Legislators, senior officials and managers	77	0.31	0.25	24	76	0.31
Professional and technical workers	1	1.00	0.63	65	35	1.88



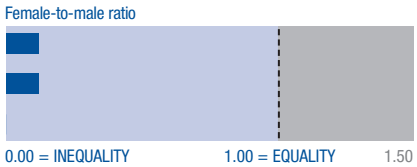
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**25**	**0.999**	**0.932**			
Literacy rate	55	1.00	0.87	99	100	1.00
Enrolment in primary education	1	1.00	0.97	88	86	1.03
Enrolment in secondary education	1	1.00	0.90	88	85	1.03
Enrolment in tertiary education	1	1.00	0.88	58	45	1.28



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**130**	**0.944**	**0.956**			
Sex ratio at birth (female/male)	131	0.89	0.92	—	—	0.89
Healthy life expectancy	1	1.06	1.04	63	59	1.07



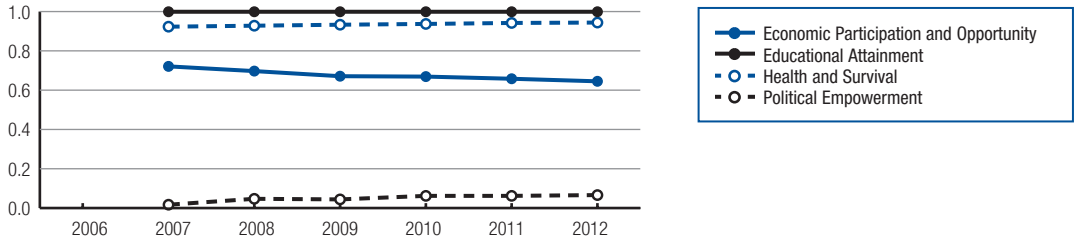
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**114**	**0.066**	**0.195**			
Women in parliament	104	0.12	0.23	11	89	0.12
Women in ministerial positions	93	0.12	0.19	11	89	0.12
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Armenia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**92**	**0.664**	**76**	**0.645**	**25**	**0.999**	**130**	**0.944**	**114**	**0.066**
Gender Gap Index 2011 (out of 135 countries)	84	0.665	62	0.658	27	0.999	131	0.942	108	0.062
Gender Gap Index 2010 (out of 134 countries)	84	0.667	59	0.669	26	0.999	130	0.937	106	0.062
Gender Gap Index 2009 (out of 134 countries)	90	0.662	56	0.671	29	0.999	133	0.933	123	0.044
Gender Gap Index 2008 (out of 130 countries)	78	0.668	36	0.697	29	0.999	130	0.928	118	0.047
Gender Gap Index 2007 (out of 128 countries)	71	0.665	24	0.721	24	0.999	128	0.923	125	0.017
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 35
Male adult unemployment rate (% of male labour force) 22
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 43
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 32
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] 4.70

Education

Female teachers, primary education (%) 100
Female teachers, secondary education (%) 84
Female teachers, tertiary education (%) 56
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 9

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 7
Fertility rate (births per woman) 1.70
Adolescent fertility rate (births per 1,000 girls aged 15-19) 27
Antenatal care coverage, at least one visit (%) 99
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 30 [20-46]
Contraceptive prevalence, married women (%, any method) 53
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 18
Overall population sex ratio (male/female) 0.87

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.75
Year women received right to vote 1918
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

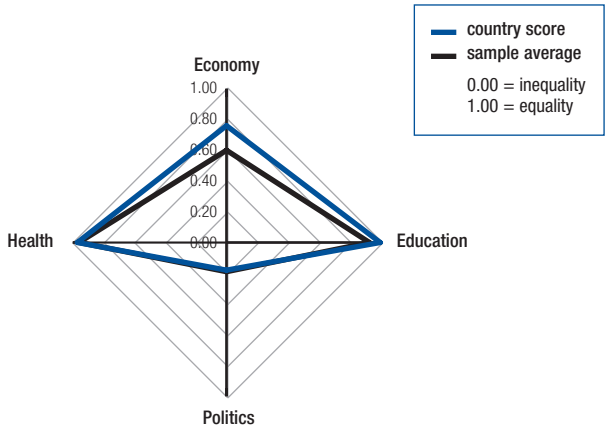
Length of maternity leave ..... 140 days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social insurance
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Public and private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

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

Australia

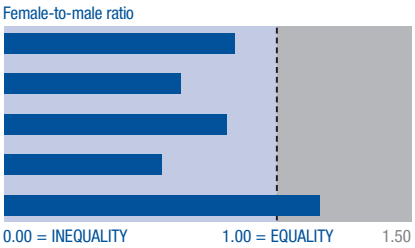
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**25**	**0.729**

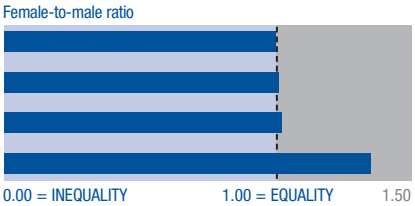
Key Indicators	
Total population (millions)	22.62
Population growth (%)	1.57
GDP (US$ billions)	563.05
GDP (PPP) per capita	34,411

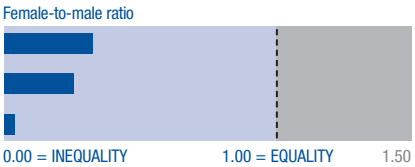


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**22**	**0.759**	**0.599**			
Labour force participation	44	0.85	0.68	70	83	0.85
Wage equality for similar work (survey)	68	0.65	0.64	—	—	0.65
Estimated earned income (PPP US$)	11	0.82	0.53	32,806	40,000	0.82
Legislators, senior officials and managers	25	0.58	0.25	37	63	0.58
Professional and technical workers	1	1.00	0.63	54	46	1.16
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	97	97	1.01
Enrolment in secondary education	1	1.00	0.90	86	85	1.02
Enrolment in tertiary education	1	1.00	0.88	92	68	1.35
Health and Survival	**73**	**0.974**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	82	1.04	1.04	75	72	1.04
Political Empowerment	**42**	**0.185**	**0.195**			
Women in parliament	38	0.33	0.23	25	75	0.33
Women in ministerial positions	48	0.26	0.19	21	79	0.26
Years with female head of state (last 50)	32	0.04	0.17	2	48	0.04



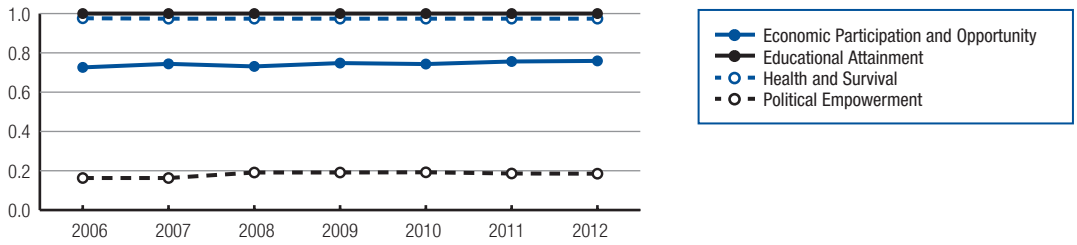




Australia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**25**	**0.729**	**22**	**0.759**	**1**	**1.000**	**73**	**0.974**	**42**	**0.185**
Gender Gap Index 2011 (out of 135 countries)	23	0.729	18	0.756	1	1.000	74	0.974	38	0.186
Gender Gap Index 2010 (out of 134 countries)	23	0.727	24	0.743	1	1.000	73	0.974	39	0.192
Gender Gap Index 2009 (out of 134 countries)	20	0.728	19	0.748	1	1.000	78	0.974	39	0.191
Gender Gap Index 2008 (out of 130 countries)	21	0.724	22	0.731	1	1.000	73	0.974	37	0.191
Gender Gap Index 2007 (out of 128 countries)	17	0.720	12	0.744	1	1.000	71	0.974	35	0.163
Gender Gap Index 2006 (out of 115 countries)	15	0.716	12	0.726	1	1.000	57	0.976	32	0.163

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 5
Male adult unemployment rate (% of male labour force) 5
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 47
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.99

Education

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

Marriage and Childbearing

Singulate mean age at marriage for women (years) 30
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.90
Adolescent fertility rate (births per 1,000 girls aged 15-19) 17
Antenatal care coverage, at least one visit (%) 98
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 7 [4-12]
Contraceptive prevalence, married women (%, any method) 71
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.20
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 4
Overall population sex ratio (male/female) 0.99

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1902, 1962
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 18 weeks
Maternity leave benefits (% of wages paid in covered period) ..... Lump sum payment for each child
Provider of maternity coverage ..... State social assistance system
Length of paternity leave ..... 3 weeks, concurrent to mother's leave
Paternity leave benefits (% of wages paid in covered period) ..... Industrial instrument entitlement for paid paternity leave: 100% of pre birth earnings
Daycare options ..... Public and private daycare with allowance, homecare with allowance

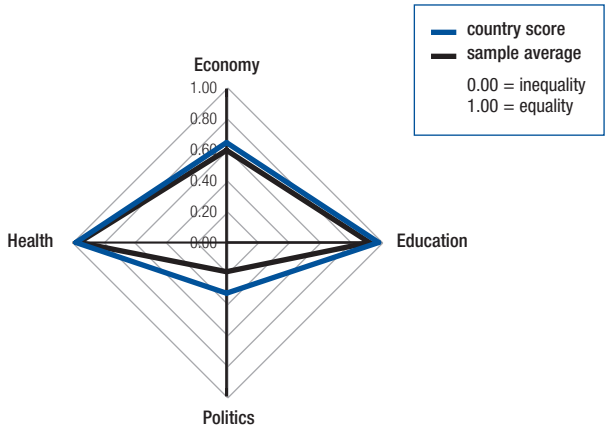
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Austria

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**20**	**0.739**

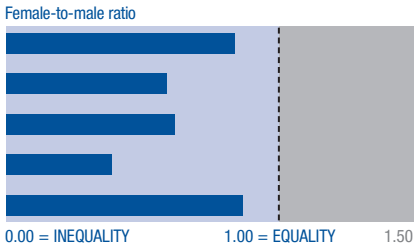
Key Indicators

Total population (millions)	8.42
Population growth (%)	0.29
GDP (US$ billions)	223.95
GDP (PPP) per capita	35,379

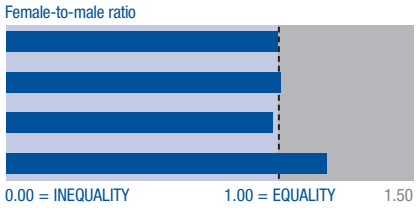


Gender Gap Subindexes

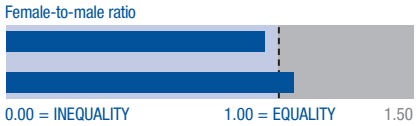
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**70**	**0.652**	**0.599**			
Labour force participation	45	0.84	0.68	68	81	0.84
Wage equality for similar work (survey)	99	0.59	0.64	—	—	0.59
Estimated earned income (PPP US$)	58	0.62	0.53	24,671	40,000	0.62
Legislators, senior officials and managers	66	0.39	0.25	28	72	0.39
Professional and technical workers	74	0.87	0.63	47	53	0.87



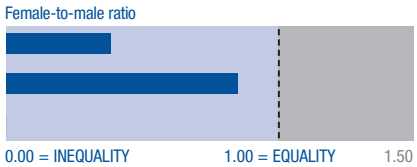
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**49**	**0.995**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	91	90	1.01
Enrolment in secondary education	94	0.98	0.90	89	91	0.98
Enrolment in tertiary education	1	1.00	0.88	65	55	1.18



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**50**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	58	1.06	1.04	74	70	1.06



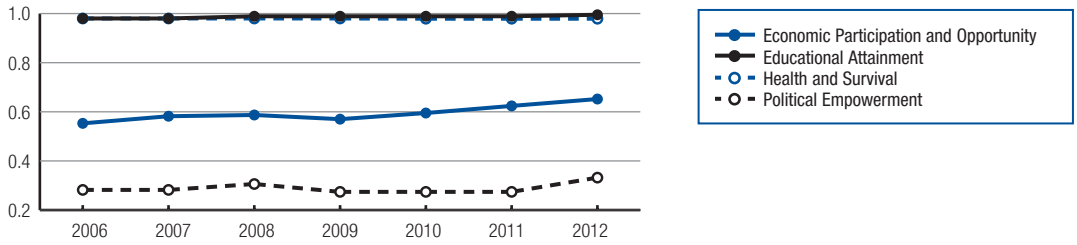
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**18**	**0.332**	**0.195**			
Women in parliament	31	0.39	0.23	28	72	0.39
Women in ministerial positions	6	0.86	0.19	46	54	0.86
Years with female head of state (last 50)	56	0.00	0.17	0	50	0.00



Austria

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**20**	**0.739**	**70**	**0.652**	**49**	**0.995**	**50**	**0.979**	**18**	**0.332**
Gender Gap Index 2011 (out of 135 countries)	34	0.717	77	0.624	76	0.989	46	0.979	27	0.274
Gender Gap Index 2010 (out of 134 countries)	37	0.709	92	0.595	75	0.989	44	0.979	26	0.274
Gender Gap Index 2009 (out of 134 countries)	42	0.703	102	0.570	78	0.989	1	0.980	23	0.274
Gender Gap Index 2008 (out of 130 countries)	29	0.715	84	0.587	76	0.989	1	0.980	14	0.306
Gender Gap Index 2007 (out of 128 countries)	27	0.706	89	0.582	77	0.980	1	0.980	15	0.282
Gender Gap Index 2006 (out of 115 countries)	27	0.699	81	0.553	68	0.980	1	0.980	14	0.282

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 4
Male adult unemployment rate (% of male labour force) 5
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 48
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.67

Education

Female teachers, primary education (%) 90
Female teachers, secondary education (%) 63
Female teachers, tertiary education (%) 33
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 27
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.40
Adolescent fertility rate (births per 1,000 girls aged 15-19) 10
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 4 [3-7]
Contraceptive prevalence, married women (%, any method) 51
Female HIV prevalence, aged 15–49 (%) 0.20
Male HIV prevalence, aged 15–49 (%) 0.40
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 4
Overall population sex ratio (male/female) 0.95

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1918
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

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

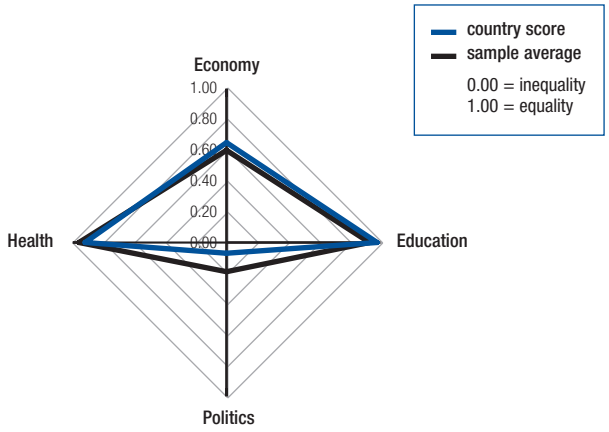
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Azerbaijan

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**99**	**0.655**

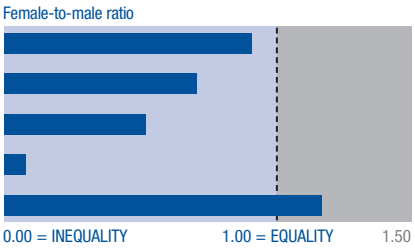
Key Indicators

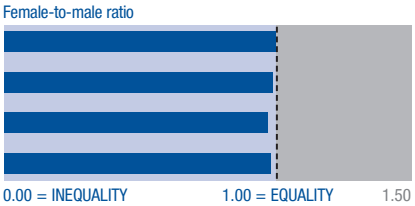
Total population (millions)	9.17
Population growth (%)	1.19
GDP (US$ billions)	21.23
GDP (PPP) per capita	8,913

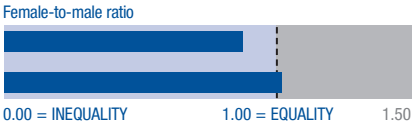


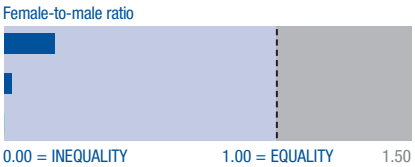
Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**74**	**0.649**	**0.599**			
Labour force participation	16	0.91	0.68	65	71	0.91
Wage equality for similar work (survey)	41	0.71	0.64	—	—	0.71
Estimated earned income (PPP US$)	88	0.52	0.53	6,974	13,361	0.52
Legislators, senior officials and managers	108	0.08	0.25	7	93	0.08
Professional and technical workers	1	1.00	0.63	54	46	1.17
Educational Attainment	**84**	**0.983**	**0.932**			
Literacy rate	49	1.00	0.87	100	100	1.00
Enrolment in primary education	103	0.99	0.97	84	85	0.99
Enrolment in secondary education	100	0.97	0.90	78	81	0.97
Enrolment in tertiary education	93	0.98	0.88	19	19	0.98
Health and Survival	**135**	**0.920**	**0.956**			
Sex ratio at birth (female/male)	135	0.88	0.92	—	—	0.88
Healthy life expectancy	112	1.02	1.04	60	59	1.02
Political Empowerment	**113**	**0.066**	**0.195**			
Women in parliament	79	0.19	0.23	16	84	0.19
Women in ministerial positions	124	0.03	0.19	3	97	0.03
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00





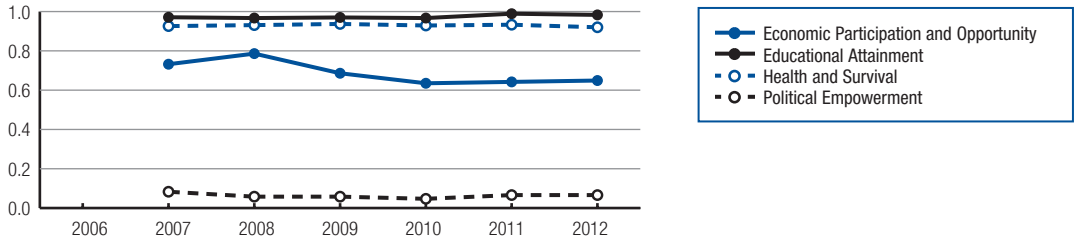




Azerbaijan

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**99**	**0.655**	**74**	**0.649**	**84**	**0.983**	**135**	**0.920**	**113**	**0.066**
Gender Gap Index 2011 (out of 135 countries)	91	0.658	70	0.642	73	0.989	132	0.933	103	0.066
Gender Gap Index 2010 (out of 134 countries)	100	0.645	73	0.635	93	0.967	134	0.929	113	0.047
Gender Gap Index 2009 (out of 134 countries)	89	0.663	47	0.686	94	0.970	132	0.937	119	0.058
Gender Gap Index 2008 (out of 130 countries)	61	0.686	4	0.786	91	0.967	129	0.931	114	0.058
Gender Gap Index 2007 (out of 128 countries)	59	0.678	19	0.732	82	0.971	127	0.926	85	0.083
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 5
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 44
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 11
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] 5.08

Education

Female teachers, primary education (%) 88
Female teachers, secondary education (%) 66
Female teachers, tertiary education (%) 52
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 11
Fertility rate (births per woman) 2.20
Adolescent fertility rate (births per 1,000 girls aged 15-19) 41
Antenatal care coverage, at least one visit (%) 77
Births attended by skilled health personnel (%) 88
Maternal mortality ratio (per 100,000 live births)[4] ..... 43 [27-67]
Contraceptive prevalence, married women (%, any method) 51
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 39
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1918
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

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

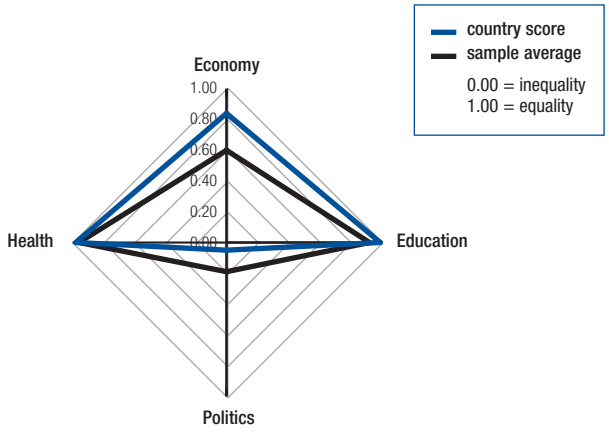
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Bahamas

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**37**	**0.716**

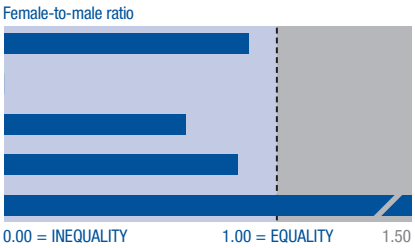
Key Indicators

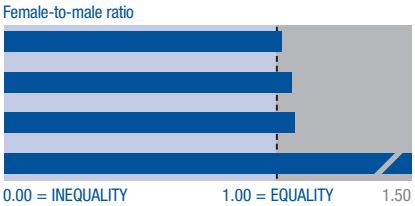
Total population (millions)	0.35
Population growth (%)	1.33
GDP (US$ billions)	6.73
GDP (PPP) per capita	28,476

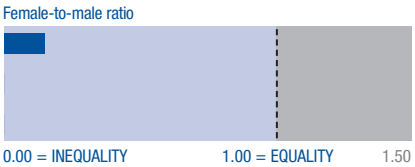


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**2**	**0.836**	**0.599**			
Labour force participation	22	0.90	0.68	74	83	0.90
Wage equality for similar work (survey)	—	—	0.64	—	—	—
Estimated earned income (PPP US$)	38	0.67	0.53	25,969	38,705	0.67
Legislators, senior officials and managers	7	0.86	0.25	46	54	0.86
Professional and technical workers	1	1.00	0.63	63	37	1.70
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	97	95	1.02
Enrolment in primary education	1	1.00	0.97	100	94	1.06
Enrolment in secondary education	1	1.00	0.90	88	82	1.07
Enrolment in tertiary education	1	1.00	0.88	22	8	2.71
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	1	1.06	1.04	68	63	1.08
Political Empowerment	**122**	**0.047**	**0.195**			
Women in parliament	90	0.15	0.23	13	87	0.15
Women in ministerial positions	125	0.00	0.19	0	100	0.00
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



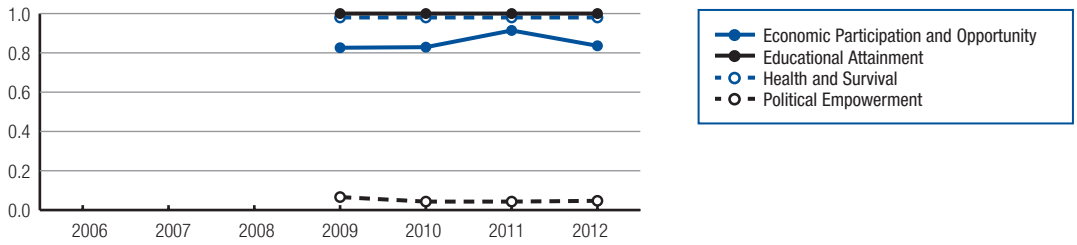




Bahamas

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**37**	**0.716**	**2**	**0.836**	**1**	**1.000**	**1**	**0.980**	**122**	**0.047**
Gender Gap Index 2011 (out of 135 countries)	22	0.734	1	0.914	1	1.000	1	0.980	117	0.043
Gender Gap Index 2010 (out of 134 countries)	36	0.713	4	0.829	1	1.000	1	0.980	115	0.043
Gender Gap Index 2009 (out of 134 countries)	28	0.718	2	0.826	1	1.000	1	0.980	109	0.066
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 14
Male adult unemployment rate (% of male labour force) 14
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 50
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 58
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] ..... —

Education

Female teachers, primary education (%) 92
Female teachers, secondary education (%) 76
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 27
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.90
Adolescent fertility rate (births per 1,000 girls aged 15-19) 39
Antenatal care coverage, at least one visit (%) 98
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 47 [28-75]
Contraceptive prevalence, married women (%, any method) 62
Female HIV prevalence, aged 15–49 (%) 3.70
Male HIV prevalence, aged 15–49 (%) 2.40
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 14
Overall population sex ratio (male/female) 0.96

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1961, 1964
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... National Insurance Board (2/3) and employer (1/3)
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered) ..... —
Daycare options ..... Public daycare with allowance, private daycare without allowance

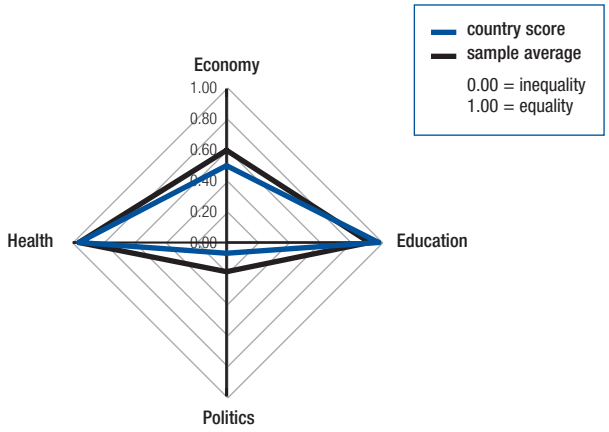
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Bahrain

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**111**	**0.630**

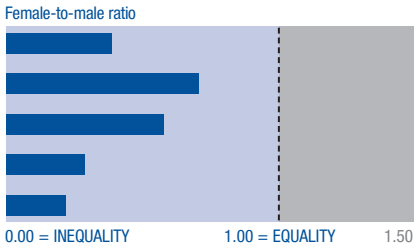
Key Indicators

Total population (millions)	1.32
Population growth (%)	7.59
GDP (US$ billions)	13.16
GDP (PPP) per capita	23,755

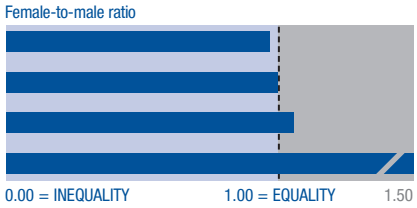


Gender Gap Subindexes

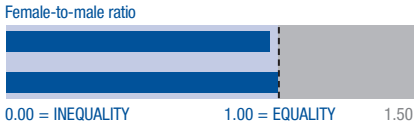
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**118**	**0.497**	**0.599**			
Labour force participation	124	0.39	0.68	34	86	0.39
Wage equality for similar work (survey)	38	0.71	0.64	—	—	0.71
Estimated earned income (PPP US$)	71	0.58	0.53	16,289	28,115	0.58
Legislators, senior officials and managers	82	0.29	0.25	22	78	0.29
Professional and technical workers	109	0.22	0.63	18	82	0.22



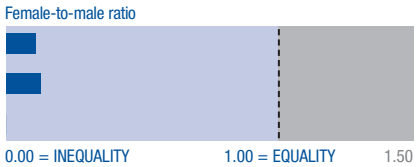
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**47**	**0.995**	**0.932**			
Literacy rate	77	0.97	0.87	90	93	0.97
Enrolment in primary education	1	1.00	0.97	98	98	1.00
Enrolment in secondary education	1	1.00	0.90	97	92	1.06
Enrolment in tertiary education	1	1.00	0.88	28	16	1.78



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**111**	**0.961**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	118	1.00	1.04	66	66	1.00



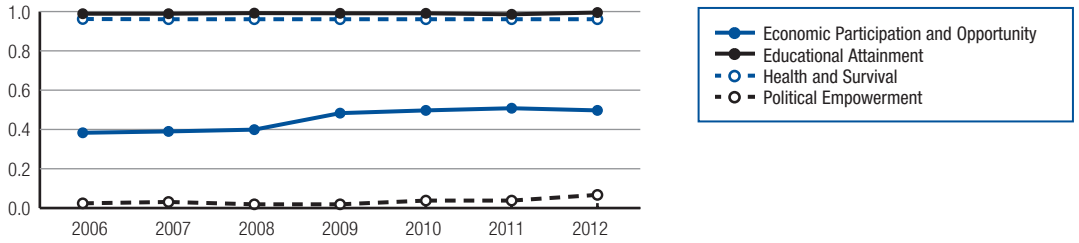
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**112**	**0.067**	**0.195**			
Women in parliament	108	0.11	0.23	10	90	0.11
Women in ministerial positions	86	0.13	0.19	12	88	0.13
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Bahrain

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**111**	**0.630**	**118**	**0.497**	**47**	**0.995**	**111**	**0.961**	**112**	**0.067**
Gender Gap Index 2011 (out of 135 countries)	110	0.623	115	0.508	81	0.986	111	0.961	122	0.038
Gender Gap Index 2010 (out of 134 countries)	110	0.622	115	0.497	60	0.991	110	0.961	120	0.038
Gender Gap Index 2009 (out of 134 countries)	116	0.614	118	0.483	69	0.991	116	0.961	131	0.019
Gender Gap Index 2008 (out of 130 countries)	121	0.593	126	0.399	66	0.992	112	0.961	127	0.019
Gender Gap Index 2007 (out of 128 countries)	115	0.593	124	0.390	59	0.989	110	0.961	121	0.031
Gender Gap Index 2006 (out of 115 countries)	102	0.589	111	0.383	54	0.989	104	0.962	110	0.024

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 20
Male adult unemployment rate (% of male labour force) 6
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 10
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.95

Education

Female teachers, primary education (%) 76
Female teachers, secondary education (%) 54
Female teachers, tertiary education (%) 33
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 13

Marriage and Childbearing

Singulate mean age at marriage for women (years) 26
Early marriage (% women, aged 15–19) 4
Fertility rate (births per woman) 2.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 13
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 97
Maternal mortality ratio (per 100,000 live births)[4] ..... 20 [12-32]
Contraceptive prevalence, married women (%, any method) 62
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 9
Overall population sex ratio (male/female) 1.67

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 1.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 1.00
Year women received right to vote 1973, 2002
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 45 days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

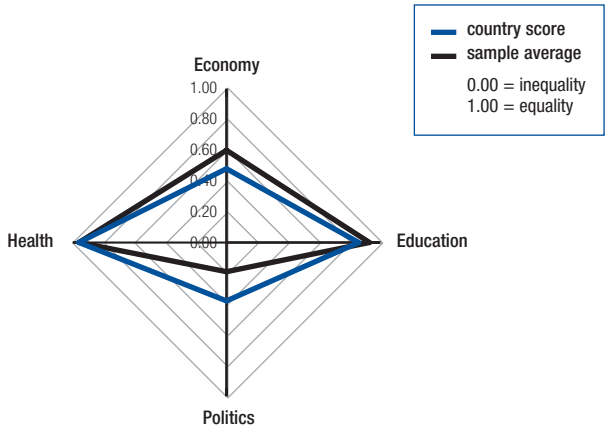
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Bangladesh

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**86**	**0.668**

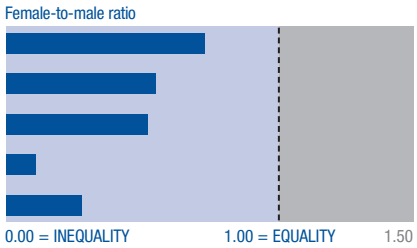
Key Indicators

Total population (millions)	150.49
Population growth (%)	1.12
GDP (US$ billions)	82.98
GDP (PPP) per capita	1,488

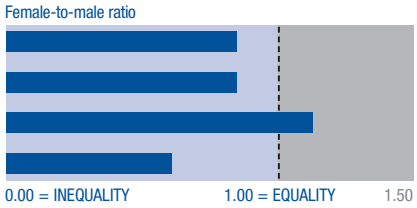


Gender Gap Subindexes

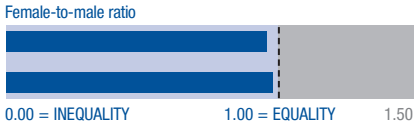
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**121**	**0.480**	**0.599**			
Labour force participation	82	0.73	0.68	62	85	0.73
Wage equality for similar work (survey)	115	0.55	0.64	—	—	0.55
Estimated earned income (PPP US$)	90	0.52	0.53	1,214	2,349	0.52
Legislators, senior officials and managers	102	0.11	0.25	10	90	0.11
Professional and technical workers	104	0.28	0.63	22	78	0.28



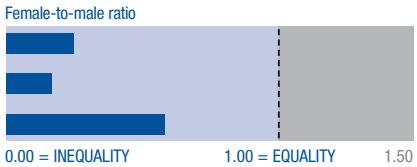
Educational Attainment	**118**	**0.858**	**0.932**			
Literacy rate	109	0.85	0.87	52	61	0.85
Enrolment in primary education	128	0.85	0.97	67	78	0.85
Enrolment in secondary education	1	1.00	0.90	50	45	1.13
Enrolment in tertiary education	119	0.61	0.88	8	13	0.61



Health and Survival	**123**	**0.956**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.96
Healthy life expectancy	131	0.98	1.04	55	56	0.98



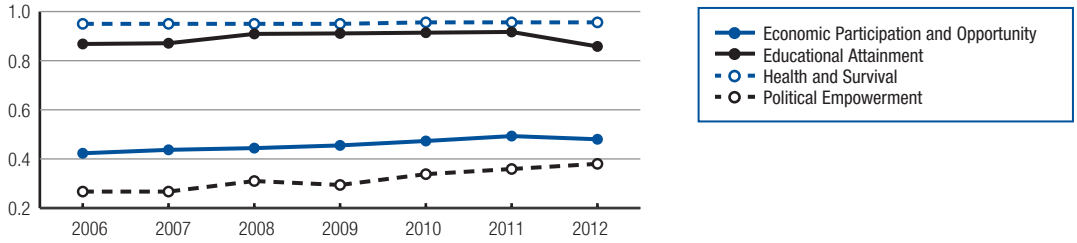
Political Empowerment	**8**	**0.380**	**0.195**			
Women in parliament	65	0.25	0.23	20	80	0.25
Women in ministerial positions	70	0.17	0.19	14	86	0.17
Years with female head of state (last 50)	4	0.59	0.17	19	31	0.59



Bangladesh

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**86**	**0.668**	**121**	**0.480**	**118**	**0.858**	**123**	**0.956**	**8**	**0.380**
Gender Gap Index 2011 (out of 135 countries)	69	0.681	118	0.493	108	0.917	123	0.956	11	0.359
Gender Gap Index 2010 (out of 134 countries)	82	0.670	117	0.473	108	0.914	122	0.956	12	0.338
Gender Gap Index 2009 (out of 134 countries)	93	0.653	121	0.455	105	0.911	127	0.950	17	0.294
Gender Gap Index 2008 (out of 130 countries)	90	0.653	119	0.444	104	0.909	124	0.950	13	0.310
Gender Gap Index 2007 (out of 128 countries)	100	0.631	116	0.437	105	0.871	122	0.950	17	0.267
Gender Gap Index 2006 (out of 115 countries)	91	0.627	107	0.423	95	0.868	113	0.950	17	0.267

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 20
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 16
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.02

Education

Female teachers, primary education (%) 49
Female teachers, secondary education (%) 20
Female teachers, tertiary education (%) 20
Female school life expectancy, primary to secondary (years) ..... —
Male school life expectancy, primary to secondary (years) ..... —

Marriage and Childbearing

Singulate mean age at marriage for women (years) 19
Early marriage (% women, aged 15–19) 48
Fertility rate (births per woman) 2.20
Adolescent fertility rate (births per 1,000 girls aged 15-19) 133
Antenatal care coverage, at least one visit (%) 54
Births attended by skilled health personnel (%) 27
Maternal mortality ratio (per 100,000 live births)[4] ..... 240 [140-410]
Contraceptive prevalence, married women (%, any method) 56
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) ..... <0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 38
Overall population sex ratio (male/female) 1.02

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 1.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1935, 1972
Quota type ..... Reserved seats
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

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

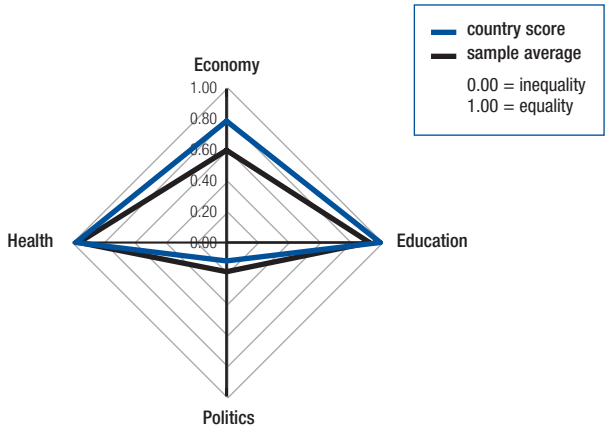
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Barbados

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**27**	**0.723**

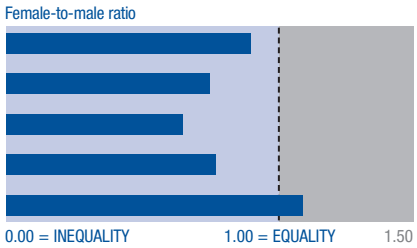
Key Indicators

Total population (millions)	0.27
Population growth (%)	0.21
GDP (US$ billions)	2.52
GDP (PPP) per capita	17,564

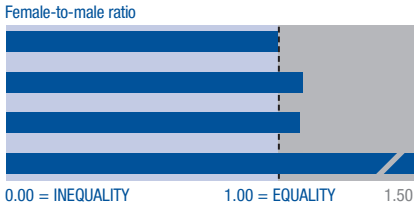


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**11**	**0.791**	**0.599**			
Labour force participation	23	0.90	0.68	76	85	0.90
Wage equality for similar work (survey)	19	0.75	0.64	—	—	0.75
Estimated earned income (PPP US$)	48	0.65	0.53	15,153	23,454	0.65
Legislators, senior officials and managers	9	0.77	0.25	43	57	0.77
Professional and technical workers	1	1.00	0.63	52	48	1.09

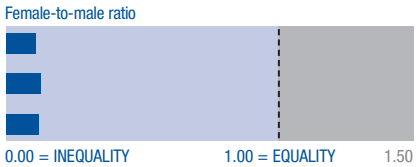


Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	97	90	1.09
Enrolment in secondary education	1	1.00	0.90	88	81	1.08
Enrolment in tertiary education	1	1.00	0.88	95	40	2.38



Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.99
Healthy life expectancy	1	1.06	1.04	69	65	1.06

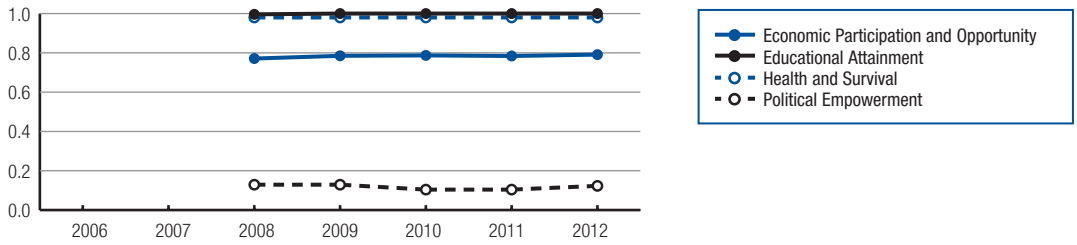
Political Empowerment	**79**	**0.123**	**0.195**			
Women in parliament	108	0.11	0.23	10	90	0.11
Women in ministerial positions	83	0.13	0.19	12	88	0.13
Years with female head of state (last 50)	16	0.12	0.17	6	44	0.12



Barbados

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**27**	**0.723**	**11**	**0.791**	**1**	**1.000**	**1**	**0.980**	**79**	**0.123**
Gender Gap Index 2011 (out of 135 countries)	33	0.717	8	0.784	1	1.000	1	0.980	82	0.104
Gender Gap Index 2010 (out of 134 countries)	31	0.718	7	0.787	1	1.000	1	0.980	80	0.104
Gender Gap Index 2009 (out of 134 countries)	21	0.724	5	0.785	1	1.000	1	0.980	67	0.129
Gender Gap Index 2008 (out of 130 countries)	26	0.719	9	0.771	44	0.996	1	0.980	62	0.129
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 9
Male adult unemployment rate (% of male labour force) 7
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 51
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 5.55

Education

Female teachers, primary education (%) 78
Female teachers, secondary education (%) 59
Female teachers, tertiary education (%) 49
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 32
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.60
Adolescent fertility rate (births per 1,000 girls aged 15-19) 51
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 51 [19-140]
Contraceptive prevalence, married women (%, any method) 55
Female HIV prevalence, aged 15–49 (%) 1.10
Male HIV prevalence, aged 15–49 (%) 1.70
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 17
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1950
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

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

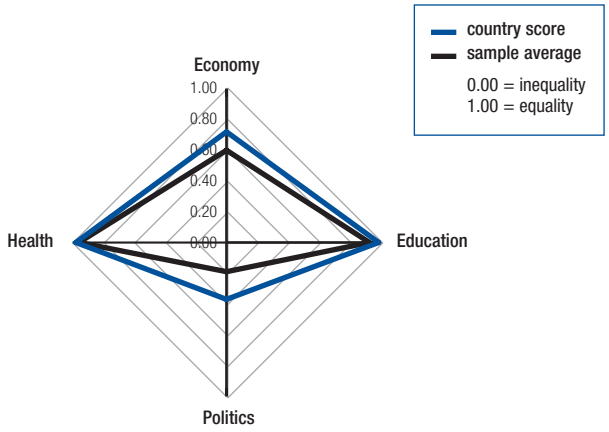
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Belgium

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**12**	**0.765**

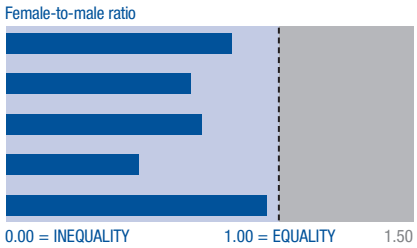
Key Indicators

Total population (millions)	11.01
Population growth (%)	0.92
GDP (US$ billions)	266.91
GDP (PPP) per capita	32,808

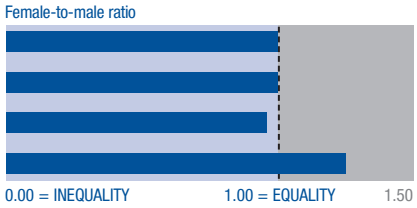


Gender Gap Subindexes

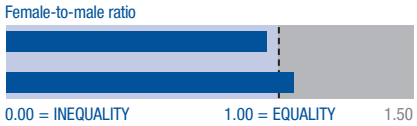
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**36**	**0.724**	**0.599**			
Labour force participation	52	0.83	0.68	61	73	0.83
Wage equality for similar work (survey)	55	0.68	0.64	—	—	0.68
Estimated earned income (PPP US$)	24	0.72	0.53	28,981	40,000	0.72
Legislators, senior officials and managers	42	0.49	0.25	33	67	0.49
Professional and technical workers	65	0.96	0.63	49	51	0.96



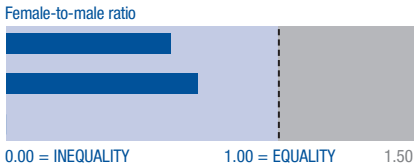
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**67**	**0.992**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	99	99	1.00
Enrolment in secondary education	101	0.96	0.90	87	90	0.96
Enrolment in tertiary education	1	1.00	0.88	75	60	1.25



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**50**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.96
Healthy life expectancy	58	1.06	1.04	74	70	1.06



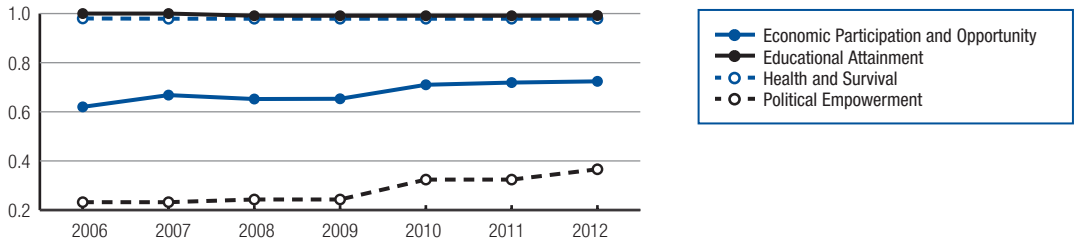
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**10**	**0.366**	**0.195**			
Women in parliament	12	0.61	0.23	38	62	0.61
Women in ministerial positions	10	0.71	0.19	42	58	0.71
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Belgium

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**12**	**0.765**	**36**	**0.724**	**67**	**0.992**	**50**	**0.979**	**10**	**0.366**
Gender Gap Index 2011 (out of 135 countries)	13	0.753	36	0.719	63	0.991	46	0.979	17	0.324
Gender Gap Index 2010 (out of 134 countries)	14	0.751	39	0.710	62	0.991	44	0.979	16	0.324
Gender Gap Index 2009 (out of 134 countries)	33	0.717	64	0.653	71	0.991	55	0.979	29	0.243
Gender Gap Index 2008 (out of 130 countries)	28	0.716	60	0.652	67	0.991	52	0.979	27	0.243
Gender Gap Index 2007 (out of 128 countries)	19	0.720	46	0.668	1	1.000	50	0.979	20	0.232
Gender Gap Index 2006 (out of 115 countries)	20	0.708	54	0.620	1	1.000	1	0.980	19	0.232

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 9
Male adult unemployment rate (% of male labour force) 8
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 47
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.95

Education

Female teachers, primary education (%) 81
Female teachers, secondary education (%) 59
Female teachers, tertiary education (%) 43
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 13

Marriage and Childbearing

Singulate mean age at marriage for women (years) 30
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.80
Adolescent fertility rate (births per 1,000 girls aged 15-19) 11
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 8 [5-12]
Contraceptive prevalence, married women (%, any method) 75
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.30
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 4
Overall population sex ratio (male/female) 0.96

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1919, 1948
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

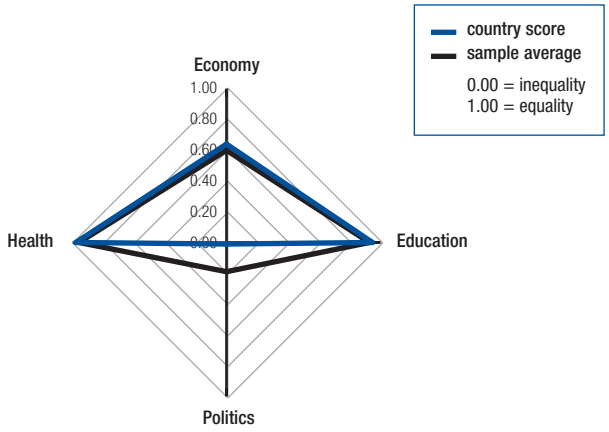
Length of maternity leave ..... 15 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 82 for first 30 days, 75 for remaining period up to a ceiling
Provider of maternity coverage ..... Social security
Length of paternity leave ..... 2 weeks, within 4 months after child's birth;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

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

Belize

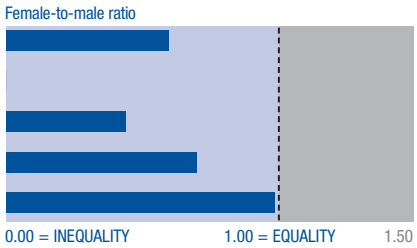
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**102**	**0.646**

Key Indicators	
Total population (millions)	0.36
Population growth (%)	3.39
GDP (US$ billions)	1.22
GDP (PPP) per capita	5,983

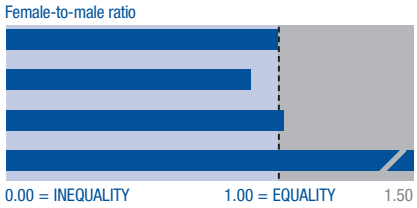


Gender Gap Subindexes

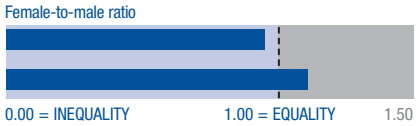
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**77**	**0.641**	**0.599**			
Labour force participation	102	0.60	0.68	50	83	0.60
Wage equality for similar work (survey)	—	—	0.64	—	—	—
Estimated earned income (PPP US$)	106	0.44	0.53	4,157	9,358	0.44
Legislators, senior officials and managers	12	0.70	0.25	41	59	0.70
Professional and technical workers	60	0.99	0.63	50	50	0.99



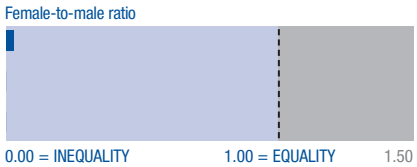
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**100**	**0.955**	**0.932**			
Literacy rate	1	1.00	0.87	70	70	1.00
Enrolment in primary education	125	0.90	0.97	88	98	0.90
Enrolment in secondary education	1	1.00	0.90	65	64	1.02
Enrolment in tertiary education	1	1.00	0.88	26	17	1.57



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	63	57	1.11



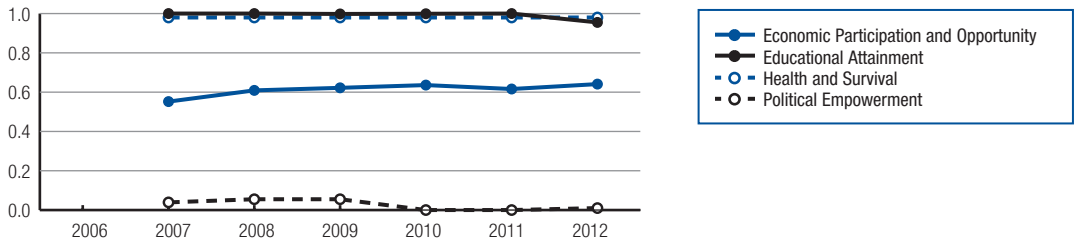
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**131**	**0.010**	**0.195**			
Women in parliament	125	0.03	0.23	3	97	0.03
Women in ministerial positions	125	0.00	0.19	0	100	0.00
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Belize

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**102**	**0.646**	**77**	**0.641**	**100**	**0.955**	**1**	**0.980**	**131**	**0.010**
Gender Gap Index 2011 (out of 135 countries)	100	0.649	81	0.616	1	1.000	1	0.980	132	0.000
Gender Gap Index 2010 (out of 134 countries)	93	0.654	72	0.636	32	0.999	1	0.980	131	0.000
Gender Gap Index 2009 (out of 134 countries)	87	0.664	79	0.622	35	0.998	1	0.980	121	0.055
Gender Gap Index 2008 (out of 130 countries)	86	0.661	79	0.609	1	1.000	1	0.980	116	0.055
Gender Gap Index 2007 (out of 128 countries)	94	0.643	96	0.552	1	1.000	1	0.980	114	0.039
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 13
Male adult unemployment rate (% of male labour force) 6
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 38
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] ..... —

Education

Female teachers, primary education (%) 73
Female teachers, secondary education (%) 60
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 21
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 2.80
Adolescent fertility rate (births per 1,000 girls aged 15-19) 91
Antenatal care coverage, at least one visit (%) 93
Births attended by skilled health personnel (%) 88
Maternal mortality ratio (per 100,000 live births)[4] ..... 53 [33-88]
Contraceptive prevalence, married women (%, any method) 34
Female HIV prevalence, aged 15–49 (%) 2.80
Male HIV prevalence, aged 15–49 (%) 1.90
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 14
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1954
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

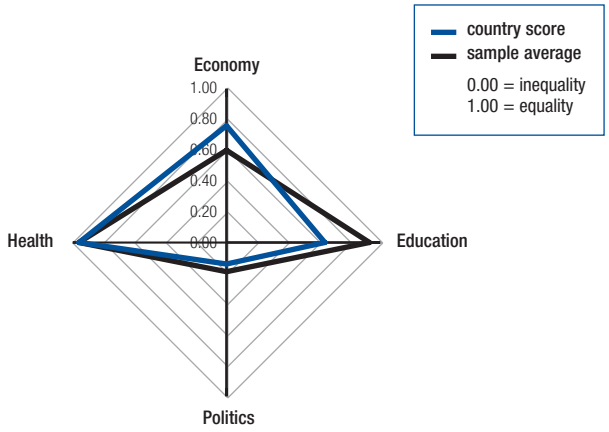
Length of maternity leave ..... 14 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security or employer (if not entitled to receive benefits from social security)
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Benin

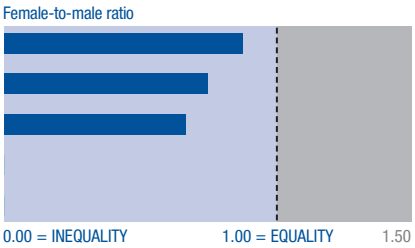
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**117**	**0.626**

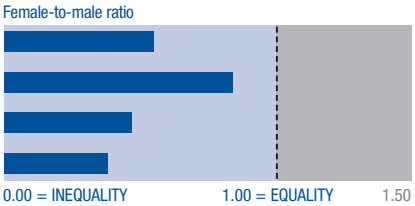
Key Indicators	
Total population (millions)	9.10
Population growth (%)	2.84
GDP (US$ billions)	3.34
GDP (PPP) per capita	1,424

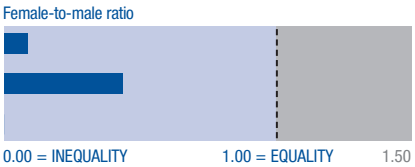


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**23**	**0.759**	**0.599**			
Labour force participation	31	0.88	0.68	69	78	0.88
Wage equality for similar work (survey)	26	0.75	0.64	—	—	0.75
Estimated earned income (PPP US$)	40	0.67	0.53	1,306	1,958	0.67
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—
Educational Attainment	**134**	**0.645**	**0.932**			
Literacy rate	133	0.55	0.87	30	55	0.55
Enrolment in primary education	129	0.84	0.97	81	97	0.84
Enrolment in secondary education	132	0.47	0.90	13	27	0.47
Enrolment in tertiary education	132	0.38	0.88	6	15	0.38
Health and Survival	**111**	**0.961**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	118	1.00	1.04	50	50	1.00
Political Empowerment	**69**	**0.138**	**0.195**			
Women in parliament	115	0.09	0.23	8	92	0.09
Women in ministerial positions	22	0.44	0.19	31	69	0.44
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



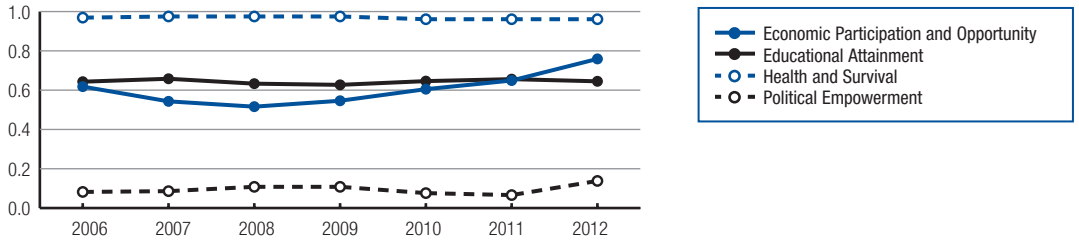




Benin

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**117**	**0.626**	**23**	**0.759**	**134**	**0.645**	**111**	**0.961**	**69**	**0.138**
Gender Gap Index 2011 (out of 135 countries)	128	0.583	67	0.649	133	0.656	111	0.961	104	0.066
Gender Gap Index 2010 (out of 134 countries)	128	0.572	85	0.605	133	0.646	110	0.961	100	0.076
Gender Gap Index 2009 (out of 134 countries)	131	0.564	110	0.546	132	0.627	70	0.975	79	0.108
Gender Gap Index 2008 (out of 130 countries)	126	0.558	105	0.516	128	0.633	67	0.975	75	0.108
Gender Gap Index 2007 (out of 128 countries)	123	0.566	102	0.543	125	0.658	65	0.975	81	0.086
Gender Gap Index 2006 (out of 115 countries)	110	0.578	55	0.618	113	0.643	86	0.969	76	0.082

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 0
Male adult unemployment rate (% of male labour force) 1
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 24
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) 44
Women's access to land ownership[2] 1.00
Women's access to credit[2] 1.00
Women's access to property other than land[2] 1.00
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] 4.78

Education

Female teachers, primary education (%) 19
Female teachers, secondary education (%) 12
Female teachers, tertiary education (%) 8
Female school life expectancy, primary to secondary (years) 7
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 21
Early marriage (% women, aged 15–19) 22
Fertility rate (births per woman) 5.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 114
Antenatal care coverage, at least one visit (%) 84
Births attended by skilled health personnel (%) 74
Maternal mortality ratio (per 100,000 live births)[4] ..... 350 [220-600]
Contraceptive prevalence, married women (%, any method) 17
Female HIV prevalence, aged 15–49 (%) 1.40
Male HIV prevalence, aged 15–49 (%) 0.90
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 73
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.13
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.50
Year women received right to vote 1956
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 14 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security (½) and employer (½)
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

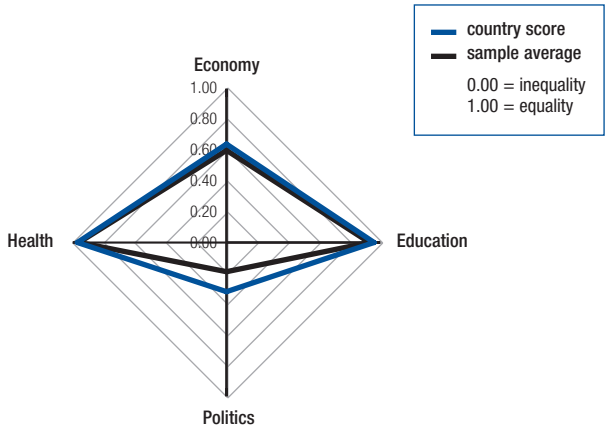
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Bolivia

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**30**	**0.722**

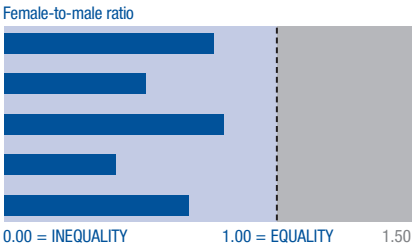
Key Indicators

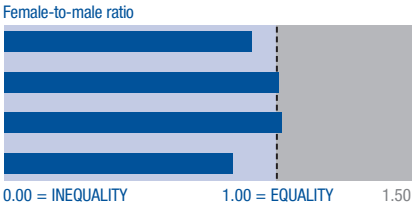
Total population (millions)	10.09
Population growth (%)	1.59
GDP (US$ billions)	12.24
GDP (PPP) per capita	4,350

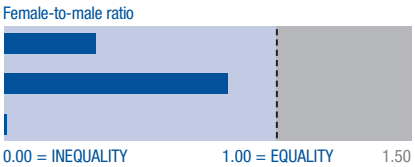


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**79**	**0.637**	**0.599**			
Labour force participation	67	0.77	0.68	64	83	0.77
Wage equality for similar work (survey)	121	0.52	0.64	—	—	0.52
Estimated earned income (PPP US$)	12	0.81	0.53	4,598	5,664	0.81
Legislators, senior officials and managers	63	0.41	0.25	29	71	0.41
Professional and technical workers	88	0.68	0.63	40	60	0.68
Educational Attainment	**98**	**0.963**	**0.932**			
Literacy rate	99	0.91	0.87	87	96	0.91
Enrolment in primary education	1	1.00	0.97	95	94	1.01
Enrolment in secondary education	1	1.00	0.90	69	68	1.02
Enrolment in tertiary education	104	0.84	0.88	35	42	0.84
Health and Survival	**84**	**0.972**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	90	1.04	1.04	59	57	1.04
Political Empowerment	**20**	**0.317**	**0.195**			
Women in parliament	35	0.34	0.23	25	75	0.34
Women in ministerial positions	8	0.83	0.19	45	55	0.83
Years with female head of state (last 50)	46	0.01	0.17	1	49	0.01



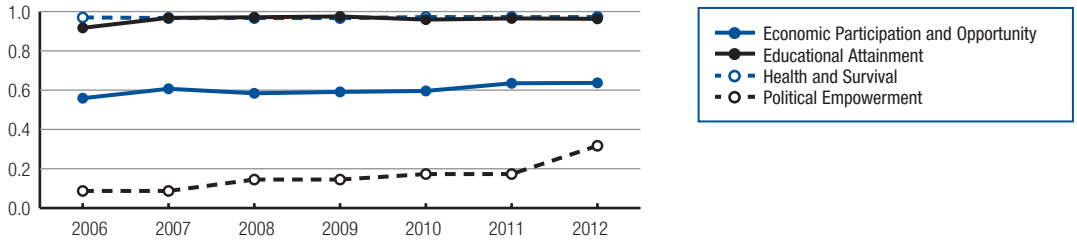




Bolivia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**30**	**0.722**	**79**	**0.637**	**98**	**0.963**	**84**	**0.972**	**20**	**0.317**
Gender Gap Index 2011 (out of 135 countries)	62	0.686	72	0.635	95	0.965	84	0.972	45	0.173
Gender Gap Index 2010 (out of 134 countries)	76	0.675	91	0.596	97	0.959	82	0.972	46	0.173
Gender Gap Index 2009 (out of 134 countries)	82	0.669	94	0.591	91	0.975	112	0.967	56	0.145
Gender Gap Index 2008 (out of 130 countries)	80	0.667	88	0.584	90	0.971	108	0.967	51	0.145
Gender Gap Index 2007 (out of 128 countries)	80	0.657	77	0.607	85	0.968	107	0.967	79	0.087
Gender Gap Index 2006 (out of 115 countries)	87	0.634	77	0.559	89	0.917	79	0.970	71	0.087

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 6
Male adult unemployment rate (% of male labour force) 5
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 37
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 41
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 3.68

Education

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

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 15
Fertility rate (births per woman) 3.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 89
Antenatal care coverage, at least one visit (%) 86
Births attended by skilled health personnel (%) 71
Maternal mortality ratio (per 100,000 live births)[4] ..... 190 [130-290]
Contraceptive prevalence, married women (%, any method) 61
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.30
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 42
Overall population sex ratio (male/female) 1.00

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1938, 1952
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 75
Provider of maternity coverage ..... Social insurance
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

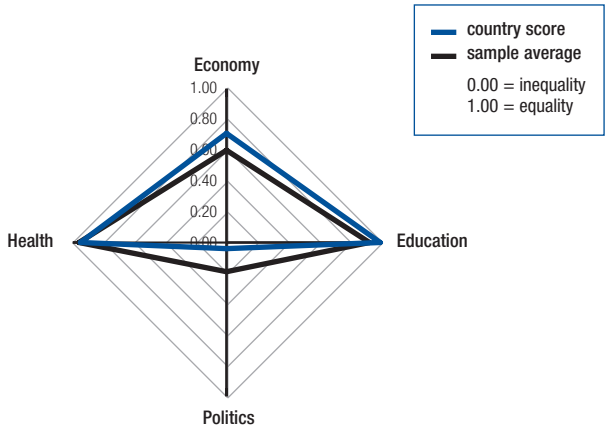
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Botswana

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**77**	**0.674**

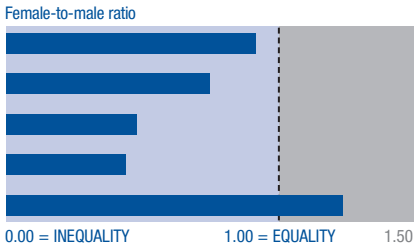
Key Indicators

Total population (millions)	2.03
Population growth (%)	1.27
GDP (US$ billions)	8.41
GDP (PPP) per capita	12,462

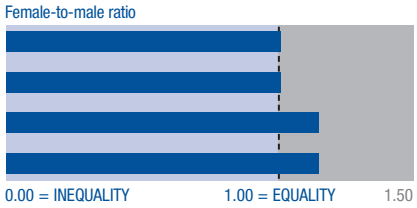


Gender Gap Subindexes

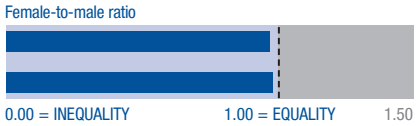
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**45**	**0.708**	**0.599**			
Labour force participation	12	0.92	0.68	76	82	0.92
Wage equality for similar work (survey)	24	0.75	0.64	—	—	0.75
Estimated earned income (PPP US$)	97	0.48	0.53	9,509	19,897	0.48
Legislators, senior officials and managers	55	0.44	0.25	30	70	0.44
Professional and technical workers	1	1.00	0.63	55	45	1.24



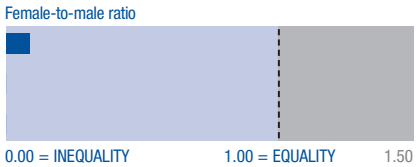
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	85	84	1.01
Enrolment in primary education	1	1.00	0.97	88	87	1.01
Enrolment in secondary education	1	1.00	0.90	65	57	1.15
Enrolment in tertiary education	1	1.00	0.88	8	7	1.15



Health and Survival	**125**	**0.955**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	133	0.98	1.04	48	49	0.98



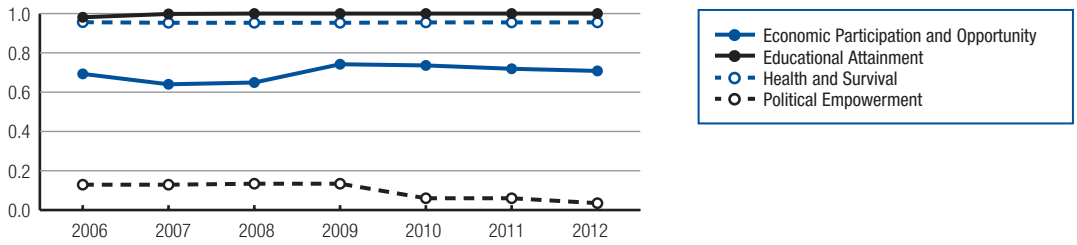
Political Empowerment	**124**	**0.035**	**0.195**			
Women in parliament	118	0.09	0.23	8	92	0.09
Women in ministerial positions	—	—	0.19	—	—	—
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Botswana

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**77**	**0.674**	**45**	**0.708**	**1**	**1.000**	**125**	**0.955**	**124**	**0.035**
Gender Gap Index 2011 (out of 135 countries)	66	0.683	37	0.719	1	1.000	126	0.955	111	0.060
Gender Gap Index 2010 (out of 134 countries)	62	0.688	29	0.736	1	1.000	125	0.955	108	0.060
Gender Gap Index 2009 (out of 134 countries)	39	0.707	22	0.742	27	1.000	124	0.953	66	0.134
Gender Gap Index 2008 (out of 130 countries)	63	0.684	61	0.649	26	1.000	120	0.953	61	0.134
Gender Gap Index 2007 (out of 128 countries)	53	0.680	63	0.640	30	0.998	118	0.953	53	0.129
Gender Gap Index 2006 (out of 115 countries)	34	0.690	23	0.693	67	0.981	109	0.956	47	0.129

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 20
Male adult unemployment rate (% of male labour force) 15
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 41
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 55
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 5.16

Education

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

Marriage and Childbearing

Singulate mean age at marriage for women (years) 27
Early marriage (% women, aged 15–19) 5
Fertility rate (births per woman) 2.80
Adolescent fertility rate (births per 1,000 girls aged 15-19) 51
Antenatal care coverage, at least one visit (%) 94
Births attended by skilled health personnel (%) 95
Maternal mortality ratio (per 100,000 live births)[4] ..... 160 [81-260]
Contraceptive prevalence, married women (%, any method) 44
Female HIV prevalence, aged 15–49 (%) 29.20
Male HIV prevalence, aged 15–49 (%) 20.60
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 36
Overall population sex ratio (male/female) 1.02

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1965
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 50
Provider of maternity coverage ..... Employer
Length of paternity leave ..... No
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Private daycare assistance with and without allowance

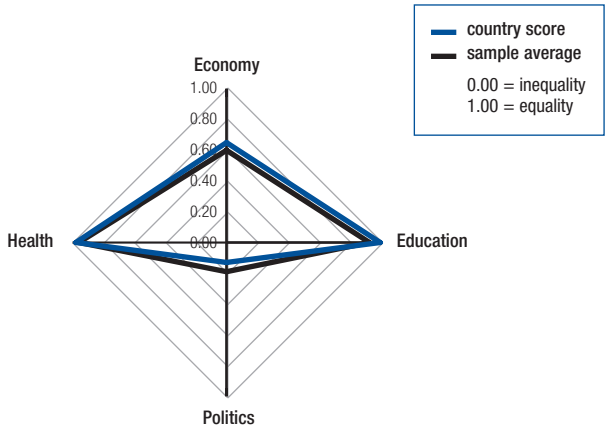
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Brazil

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**62**	**0.691**

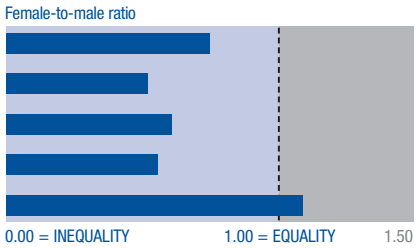
Key Indicators

Total population (millions)	196.66
Population growth (%)	0.88
GDP (US$ billions)	916.13
GDP (PPP) per capita	10,056

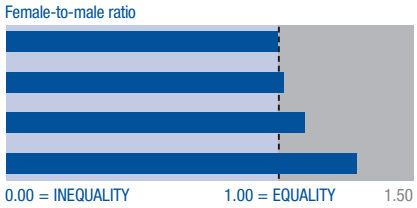


Gender Gap Subindexes

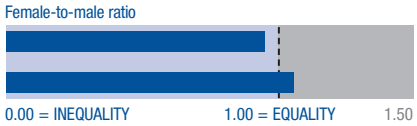
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**73**	**0.650**	**0.599**			
Labour force participation	72	0.75	0.68	64	85	0.75
Wage equality for similar work (survey)	120	0.52	0.64	—	—	0.52
Estimated earned income (PPP US$)	64	0.61	0.53	8,883	14,648	0.61
Legislators, senior officials and managers	30	0.56	0.25	36	64	0.56
Professional and technical workers	1	1.00	0.63	52	48	1.09



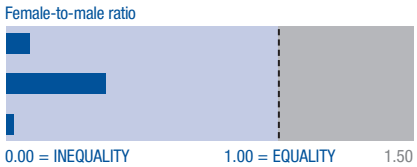
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	90	90	1.00
Enrolment in primary education	1	1.00	0.97	95	94	1.02
Enrolment in secondary education	1	1.00	0.90	85	78	1.10
Enrolment in tertiary education	1	1.00	0.88	29	22	1.29



Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	66	62	1.06



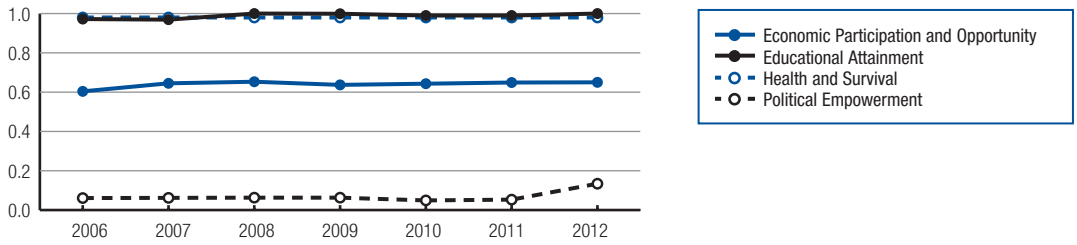
Political Empowerment	**72**	**0.134**	**0.195**			
Women in parliament	113	0.09	0.23	9	91	0.09
Women in ministerial positions	34	0.37	0.19	27	73	0.37
Years with female head of state (last 50)	37	0.03	0.17	1	49	0.03



Brazil

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**62**	**0.691**	**73**	**0.650**	**1**	**1.000**	**1**	**0.980**	**72**	**0.134**
Gender Gap Index 2011 (out of 135 countries)	82	0.668	68	0.649	66	0.990	1	0.980	114	0.053
Gender Gap Index 2010 (out of 134 countries)	85	0.665	66	0.643	63	0.990	1	0.980	112	0.049
Gender Gap Index 2009 (out of 134 countries)	81	0.670	75	0.637	32	0.999	1	0.980	114	0.063
Gender Gap Index 2008 (out of 130 countries)	73	0.674	59	0.653	1	1.000	1	0.980	110	0.063
Gender Gap Index 2007 (out of 128 countries)	74	0.664	62	0.645	84	0.969	1	0.980	96	0.062
Gender Gap Index 2006 (out of 115 countries)	67	0.654	63	0.604	74	0.972	1	0.980	86	0.061

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 11
Male adult unemployment rate (% of male labour force) 6
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 42
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 59
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 4.19

Education

Female teachers, primary education (%) 91
Female teachers, secondary education (%) 67
Female teachers, tertiary education (%) 45
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 13

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 17
Fertility rate (births per woman) 1.80
Adolescent fertility rate (births per 1,000 girls aged 15-19) 77
Antenatal care coverage, at least one visit (%) 97
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 56 [36-85]
Contraceptive prevalence, married women (%, any method) 80
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 17
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.00
Year women received right to vote 1932
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 120 days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social insurance
Length of paternity leave ..... 5 days
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... Public and private daycare assistance with and without allowance

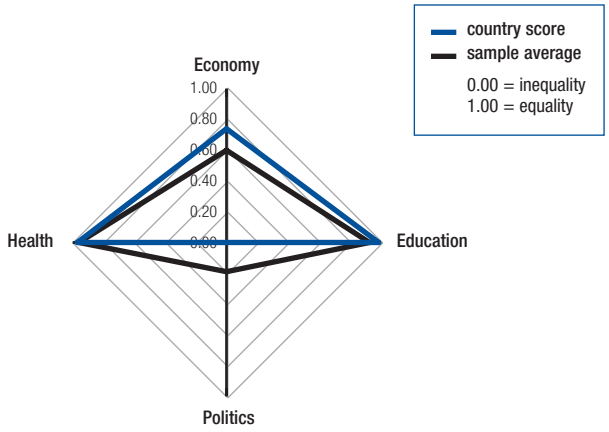
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Brunei Darussalam

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**75**	**0.675**

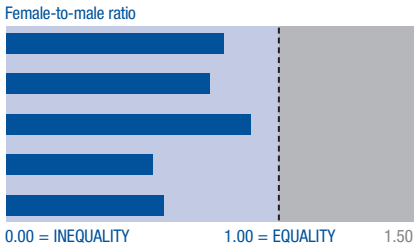
Key Indicators

Total population (millions)	0.41
Population growth (%)	1.79
GDP (US$ billions)	6.70
GDP (PPP) per capita	45,156

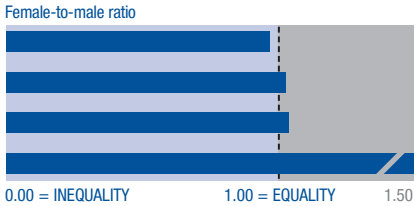


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**30**	**0.740**	**0.599**			
Labour force participation	61	0.80	0.68	62	78	0.80
Wage equality for similar work (survey)	23	0.75	0.64	—	—	0.75
Estimated earned income (PPP US$)	7	0.90	0.53	35,963	40,000	0.90
Legislators, senior officials and managers	35	0.54	0.25	35	65	0.54
Professional and technical workers	90	0.58	0.63	37	63	0.58

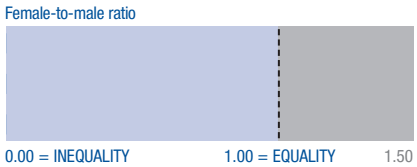


Educational Attainment	**56**	**0.994**	**0.932**			
Literacy rate	81	0.97	0.87	94	97	0.97
Enrolment in primary education	1	1.00	0.97	100	97	1.03
Enrolment in secondary education	1	1.00	0.90	99	95	1.04
Enrolment in tertiary education	1	1.00	0.88	22	12	1.79



Health and Survival	**109**	**0.966**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	116	1.02	1.04	67	66	1.02

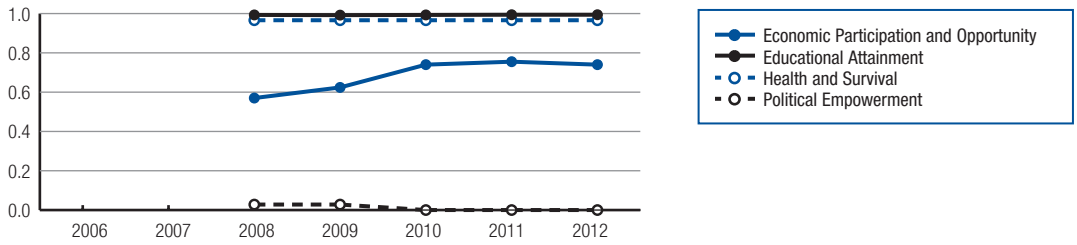
Political Empowerment	**133**	**0.000**	**0.195**			
Women in parliament	—	—	0.23	—	—	—
Women in ministerial positions	125	0.00	0.19	0	100	0.00
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Brunei Darussalam

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**75**	**0.675**	**30**	**0.740**	**56**	**0.994**	**109**	**0.966**	**133**	**0.000**
Gender Gap Index 2011 (out of 135 countries)	76	0.679	20	0.755	52	0.994	108	0.966	132	0.000
Gender Gap Index 2010 (out of 134 countries)	77	0.675	26	0.740	56	0.993	107	0.966	131	0.000
Gender Gap Index 2009 (out of 134 countries)	94	0.652	78	0.624	65	0.992	113	0.966	127	0.028
Gender Gap Index 2008 (out of 130 countries)	99	0.639	91	0.570	62	0.993	109	0.966	122	0.028
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 30
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 5.40

Education

Female teachers, primary education (%) 76
Female teachers, secondary education (%) 63
Female teachers, tertiary education (%) 45
Female school life expectancy, primary to secondary (years) 14
Male school life expectancy, primary to secondary (years) 14

Marriage and Childbearing

Singulate mean age at marriage for women (years) 25
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 2.00
Adolescent fertility rate (births per 1,000 girls aged 15-19) 17
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 24 [15-40]
Contraceptive prevalence, married women (%, any method) ..... —
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 6
Overall population sex ratio (male/female) 1.02

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote ..... —
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... No

Childcare Ecosystem

Length of maternity leave ..... 9 weeks, the maternity leave benefits only cover 8 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 100, the duration of maternity leave benefits is 8 weeks
Provider of maternity coverage ..... Employer
Length of paternity leave ..... No
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

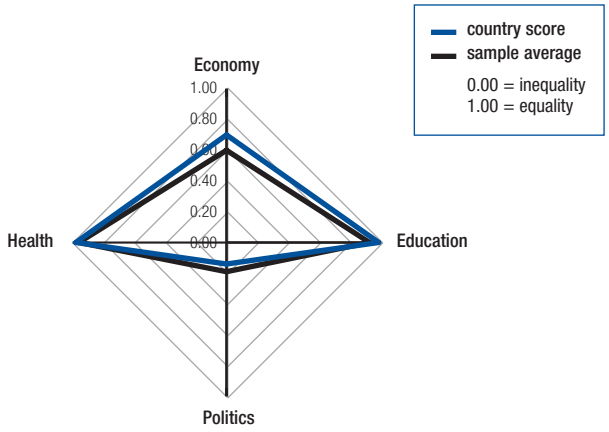
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Bulgaria

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**52**	**0.702**

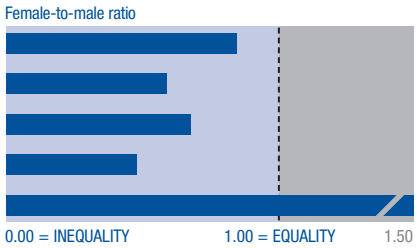
Key Indicators

Total population (millions)	7.48
Population growth (%)	-0.67
GDP (US$ billions)	19.21
GDP (PPP) per capita	11,490

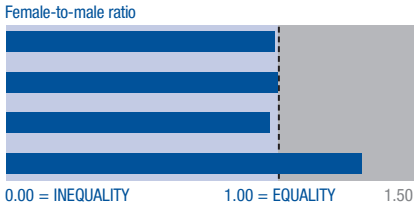


Gender Gap Subindexes

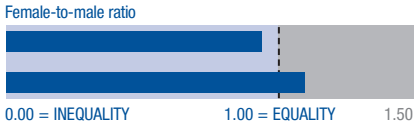
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**50**	**0.696**	**0.599**			
Labour force participation	41	0.85	0.68	62	73	0.85
Wage equality for similar work (survey)	98	0.59	0.64	—	—	0.59
Estimated earned income (PPP US$)	36	0.68	0.53	11,903	17,493	0.68
Legislators, senior officials and managers	43	0.48	0.25	32	68	0.48
Professional and technical workers	1	1.00	0.63	61	39	1.55



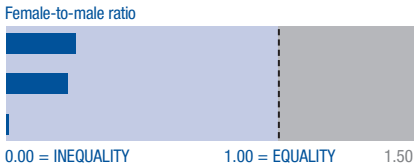
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**64**	**0.992**	**0.932**			
Literacy rate	62	0.99	0.87	98	99	0.99
Enrolment in primary education	1	1.00	0.97	98	98	1.00
Enrolment in secondary education	96	0.97	0.90	82	84	0.97
Enrolment in tertiary education	1	1.00	0.88	65	49	1.31



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**34**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	1	1.06	1.04	69	63	1.10



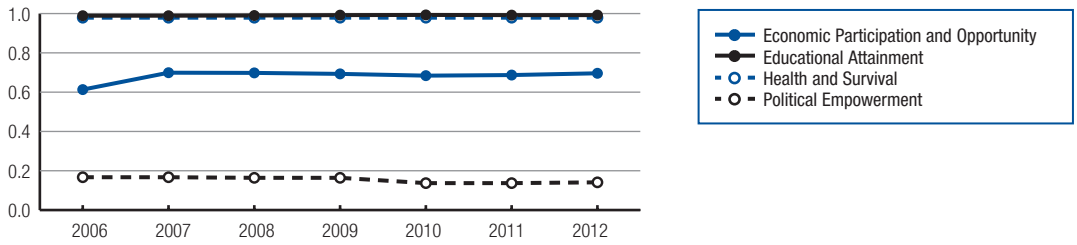
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**67**	**0.141**	**0.195**			
Women in parliament	58	0.26	0.23	21	79	0.26
Women in ministerial positions	51	0.23	0.19	19	81	0.23
Years with female head of state (last 50)	50	0.01	0.17	0	50	0.01



Bulgaria

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**52**	**0.702**	**50**	**0.696**	**64**	**0.992**	**34**	**0.979**	**67**	**0.141**
Gender Gap Index 2011 (out of 135 countries)	51	0.699	48	0.687	58	0.992	41	0.979	67	0.137
Gender Gap Index 2010 (out of 134 countries)	50	0.698	50	0.684	58	0.993	40	0.979	64	0.137
Gender Gap Index 2009 (out of 134 countries)	38	0.707	40	0.693	66	0.992	41	0.979	42	0.164
Gender Gap Index 2008 (out of 130 countries)	36	0.708	35	0.698	73	0.990	38	0.979	43	0.164
Gender Gap Index 2007 (out of 128 countries)	25	0.708	30	0.699	62	0.989	37	0.979	32	0.167
Gender Gap Index 2006 (out of 115 countries)	37	0.687	58	0.613	56	0.989	36	0.979	30	0.167

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 10
Male adult unemployment rate (% of male labour force) 11
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 49
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 34
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 4
Ability of women to rise to positions of enterprise leadership[1] 4.62

Education

Female teachers, primary education (%) 94
Female teachers, secondary education (%) 79
Female teachers, tertiary education (%) 49
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 24
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 44
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 11 [8-15]
Contraceptive prevalence, married women (%, any method) 63
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 11
Overall population sex ratio (male/female) 0.93

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1937, 1945
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

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

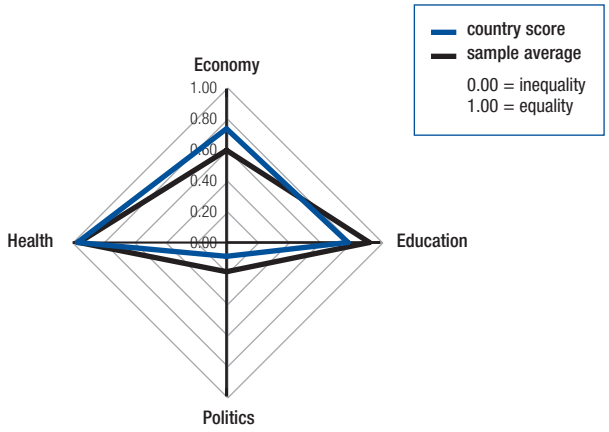
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Burkina Faso

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**104**	**0.646**

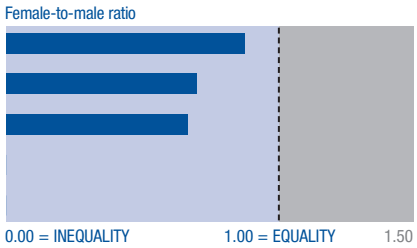
Key Indicators

Total population (millions)	16.97
Population growth (%)	2.98
GDP (US$ billions)	4.55
GDP (PPP) per capita	1,127

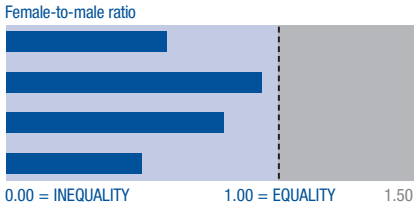


Gender Gap Subindexes

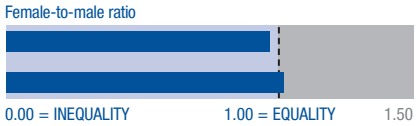
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**32**	**0.738**	**0.599**			
Labour force participation	33	0.88	0.68	80	91	0.88
Wage equality for similar work (survey)	47	0.70	0.64	—	—	0.70
Estimated earned income (PPP US$)	39	0.67	0.53	1,051	1,572	0.67
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—



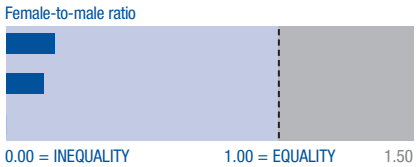
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**125**	**0.786**	**0.932**			
Literacy rate	130	0.59	0.87	22	37	0.59
Enrolment in primary education	121	0.94	0.97	61	65	0.94
Enrolment in secondary education	122	0.80	0.90	16	19	0.80
Enrolment in tertiary education	125	0.50	0.88	3	5	0.50



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**100**	**0.968**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	104	1.02	1.04	43	42	1.02



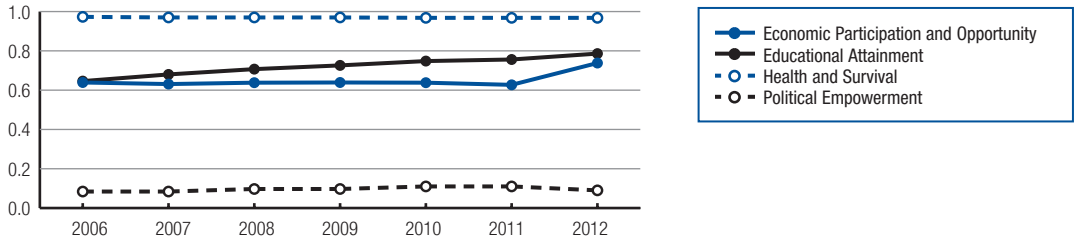
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**94**	**0.090**	**0.195**			
Women in parliament	83	0.18	0.23	15	85	0.18
Women in ministerial positions	82	0.14	0.19	12	88	0.14
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Burkina Faso

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**104**	**0.646**	**32**	**0.738**	**125**	**0.786**	**100**	**0.968**	**94**	**0.090**
Gender Gap Index 2011 (out of 135 countries)	115	0.615	76	0.627	129	0.756	98	0.968	77	0.110
Gender Gap Index 2010 (out of 134 countries)	111	0.616	69	0.638	128	0.748	98	0.968	77	0.110
Gender Gap Index 2009 (out of 134 countries)	120	0.608	72	0.639	129	0.726	98	0.970	88	0.097
Gender Gap Index 2008 (out of 130 countries)	115	0.603	67	0.638	125	0.707	93	0.970	82	0.097
Gender Gap Index 2007 (out of 128 countries)	117	0.591	67	0.631	124	0.680	92	0.970	84	0.084
Gender Gap Index 2006 (out of 115 countries)	104	0.585	49	0.639	112	0.646	68	0.973	74	0.084

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 2
Male adult unemployment rate (% of male labour force) 3
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 27
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) 19
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 4.83

Education

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

Marriage and Childbearing

Singulate mean age at marriage for women (years) 19
Early marriage (% women, aged 15–19) 32
Fertility rate (births per woman) 5.90
Adolescent fertility rate (births per 1,000 girls aged 15-19) 128
Antenatal care coverage, at least one visit (%) 95
Births attended by skilled health personnel (%) 67
Maternal mortality ratio (per 100,000 live births)[4] ..... 300 [190-520]
Contraceptive prevalence, married women (%, any method) 17
Female HIV prevalence, aged 15–49 (%) 1.50
Male HIV prevalence, aged 15–49 (%) 0.90
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 93
Overall population sex ratio (male/female) 0.99

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.73
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 1.00
Year women received right to vote 1958
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 14 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security and employer (if necessary)
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

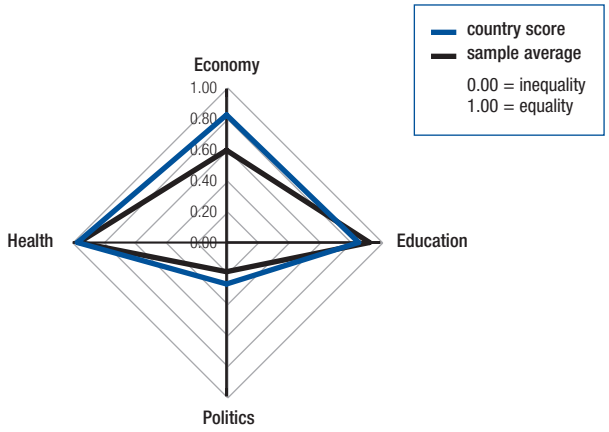
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Burundi

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**24**	**0.734**

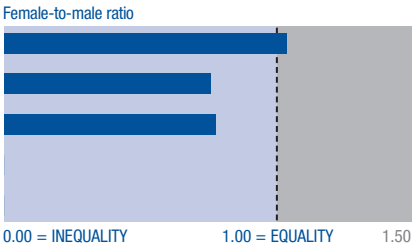
Key Indicators

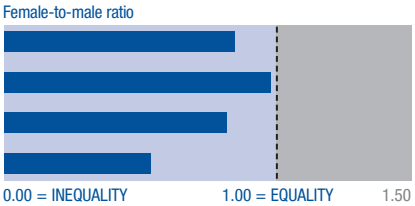
Total population (millions)	8.58
Population growth (%)	2.56
GDP (US$ billions)	0.97
GDP (PPP) per capita	366

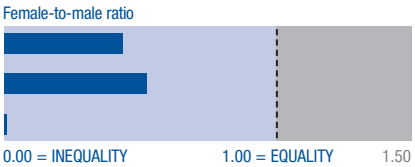


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**3**	**0.832**	**0.599**			
Labour force participation	1	1.00	0.68	92	88	1.04
Wage equality for similar work (survey)	17	0.76	0.64	—	—	0.76
Estimated earned income (PPP US$)	17	0.78	0.53	535	684	0.78
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—
Educational Attainment	**117**	**0.864**	**0.932**			
Literacy rate	110	0.85	0.87	62	73	0.85
Enrolment in primary education	113	0.98	0.97	89	91	0.98
Enrolment in secondary education	121	0.82	0.90	15	18	0.82
Enrolment in tertiary education	121	0.54	0.88	2	4	0.54
Health and Survival	**100**	**0.968**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	104	1.02	1.04	43	42	1.02
Political Empowerment	**30**	**0.270**	**0.195**			
Women in parliament	27	0.44	0.23	31	70	0.44
Women in ministerial positions	16	0.53	0.19	35	65	0.53
Years with female head of state (last 50)	50	0.01	0.17	0	50	0.01



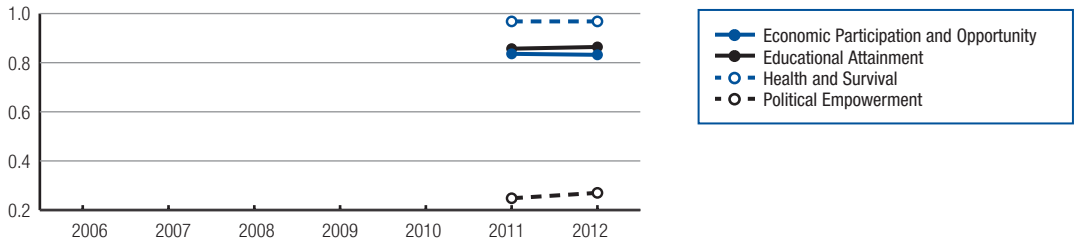




Burundi

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**24**	**0.734**	**3**	**0.832**	**117**	**0.864**	**100**	**0.968**	**30**	**0.270**
Gender Gap Index 2011 (out of 135 countries)	24	0.727	4	0.836	119	0.857	98	0.968	32	0.248
Gender Gap Index 2010 (out of 134 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2009 (out of 134 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 0
Male adult unemployment rate (% of male labour force) 1
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 14
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) 35
Women's access to land ownership[2] 1.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 1.00
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 4.64

Education

Female teachers, primary education (%) 53
Female teachers, secondary education (%) 20
Female teachers, tertiary education (%) 12
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 24
Early marriage (% women, aged 15–19) 7
Fertility rate (births per woman) 4.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 30
Antenatal care coverage, at least one visit (%) 99
Births attended by skilled health personnel (%) 60
Maternal mortality ratio (per 100,000 live births)[4] ..... 800 [370-1800]
Contraceptive prevalence, married women (%, any method) 9
Female HIV prevalence, aged 15–49 (%) 4.00
Male HIV prevalence, aged 15–49 (%) 2.60
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 88
Overall population sex ratio (male/female) 0.96

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] ..... —
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.50
Year women received right to vote 1961
Quota type ..... Reserved seats
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer (50%) and social security (50%)
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

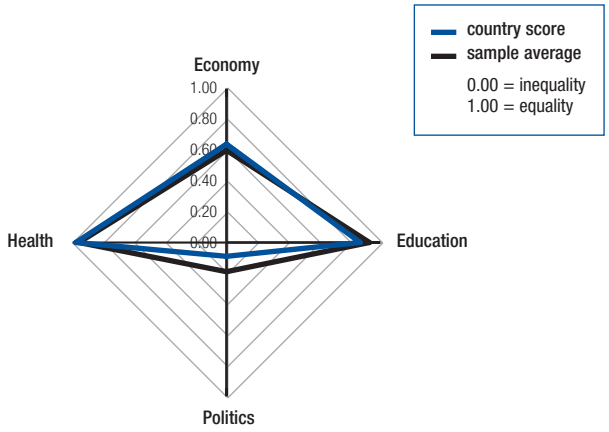
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Cambodia

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**103**	**0.646**

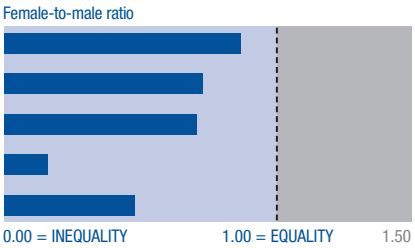
Key Indicators

Total population (millions)	14.31
Population growth (%)	1.14
GDP (US$ billions)	7.89
GDP (PPP) per capita	1,968

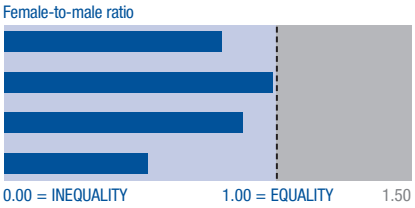


Gender Gap Subindexes

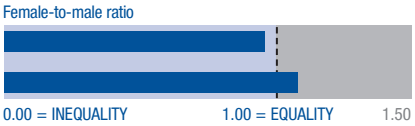
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**78**	**0.640**	**0.599**			
Labour force participation	35	0.87	0.68	76	87	0.87
Wage equality for similar work (survey)	32	0.73	0.64	—	—	0.73
Estimated earned income (PPP US$)	28	0.71	0.53	1,974	2,786	0.71
Legislators, senior officials and managers	96	0.16	0.25	14	86	0.16
Professional and technical workers	100	0.48	0.63	41	86	0.48



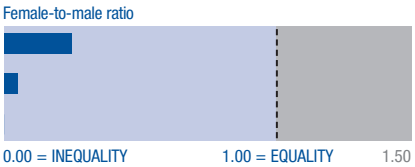
Educational Attainment	**116**	**0.871**	**0.932**			
Literacy rate	115	0.80	0.87	66	83	0.80
Enrolment in primary education	97	0.99	0.97	95	96	0.99
Enrolment in secondary education	116	0.88	0.90	33	37	0.88
Enrolment in tertiary education	122	0.53	0.88	5	10	0.53



Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.96
Healthy life expectancy	1	1.06	1.04	55	51	1.08



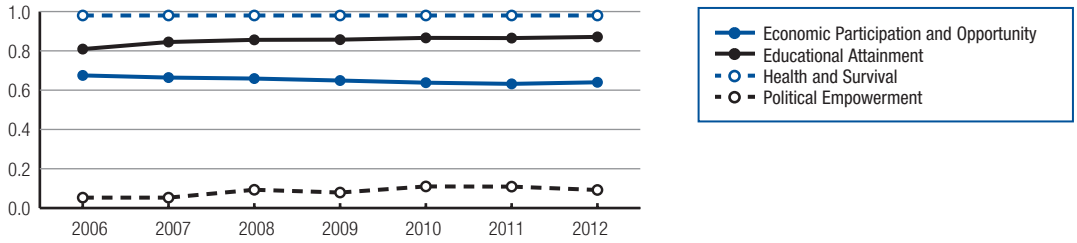
Political Empowerment	**91**	**0.092**	**0.195**			
Women in parliament	61	0.25	0.23	20	80	0.25
Women in ministerial positions	120	0.05	0.19	5	95	0.05
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Cambodia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**103**	**0.646**	**78**	**0.640**	**116**	**0.871**	**1**	**0.980**	**91**	**0.092**
Gender Gap Index 2011 (out of 135 countries)	102	0.646	75	0.632	116	0.865	1	0.980	78	0.109
Gender Gap Index 2010 (out of 134 countries)	97	0.648	68	0.638	115	0.866	1	0.980	78	0.110
Gender Gap Index 2009 (out of 134 countries)	104	0.641	65	0.649	117	0.857	1	0.980	98	0.079
Gender Gap Index 2008 (out of 130 countries)	94	0.647	56	0.659	114	0.856	1	0.980	87	0.093
Gender Gap Index 2007 (out of 128 countries)	98	0.635	52	0.664	112	0.845	1	0.980	105	0.053
Gender Gap Index 2006 (out of 115 countries)	89	0.629	29	0.675	105	0.809	1	0.980	94	0.053

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 2
Male adult unemployment rate (% of male labour force) 2
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 44
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 4.98

Education

Female teachers, primary education (%) 46
Female teachers, secondary education (%) 32
Female teachers, tertiary education (%) 11
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 11
Fertility rate (births per woman) 2.60
Adolescent fertility rate (births per 1,000 girls aged 15-19) 52
Antenatal care coverage, at least one visit (%) 89
Births attended by skilled health personnel (%) 71
Maternal mortality ratio (per 100,000 live births)[4] ..... 250 [160-390]
Contraceptive prevalence, married women (%, any method) 40
Female HIV prevalence, aged 15–49 (%) 0.70
Male HIV prevalence, aged 15–49 (%) 0.40
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 43
Overall population sex ratio (male/female) 0.96

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1955
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

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

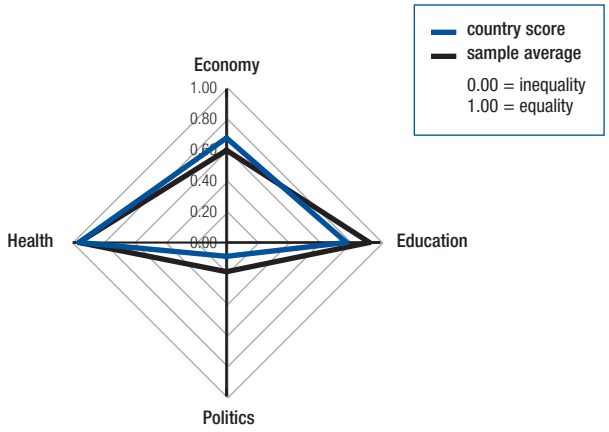
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Cameroon

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**112**	**0.629**

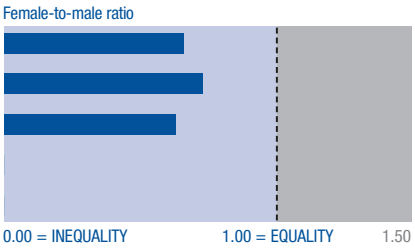
Key Indicators

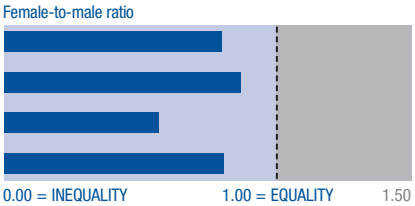
Total population (millions)	20.03
Population growth (%)	2.19
GDP (US$ billions)	13.99
GDP (PPP) per capita	2,058

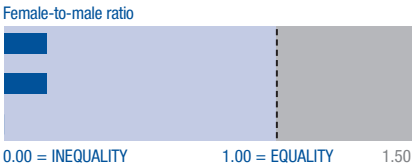


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**52**	**0.683**	**0.599**			
Labour force participation	91	0.66	0.68	54	82	0.66
Wage equality for similar work (survey)	29	0.73	0.64	—	—	0.73
Estimated earned income (PPP US$)	53	0.63	0.53	1,843	2,925	0.63
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—
Educational Attainment	**126**	**0.782**	**0.932**			
Literacy rate	114	0.80	0.87	63	79	0.80
Enrolment in primary education	127	0.87	0.97	86	99	0.87
Enrolment in secondary education	130	0.57	0.90	10	18	0.57
Enrolment in tertiary education	107	0.81	0.88	10	13	0.81
Health and Survival	**111**	**0.961**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	118	1.00	1.04	45	45	1.00
Political Empowerment	**92**	**0.090**	**0.195**			
Women in parliament	87	0.16	0.23	14	86	0.16
Women in ministerial positions	74	0.16	0.19	14	86	0.16
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



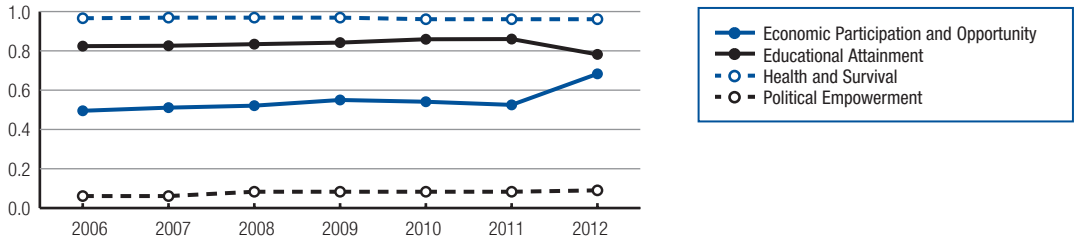




Cameroon

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**112**	**0.629**	**52**	**0.683**	**126**	**0.782**	**111**	**0.961**	**92**	**0.090**
Gender Gap Index 2011 (out of 135 countries)	119	0.607	112	0.525	118	0.860	111	0.961	96	0.083
Gender Gap Index 2010 (out of 134 countries)	114	0.611	105	0.541	117	0.859	110	0.961	93	0.083
Gender Gap Index 2009 (out of 134 countries)	118	0.611	107	0.550	122	0.842	106	0.969	95	0.083
Gender Gap Index 2008 (out of 130 countries)	117	0.602	104	0.521	119	0.834	101	0.969	97	0.083
Gender Gap Index 2007 (out of 128 countries)	116	0.592	107	0.511	115	0.826	100	0.969	97	0.061
Gender Gap Index 2006 (out of 115 countries)	103	0.587	94	0.495	101	0.824	97	0.966	85	0.061

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 3
Male adult unemployment rate (% of male labour force) 3
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 26
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 16
Women's access to land ownership[2] 1.00
Women's access to credit[2] 0.50
Women's access to property other than land[2] 1.00
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 4.85

Education

Female teachers, primary education (%) 48
Female teachers, secondary education (%) 26
Female teachers, tertiary education (%) 19
Female school life expectancy, primary to secondary (years) 9
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 20
Early marriage (% women, aged 15–19) 33
Fertility rate (births per woman) 4.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 141
Antenatal care coverage, at least one visit (%) 85
Births attended by skilled health personnel (%) 64
Maternal mortality ratio (per 100,000 live births)[4] ..... 690 [430-1200]
Contraceptive prevalence, married women (%, any method) 29
Female HIV prevalence, aged 15–49 (%) 6.40
Male HIV prevalence, aged 15–49 (%) 4.30
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 84
Overall population sex ratio (male/female) 1.00

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.01
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 1.00
Year women received right to vote 1946
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

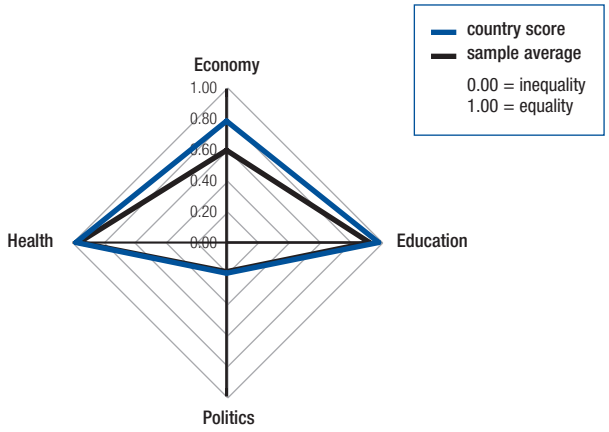
Length of maternity leave ..... 14 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... National Social Insurance Fund
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Canada

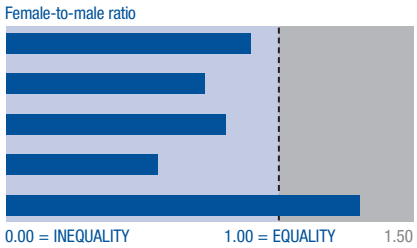
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**21**	**0.738**

Key Indicators	
Total population (millions)	34.48
Population growth (%)	1.17
GDP (US$ billions)	872.78
GDP (PPP) per capita	35,223

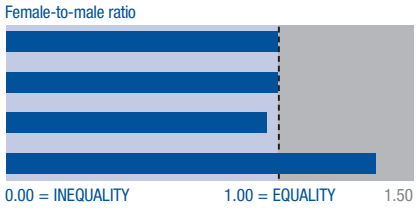


Gender Gap Subindexes

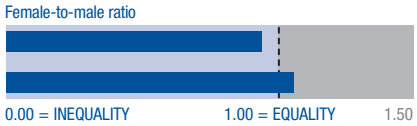
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**12**	**0.788**	**0.599**			
Labour force participation	20	0.90	0.68	75	83	0.90
Wage equality for similar work (survey)	35	0.73	0.64	—	—	0.73
Estimated earned income (PPP US$)	14	0.81	0.53	32,241	40,000	0.81
Legislators, senior officials and managers	31	0.56	0.25	36	64	0.56
Professional and technical workers	1	1.00	0.63	57	43	1.30



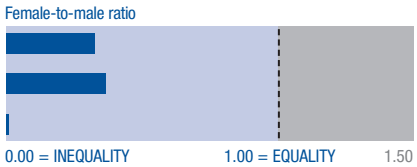
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**70**	**0.991**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	100	100	1.00
Enrolment in secondary education	104	0.96	0.90	89	93	0.96
Enrolment in tertiary education	1	1.00	0.88	69	51	1.36



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**52**	**0.978**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	60	1.06	1.04	75	71	1.06



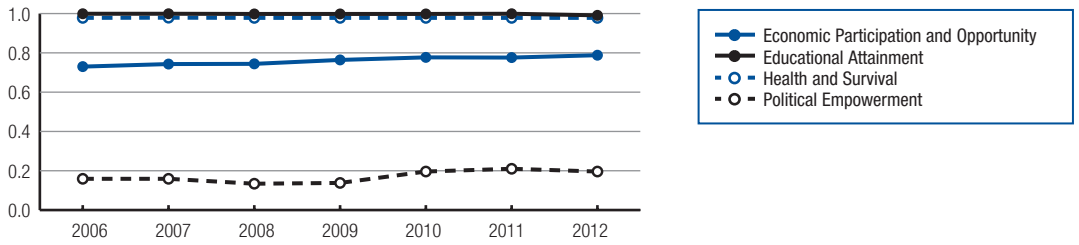
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**38**	**0.196**	**0.195**			
Women in parliament	38	0.33	0.23	25	75	0.33
Women in ministerial positions	35	0.37	0.19	27	73	0.37
Years with female head of state (last 50)	48	0.01	0.17	0	50	0.01



Canada

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**21**	**0.738**	**12**	**0.788**	**70**	**0.991**	**52**	**0.978**	**38**	**0.196**
Gender Gap Index 2011 (out of 135 countries)	18	0.741	10	0.776	31	0.999	49	0.978	36	0.210
Gender Gap Index 2010 (out of 134 countries)	20	0.737	8	0.777	35	0.998	47	0.978	36	0.196
Gender Gap Index 2009 (out of 134 countries)	25	0.720	10	0.764	38	0.998	60	0.978	62	0.138
Gender Gap Index 2008 (out of 130 countries)	31	0.714	15	0.744	37	0.998	57	0.978	60	0.134
Gender Gap Index 2007 (out of 128 countries)	18	0.720	13	0.743	26	0.999	51	0.979	36	0.159
Gender Gap Index 2006 (out of 115 countries)	14	0.716	10	0.730	21	0.999	51	0.978	33	0.159

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 9
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 50
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 5.29

Education

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

Marriage and Childbearing

Singulate mean age at marriage for women (years) 27
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.70
Adolescent fertility rate (births per 1,000 girls aged 15-19) 14
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 12 [9-16]
Contraceptive prevalence, married women (%, any method) 74
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.50
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 5
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1917, 1960
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

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

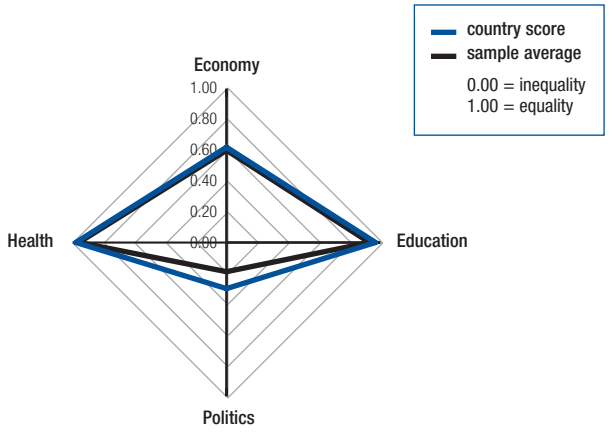
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Cape Verde

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**35**	**0.718**

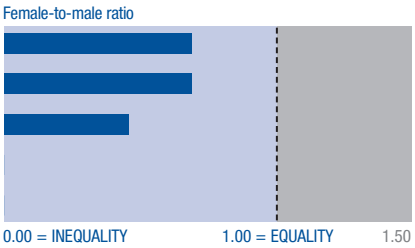
Key Indicators

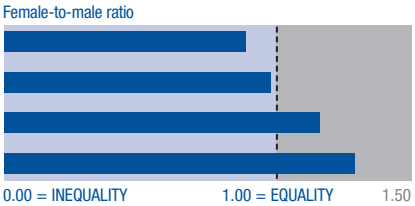
Total population (millions)	0.50
Population growth (%)	0.89
GDP (US$ billions)	0.97
GDP (PPP) per capita	3,476

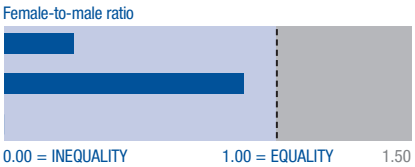


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**84**	**0.623**	**0.599**			
Labour force participation	89	0.69	0.68	57	83	0.69
Wage equality for similar work (survey)	48	0.69	0.64	—	—	0.69
Estimated earned income (PPP US$)	100	0.46	0.53	2,624	5,647	0.46
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—
Educational Attainment	**97**	**0.968**	**0.932**			
Literacy rate	104	0.89	0.87	79	89	0.89
Enrolment in primary education	114	0.98	0.97	92	94	0.98
Enrolment in secondary education	1	1.00	0.90	71	61	1.16
Enrolment in tertiary education	1	1.00	0.88	20	16	1.29
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	1	1.06	1.04	64	59	1.08
Political Empowerment	**25**	**0.301**	**0.195**			
Women in parliament	58	0.26	0.23	21	79	0.26
Women in ministerial positions	5	0.89	0.19	47	53	0.89
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



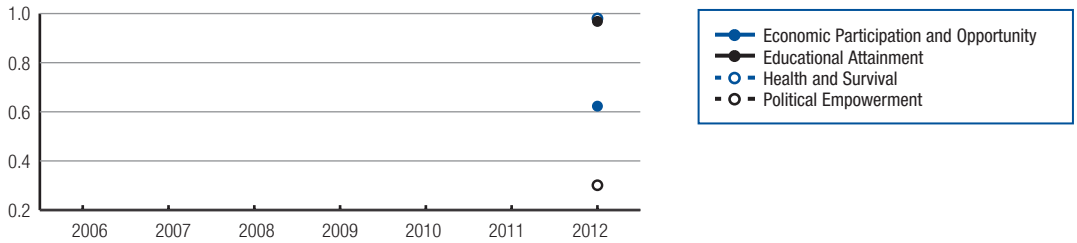




Cape Verde

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**35**	**0.718**	**84**	**0.623**	**97**	**0.968**	**1**	**0.980**	**25**	**0.301**
Gender Gap Index 2011 (out of 135 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2010 (out of 134 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2009 (out of 134 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 23
Male adult unemployment rate (% of male labour force) 23
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 39
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 33
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 4.97

Education

Female teachers, primary education (%) 68
Female teachers, secondary education (%) 41
Female teachers, tertiary education (%) 42
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 25
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 2.40
Adolescent fertility rate (births per 1,000 girls aged 15-19) 92
Antenatal care coverage, at least one visit (%) 95
Births attended by skilled health personnel (%) 76
Maternal mortality ratio (per 100,000 live births)[4] ..... 79 [33-190]
Contraceptive prevalence, married women (%, any method) 61
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 29
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1975
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

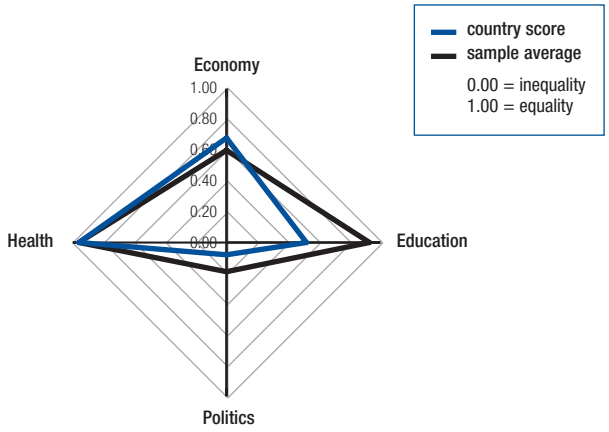
Length of maternity leave ..... 60 days
Maternity leave benefits (% of wages paid in covered period) ..... 90 (employer adds up to 90% of salary if necessary)
Provider of maternity coverage ..... Social security
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Chad

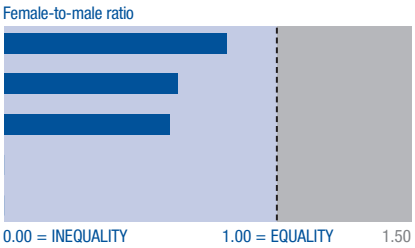
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**133**	**0.559**

Key Indicators	
Total population (millions)	11.53
Population growth (%)	2.62
GDP (US$ billions)	3.10
GDP (PPP) per capita	1,229

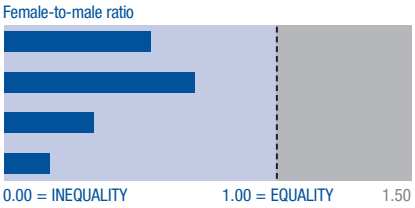


Gender Gap Subindexes

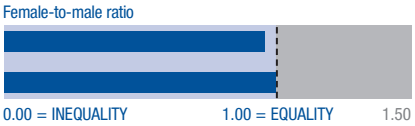
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**56**	**0.677**	**0.599**			
Labour force participation	53	0.82	0.68	63	78	0.82
Wage equality for similar work (survey)	81	0.64	0.64	—	—	0.64
Estimated earned income (PPP US$)	62	0.61	0.53	1,163	1,903	0.61
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—



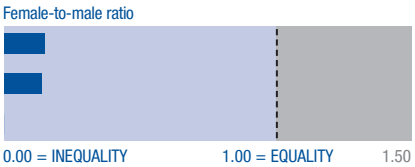
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**135**	**0.520**	**0.932**			
Literacy rate	134	0.54	0.87	24	45	0.54
Enrolment in primary education	134	0.70	0.97	51	73	0.70
Enrolment in secondary education	134	0.33	0.90	5	16	0.33
Enrolment in tertiary education	134	0.17	0.88	1	4	0.17



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**111**	**0.961**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.96
Healthy life expectancy	118	1.00	1.04	40	40	1.00



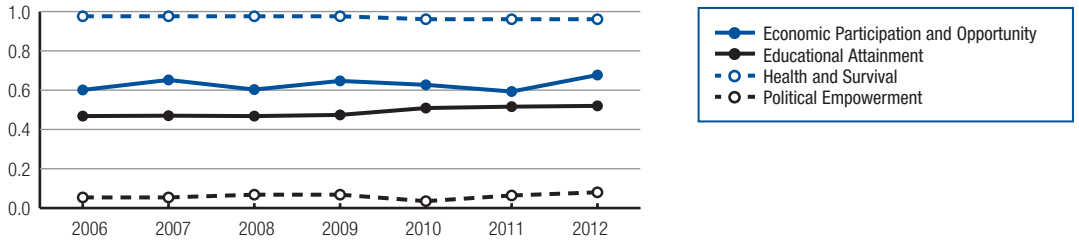
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**102**	**0.080**	**0.195**			
Women in parliament	91	0.15	0.23	13	87	0.15
Women in ministerial positions	81	0.14	0.19	12	88	0.14
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Chad

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**133**	**0.559**	**56**	**0.677**	**135**	**0.520**	**111**	**0.961**	**102**	**0.080**
Gender Gap Index 2011 (out of 135 countries)	134	0.533	98	0.593	135	0.516	111	0.961	107	0.064
Gender Gap Index 2010 (out of 134 countries)	133	0.533	77	0.627	134	0.509	110	0.961	122	0.035
Gender Gap Index 2009 (out of 134 countries)	133	0.542	66	0.647	134	0.474	65	0.976	106	0.068
Gender Gap Index 2008 (out of 130 countries)	129	0.529	81	0.603	130	0.468	62	0.976	105	0.068
Gender Gap Index 2007 (out of 128 countries)	127	0.538	58	0.652	128	0.470	60	0.976	102	0.054
Gender Gap Index 2006 (out of 115 countries)	113	0.525	65	0.601	115	0.468	56	0.976	91	0.054

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 0
Male adult unemployment rate (% of male labour force) 1
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 6
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) 40
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] 4.43

Education

Female teachers, primary education (%) 14
Female teachers, secondary education (%) 6
Female teachers, tertiary education (%) 4
Female school life expectancy, primary to secondary (years) 6
Male school life expectancy, primary to secondary (years) 9

Marriage and Childbearing

Singulate mean age at marriage for women (years) 18
Early marriage (% women, aged 15–19) 45
Fertility rate (births per woman) 6.00
Adolescent fertility rate (births per 1,000 girls aged 15-19) 193
Antenatal care coverage, at least one visit (%) 39
Births attended by skilled health personnel (%) 21
Maternal mortality ratio (per 100,000 live births)[4] ..... 1100 [640-2000]
Contraceptive prevalence, married women (%, any method) 3
Female HIV prevalence, aged 15–49 (%) 4.00
Male HIV prevalence, aged 15–49 (%) 2.70
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 99
Overall population sex ratio (male/female) 0.99

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 1.00
Female genital mutilation[2] 0.45
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.75
Year women received right to vote 1958
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

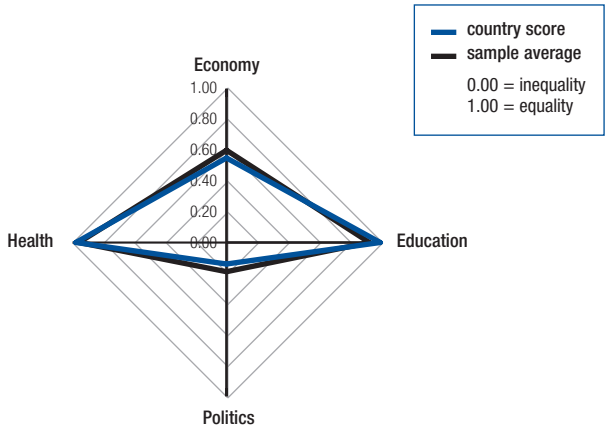
Length of maternity leave ..... 14 weeks
Maternity leave benefits (% of wages paid in covered period) 50
Provider of maternity coverage ..... Social security
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Chile

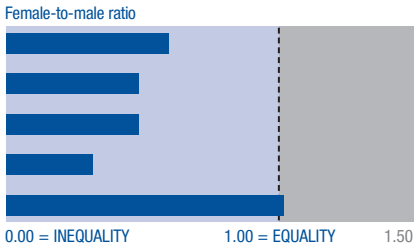
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**87**	**0.668**

Key Indicators	
Total population (millions)	17.27
Population growth (%)	0.93
GDP (US$ billions)	108.40
GDP (PPP) per capita	13,596

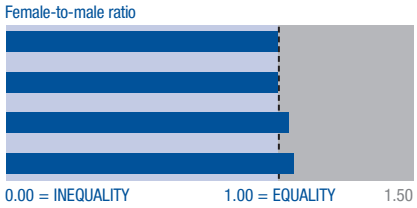


Gender Gap Subindexes

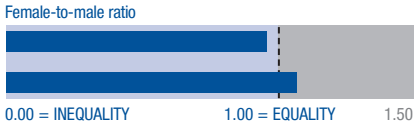
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**110**	**0.547**	**0.599**			
Labour force participation	103	0.60	0.68	47	78	0.60
Wage equality for similar work (survey)	127	0.49	0.64	—	—	0.49
Estimated earned income (PPP US$)	95	0.49	0.53	11,256	23,127	0.49
Legislators, senior officials and managers	74	0.32	0.25	24	76	0.32
Professional and technical workers	1	1.00	0.63	50	50	1.02



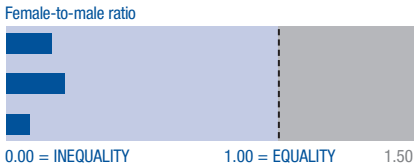
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**32**	**0.999**	**0.932**			
Literacy rate	47	1.00	0.87	98	99	1.00
Enrolment in primary education	74	1.00	0.97	93	94	1.00
Enrolment in secondary education	1	1.00	0.90	84	81	1.04
Enrolment in tertiary education	1	1.00	0.88	61	57	1.06



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.96
Healthy life expectancy	1	1.06	1.04	72	67	1.07



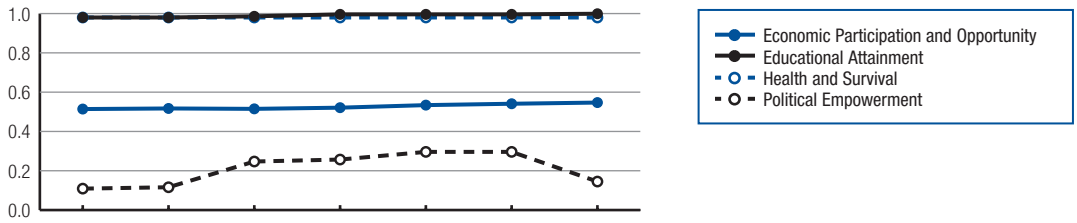
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**64**	**0.145**	**0.195**			
Women in parliament	85	0.17	0.23	14	86	0.17
Women in ministerial positions	54	0.22	0.19	18	82	0.22
Years with female head of state (last 50)	22	0.09	0.17	4	46	0.09



Chile

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**87**	**0.668**	**110**	**0.547**	**32**	**0.999**	**1**	**0.980**	**64**	**0.145**
Gender Gap Index 2011 (out of 135 countries)	46	0.703	106	0.541	40	0.996	1	0.980	22	0.296
Gender Gap Index 2010 (out of 134 countries)	48	0.701	108	0.534	42	0.996	1	0.980	21	0.296
Gender Gap Index 2009 (out of 134 countries)	64	0.688	112	0.521	44	0.996	1	0.980	26	0.257
Gender Gap Index 2008 (out of 130 countries)	65	0.682	106	0.515	81	0.986	1	0.980	26	0.247
Gender Gap Index 2007 (out of 128 countries)	86	0.648	105	0.517	78	0.980	1	0.980	58	0.116
Gender Gap Index 2006 (out of 115 countries)	78	0.645	90	0.514	69	0.980	1	0.980	56	0.109

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 10
Male adult unemployment rate (% of male labour force) 7
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 38
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 30
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 3.72

Education

Female teachers, primary education (%) 78
Female teachers, secondary education (%) 63
Female teachers, tertiary education (%) 40
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean at of marriage for women (years) 25
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.90
Adolescent fertility rate (births per 1,000 girls aged 15-19) 53
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 25 [21-29]
Contraceptive prevalence, married women (%, any method) 64
Female HIV prevalence, aged 15–49 (%) 0.20
Male HIV prevalence, aged 15–49 (%) 0.50
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 8
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1949
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

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

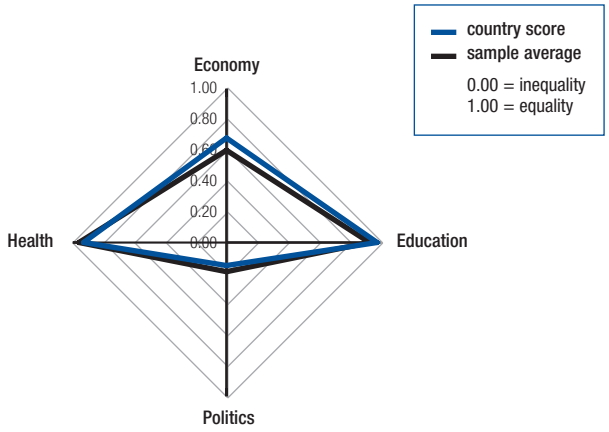
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

China

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**69**	**0.685**

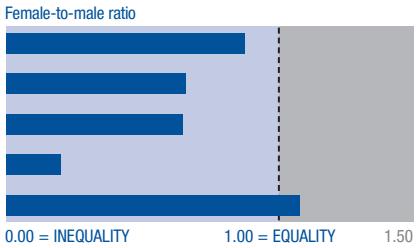
Key Indicators

Total population (millions)	1,344.13
Population growth (%)	0.52
GDP (US$ billions)	3,246.01
GDP (PPP) per capita	6,816

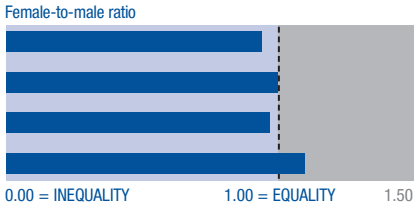


Gender Gap Subindexes

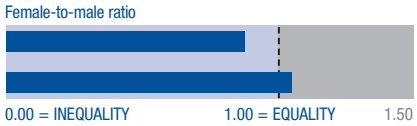
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**58**	**0.675**	**0.599**			
Labour force participation	34	0.88	0.68	74	85	0.88
Wage equality for similar work (survey)	62	0.66	0.64	—	—	0.66
Estimated earned income (PPP US$)	45	0.65	0.53	6,592	10,156	0.65
Legislators, senior officials and managers	89	0.20	0.25	17	83	0.20
Professional and technical workers	1	1.00	0.63	52	48	1.08



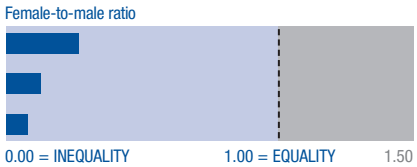
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**85**	**0.982**	**0.932**			
Literacy rate	92	0.94	0.87	91	97	0.94
Enrolment in primary education	1	1.00	0.97	97	96	1.00
Enrolment in secondary education	99	0.97	0.90	—	—	0.97
Enrolment in tertiary education	1	1.00	0.88	27	25	1.10



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**132**	**0.934**	**0.956**			
Sex ratio at birth (female/male)	134	0.88	0.92	—	—	0.88
Healthy life expectancy	74	1.05	1.04	68	65	1.05



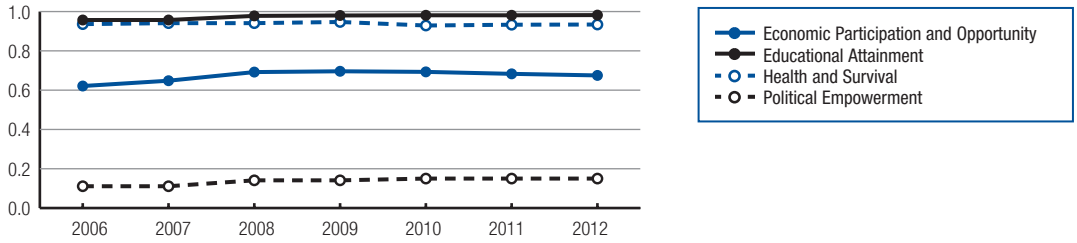
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**58**	**0.150**	**0.195**			
Women in parliament	57	0.27	0.23	21	79	0.27
Women in ministerial positions	86	0.13	0.19	12	88	0.13
Years with female head of state (last 50)	23	0.08	0.17	4	46	0.08



China

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**69**	**0.685**	**58**	**0.675**	**85**	**0.982**	**132**	**0.934**	**58**	**0.150**
Gender Gap Index 2011 (out of 135 countries)	61	0.687	50	0.683	85	0.981	133	0.933	57	0.150
Gender Gap Index 2010 (out of 134 countries)	61	0.688	46	0.693	88	0.981	133	0.929	56	0.150
Gender Gap Index 2009 (out of 134 countries)	60	0.691	38	0.696	87	0.980	130	0.947	60	0.141
Gender Gap Index 2008 (out of 130 countries)	57	0.688	43	0.692	87	0.978	126	0.941	54	0.141
Gender Gap Index 2007 (out of 128 countries)	73	0.664	60	0.648	91	0.957	124	0.941	59	0.111
Gender Gap Index 2006 (out of 115 countries)	63	0.656	53	0.621	78	0.957	114	0.936	52	0.111

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) ..... —
Male adult unemployment rate (% of male labour force) ..... —
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 39
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.55

Education

Female teachers, primary education (%) 58
Female teachers, secondary education (%) 48
Female teachers, tertiary education (%) 45
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 1
Fertility rate (births per woman) 1.60
Adolescent fertility rate (births per 1,000 girls aged 15-19) 6
Antenatal care coverage, at least one visit (%) 94
Births attended by skilled health personnel (%) 96
Maternal mortality ratio (per 100,000 live births)[4] ..... 37 [23-58]
Contraceptive prevalence, married women (%, any method) 85
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 16
Overall population sex ratio (male/female) 1.08

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1949
Quota type ..... Reserved seats
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

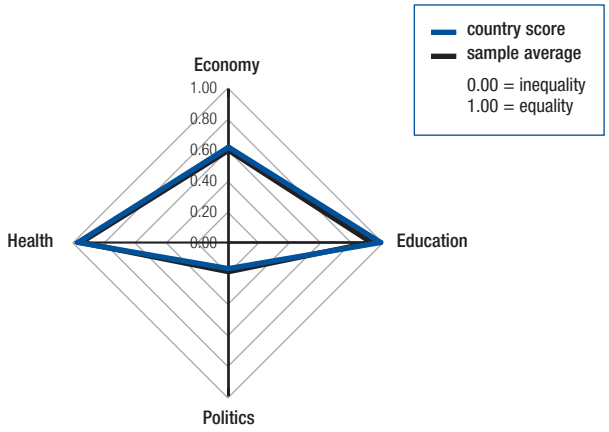
Length of maternity leave ..... 90 days
Maternity leave benefits (% of wages paid in covered period) 100
(social insurance program applies to urban areas; however, maternity insurance program covers all employees in urban enterprises, including all state-owned enterprises, regardless of their location)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

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

Colombia

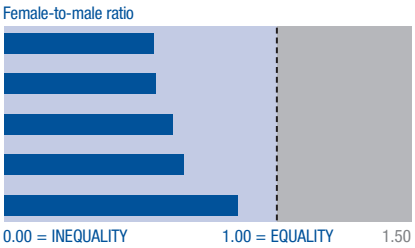
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**63**	**0.690**

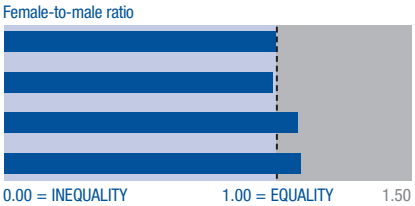
Key Indicators	
Total population (millions)	46.93
Population growth (%)	1.39
GDP (US$ billions)	149.69
GDP (PPP) per capita	8,479

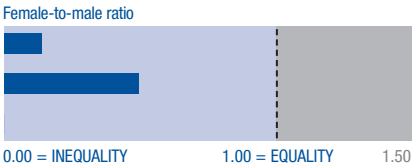


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**86**	**0.621**	**0.599**			
Labour force participation	114	0.55	0.68	43	80	0.55
Wage equality for similar work (survey)	111	0.56	0.64	—	—	0.56
Estimated earned income (PPP US$)	57	0.62	0.53	7,746	12,539	0.62
Legislators, senior officials and managers	18	0.66	0.25	40	60	0.66
Professional and technical workers	75	0.86	0.63	46	54	0.86
Educational Attainment	**51**	**0.994**	**0.932**			
Literacy rate	1	1.00	0.87	93	93	1.00
Enrolment in primary education	101	0.99	0.97	88	89	0.99
Enrolment in secondary education	1	1.00	0.90	77	72	1.08
Enrolment in tertiary education	1	1.00	0.88	41	37	1.09
Health and Survival	**34**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	1	1.06	1.04	69	64	1.08
Political Empowerment	**51**	**0.166**	**0.195**			
Women in parliament	94	0.14	0.23	12	88	0.14
Women in ministerial positions	17	0.50	0.19	33	67	0.50
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



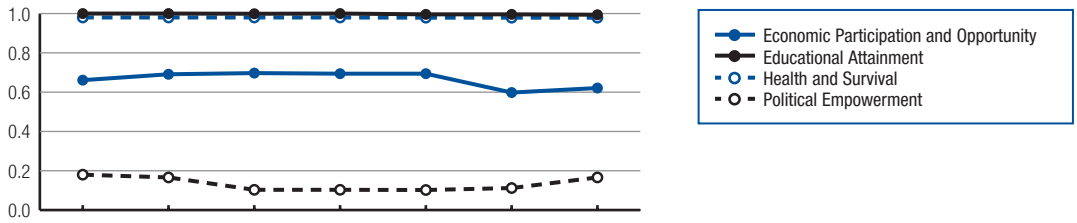




Colombia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**63**	**0.690**	**86**	**0.621**	**51**	**0.994**	**34**	**0.979**	**51**	**0.166**
Gender Gap Index 2011 (out of 135 countries)	80	0.671	89	0.598	42	0.996	41	0.979	74	0.112
Gender Gap Index 2010 (out of 134 countries)	55	0.693	45	0.694	44	0.996	40	0.979	83	0.102
Gender Gap Index 2009 (out of 134 countries)	56	0.694	39	0.694	28	1.000	1	0.980	84	0.103
Gender Gap Index 2008 (out of 130 countries)	50	0.694	37	0.697	32	0.999	1	0.980	79	0.103
Gender Gap Index 2007 (out of 128 countries)	24	0.709	35	0.691	16	1.000	1	0.980	33	0.166
Gender Gap Index 2006 (out of 115 countries)	22	0.705	39	0.661	14	1.000	1	0.980	27	0.180

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 15
Male adult unemployment rate (% of male labour force) 9
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 46
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 35
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.39

Education

Female teachers, primary education (%) 78
Female teachers, secondary education (%) 50
Female teachers, tertiary education (%) 66
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 28
Early marriage (% women, aged 15–19) 15
Fertility rate (births per woman) 2.40
Adolescent fertility rate (births per 1,000 girls aged 15-19) 84
Antenatal care coverage, at least one visit (%) 97
Births attended by skilled health personnel (%) 95
Maternal mortality ratio (per 100,000 live births)[4] ..... 92 [80-100]
Contraceptive prevalence, married women (%, any method) 78
Female HIV prevalence, aged 15–49 (%) 0.30
Male HIV prevalence, aged 15–49 (%) 0.70
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 17
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1954
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

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

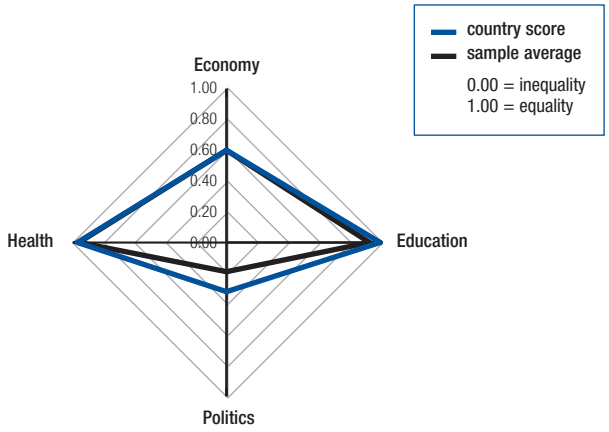
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Costa Rica

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**29**	**0.722**

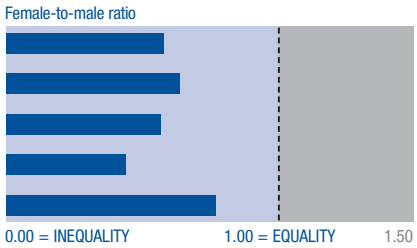
Key Indicators

Total population (millions)	4.73
Population growth (%)	1.47
GDP (US$ billions)	24.18
GDP (PPP) per capita	10,377

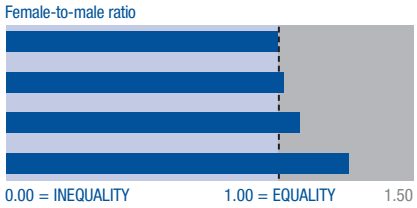


Gender Gap Subindexes

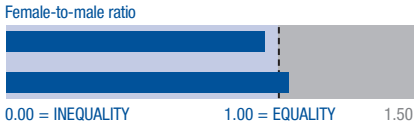
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**99**	**0.599**	**0.599**			
Labour force participation	105	0.58	0.68	49	84	0.58
Wage equality for similar work (survey)	74	0.64	0.64	—	—	0.64
Estimated earned income (PPP US$)	76	0.57	0.53	8,809	15,560	0.57
Legislators, senior officials and managers	57	0.44	0.25	30	70	0.44
Professional and technical workers	81	0.77	0.63	43	57	0.77



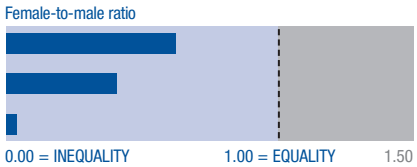
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	96	96	1.00
Enrolment in primary education	1	1.00	0.97	89	87	1.02
Enrolment in secondary education	1	1.00	0.90	39	36	1.08
Enrolment in tertiary education	1	1.00	0.88	29	23	1.26



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**65**	**0.975**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	76	1.04	1.04	71	68	1.04



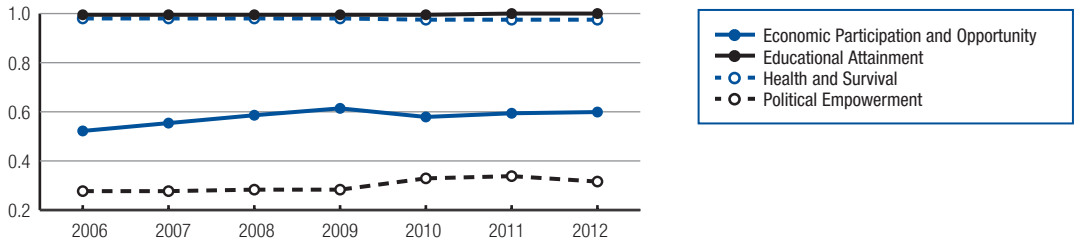
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**21**	**0.316**	**0.195**			
Women in parliament	11	0.63	0.23	39	61	0.63
Women in ministerial positions	27	0.41	0.19	29	71	0.41
Years with female head of state (last 50)	30	0.04	0.17	2	48	0.04



Costa Rica

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**29**	**0.722**	**99**	**0.599**	**1**	**1.000**	**65**	**0.975**	**21**	**0.316**
Gender Gap Index 2011 (out of 135 countries)	25	0.727	97	0.594	1	1.000	66	0.975	14	0.338
Gender Gap Index 2010 (out of 134 countries)	28	0.719	98	0.579	46	0.995	66	0.975	14	0.329
Gender Gap Index 2009 (out of 134 countries)	27	0.718	84	0.614	48	0.995	1	0.980	20	0.283
Gender Gap Index 2008 (out of 130 countries)	32	0.711	86	0.586	51	0.995	1	0.980	20	0.283
Gender Gap Index 2007 (out of 128 countries)	28	0.701	95	0.554	36	0.995	1	0.980	16	0.277
Gender Gap Index 2006 (out of 115 countries)	30	0.694	89	0.522	32	0.995	1	0.980	15	0.277

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 10
Male adult unemployment rate (% of male labour force) 7
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 43
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 44
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.75

Education

Female teachers, primary education (%) 80
Female teachers, secondary education (%) 59
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 24
Early marriage (% women, aged 15–19) 11
Fertility rate (births per woman) 1.80
Adolescent fertility rate (births per 1,000 girls aged 15-19) 67
Antenatal care coverage, at least one visit (%) 99
Births attended by skilled health personnel (%) 95
Maternal mortality ratio (per 100,000 live births)[4] ..... 40 [31-50]
Contraceptive prevalence, married women (%, any method) 80
Female HIV prevalence, aged 15–49 (%) 0.20
Male HIV prevalence, aged 15–49 (%) 0.40
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 9
Overall population sex ratio (male/female) 1.03

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1949
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 4 months
Maternity leave benefits (% of wages paid in covered period) ..... 50 from 3 to 6 months of contribution to the Social Security Fund; 75 from 6 to 9 months; 100 for 9 months or more
Provider of maternity coverage ..... 50% social security, 50% employer
Length of paternity leave ..... No
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Public daycare with allowance (amount depending on child's age), private daycare, homecare with allowance

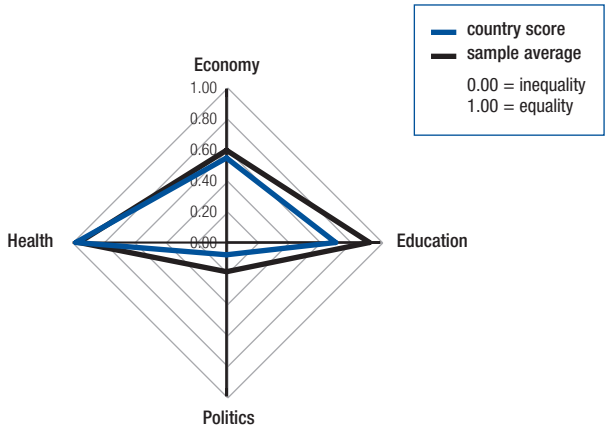
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Côte d'Ivoire

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**130**	**0.578**

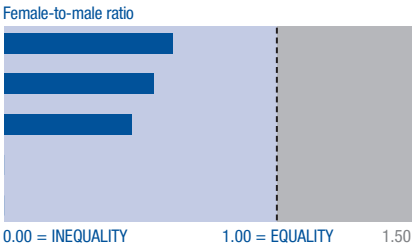
Key Indicators

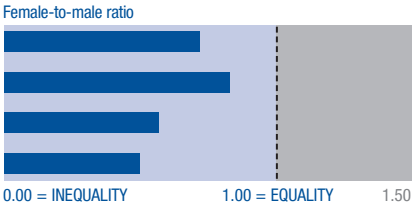
Total population (millions)	20.15
Population growth (%)	1.98
GDP (US$ billions)	11.67
GDP (PPP) per capita	1,704

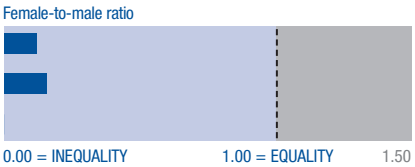


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**111**	**0.547**	**0.599**			
Labour force participation	96	0.62	0.68	51	83	0.62
Wage equality for similar work (survey)	114	0.55	0.64	—	—	0.55
Estimated earned income (PPP US$)	99	0.47	0.53	1,152	2,432	0.47
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—
Educational Attainment	**131**	**0.709**	**0.932**			
Literacy rate	121	0.72	0.87	47	65	0.72
Enrolment in primary education	130	0.83	0.97	56	67	0.83
Enrolment in secondary education	131	0.57	0.90	14	25	0.57
Enrolment in tertiary education	123	0.50	0.88	6	12	0.50
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	1	1.06	1.04	48	45	1.07
Political Empowerment	**104**	**0.078**	**0.195**			
Women in parliament	100	0.12	0.23	11	89	0.12
Women in ministerial positions	75	0.16	0.19	14	86	0.16
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



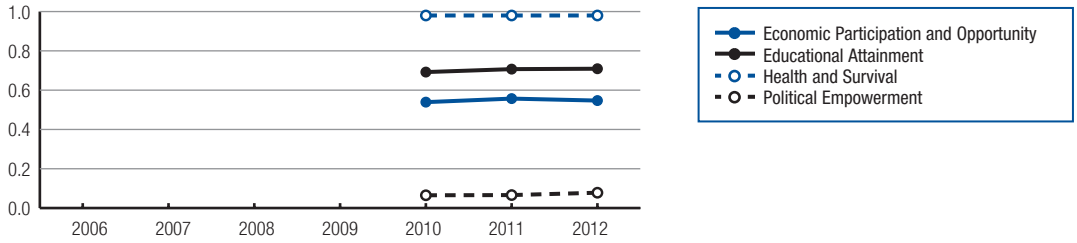




Côte d'Ivoire

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**130**	**0.578**	**111**	**0.547**	**131**	**0.709**	**1**	**0.980**	**104**	**0.078**
Gender Gap Index 2011 (out of 135 countries)	130	0.577	103	0.557	130	0.707	1	0.980	105	0.066
Gender Gap Index 2010 (out of 134 countries)	130	0.569	106	0.539	130	0.692	1	0.980	104	0.065
Gender Gap Index 2009 (out of 134 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) ..... —
Male adult unemployment rate (% of male labour force) ..... —
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 21
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 62
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] 4.40

Education

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

Marriage and Childbearing

Singulate mean age at marriage for women (years) 22
Early marriage (% women, aged 15–19) 25
Fertility rate (births per woman) 4.40
Adolescent fertility rate (births per 1,000 girls aged 15-19) 111
Antenatal care coverage, at least one visit (%) 85
Births attended by skilled health personnel (%) 57
Maternal mortality ratio (per 100,000 live births)[4] ..... 400 [260-680]
Contraceptive prevalence, married women (%, any method) 13
Female HIV prevalence, aged 15–49 (%) 4.10
Male HIV prevalence, aged 15–49 (%) 2.80
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 86
Overall population sex ratio (male/female) 1.04

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.36
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 1.00
Year women received right to vote 1952
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

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

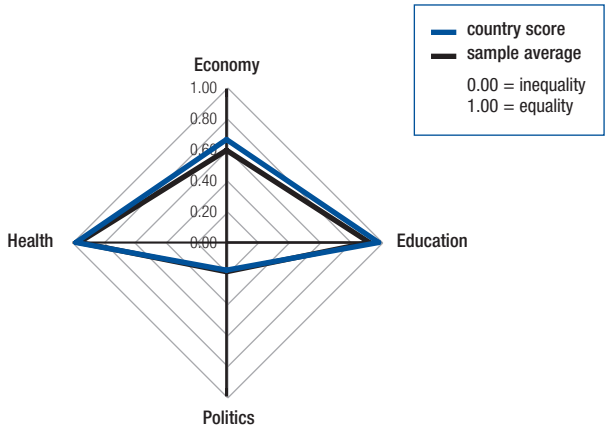
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Croatia

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**49**	**0.705**

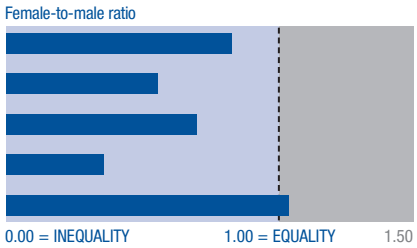
Key Indicators

Total population (millions)	4.41
Population growth (%)	-0.25
GDP (US$ billions)	28.00
GDP (PPP) per capita	16,128

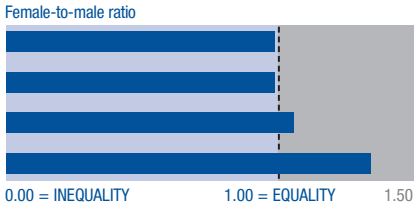


Gender Gap Subindexes

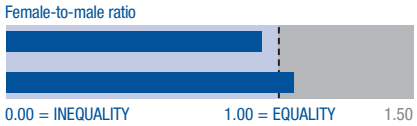
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**61**	**0.669**	**0.599**			
Labour force participation	50	0.83	0.68	59	71	0.83
Wage equality for similar work (survey)	112	0.56	0.64	—	—	0.56
Estimated earned income (PPP US$)	31	0.70	0.53	16,601	23,726	0.70
Legislators, senior officials and managers	71	0.36	0.25	27	73	0.36
Professional and technical workers	1	1.00	0.63	51	49	1.04



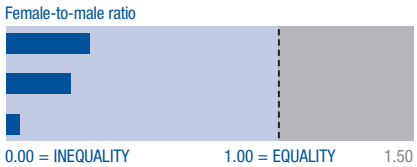
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**46**	**0.995**	**0.932**			
Literacy rate	67	0.99	0.87	98	99	0.99
Enrolment in primary education	84	0.99	0.97	87	87	0.99
Enrolment in secondary education	1	1.00	0.90	94	88	1.06
Enrolment in tertiary education	1	1.00	0.88	62	46	1.34



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**34**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	1	1.06	1.04	70	66	1.06



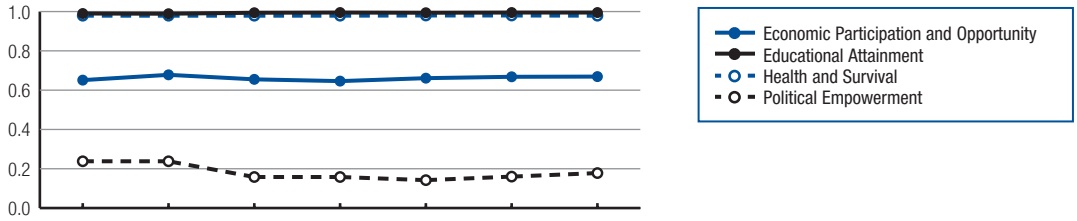
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**47**	**0.178**	**0.195**			
Women in parliament	43	0.31	0.23	24	76	0.31
Women in ministerial positions	50	0.24	0.19	19	81	0.24
Years with female head of state (last 50)	28	0.05	0.17	2	48	0.05



Croatia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**49**	**0.705**	**61**	**0.669**	**46**	**0.995**	**34**	**0.979**	**47**	**0.178**
Gender Gap Index 2011 (out of 135 countries)	50	0.701	56	0.668	44	0.995	1	0.980	53	0.160
Gender Gap Index 2010 (out of 134 countries)	53	0.694	61	0.661	53	0.994	1	0.980	57	0.142
Gender Gap Index 2009 (out of 134 countries)	54	0.694	69	0.646	55	0.995	41	0.979	49	0.158
Gender Gap Index 2008 (out of 130 countries)	46	0.697	57	0.655	56	0.994	38	0.979	47	0.158
Gender Gap Index 2007 (out of 128 countries)	16	0.721	40	0.678	61	0.989	37	0.979	18	0.238
Gender Gap Index 2006 (out of 115 countries)	16	0.714	42	0.651	51	0.990	36	0.979	18	0.238

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 12
Male adult unemployment rate (% of male labour force) 11
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 47
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 34
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 3.94

Education

Female teachers, primary education (%) 92
Female teachers, secondary education (%) 69
Female teachers, tertiary education (%) 44
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 26
Early marriage (% women, aged 15–19) 2
Fertility rate (births per woman) 1.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 14
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 17 [10-29]
Contraceptive prevalence, married women (%, any method) 58
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) ..... <0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 5
Overall population sex ratio (male/female) 0.93

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1945
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 45 days before delivery, 1 year after
Maternity leave benefits (% of wages paid in covered period) ..... 100 until child reaches 6 months, flat rate for the remaining period
Provider of maternity coverage ..... Health Insurance Fund (until child reaches 6 months), remainder paid from state budget
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Public daycare with and without allowance/subvention to kindergarten; homecare assistance

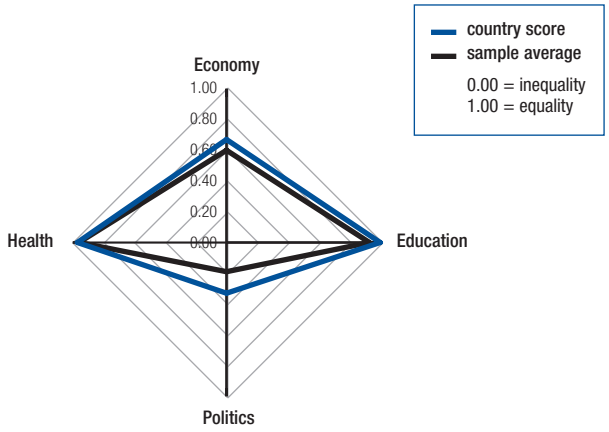
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Cuba

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**19**	**0.742**

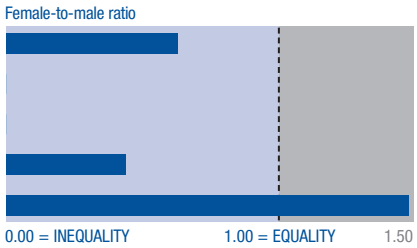
Key Indicators

Total population (millions)	11.25
Population growth (%)	-0.04
GDP (US$ billions)	50.61
GDP (PPP) per capita	—

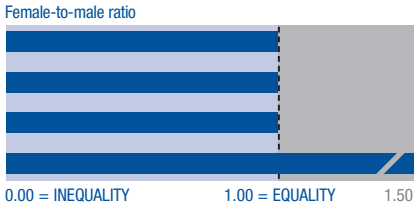


Gender Gap Subindexes

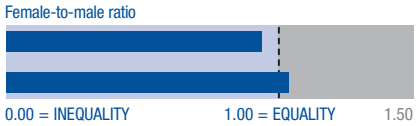
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**64**	**0.666**	**0.599**			
Labour force participation	95	0.63	0.68	48	76	0.63
Wage equality for similar work (survey)	—	—	0.64	—	—	—
Estimated earned income (PPP US$)	—	—	0.53	—	—	—
Legislators, senior officials and managers	56	0.44	0.25	30	70	0.44
Professional and technical workers	1	1.00	0.63	60	40	1.48



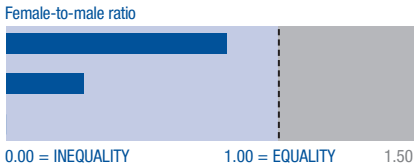
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**24**	**1.000**	**0.932**			
Literacy rate	43	1.00	0.87	100	100	1.00
Enrolment in primary education	66	1.00	0.97	98	98	1.00
Enrolment in secondary education	1	1.00	0.90	87	87	1.00
Enrolment in tertiary education	1	1.00	0.88	119	72	1.65



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**66**	**0.974**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	76	1.04	1.04	71	68	1.04



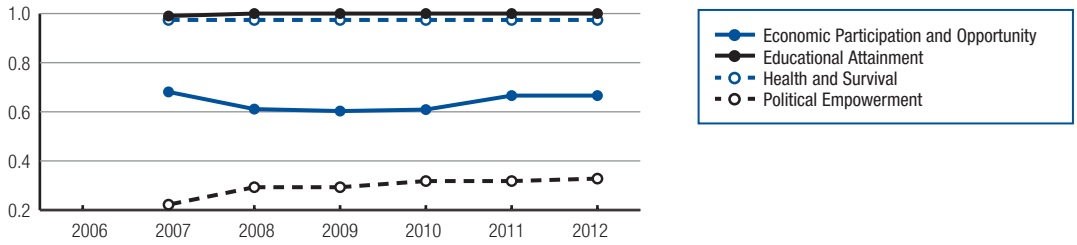
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**19**	**0.328**	**0.195**			
Women in parliament	1	0.82	0.23	45	55	0.82
Women in ministerial positions	41	0.29	0.19	23	77	0.29
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Cuba

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**19**	**0.742**	**64**	**0.666**	**24**	**1.000**	**66**	**0.974**	**19**	**0.328**
Gender Gap Index 2011 (out of 135 countries)	20	0.739	57	0.666	23	1.000	69	0.974	18	0.318
Gender Gap Index 2010 (out of 134 countries)	24	0.725	84	0.609	1	1.000	69	0.974	18	0.318
Gender Gap Index 2009 (out of 134 countries)	29	0.718	88	0.603	1	1.000	74	0.974	18	0.293
Gender Gap Index 2008 (out of 130 countries)	25	0.720	77	0.611	25	1.000	71	0.974	19	0.293
Gender Gap Index 2007 (out of 128 countries)	22	0.717	39	0.681	55	0.990	69	0.974	23	0.222
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 2
Male adult unemployment rate (% of male labour force) 1
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 45
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] ..... —

Education

Female teachers, primary education (%) 78
Female teachers, secondary education (%) 55
Female teachers, tertiary education (%) 60
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 21
Early marriage (% women, aged 15–19) 23
Fertility rate (births per woman) 1.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 50
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 73 [60-87]
Contraceptive prevalence, married women (%, any method) 73
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 5
Overall population sex ratio (male/female) 1.01

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.75
Year women received right to vote 1934
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

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

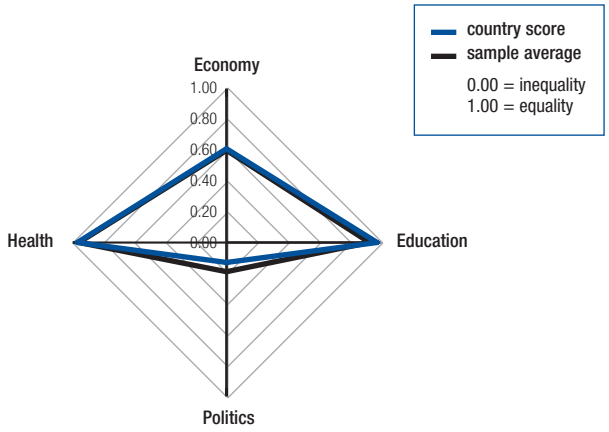
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Cyprus

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**79**	**0.673**

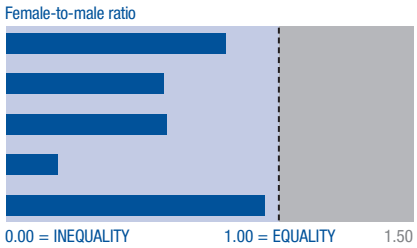
Key Indicators

Total population (millions)	1.12
Population growth (%)	1.20
GDP (US$ billions)	12.31
GDP (PPP) per capita	25,937

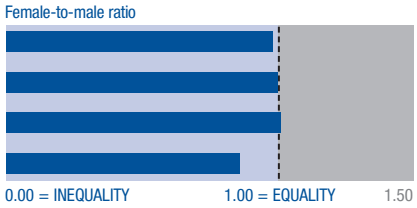


Gender Gap Subindexes

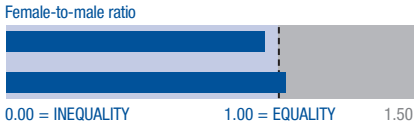
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**87**	**0.615**	**0.599**			
Labour force participation	54	0.81	0.68	64	80	0.81
Wage equality for similar work (survey)	101	0.58	0.64	—	—	0.58
Estimated earned income (PPP US$)	70	0.59	0.53	23,685	40,000	0.59
Legislators, senior officials and managers	91	0.19	0.25	16	84	0.19
Professional and technical workers	66	0.95	0.63	49	51	0.95



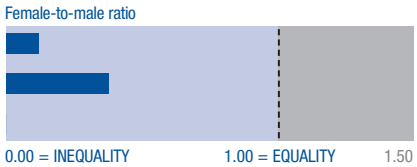
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**90**	**0.978**	**0.932**			
Literacy rate	71	0.98	0.87	97	99	0.98
Enrolment in primary education	78	1.00	0.97	99	99	1.00
Enrolment in secondary education	1	1.00	0.90	96	96	1.01
Enrolment in tertiary education	103	0.86	0.88	51	59	0.86



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**92**	**0.970**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	96	1.03	1.04	71	69	1.03



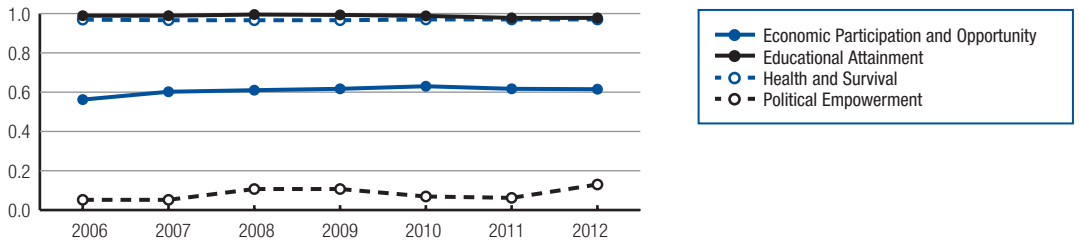
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**74**	**0.130**	**0.195**			
Women in parliament	104	0.12	0.23	11	89	0.12
Women in ministerial positions	32	0.38	0.19	27	73	0.38
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Cyprus

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**79**	**0.673**	**87**	**0.615**	**90**	**0.978**	**92**	**0.970**	**74**	**0.130**
Gender Gap Index 2011 (out of 135 countries)	93	0.657	80	0.617	89	0.978	90	0.970	109	0.062
Gender Gap Index 2010 (out of 134 countries)	86	0.664	75	0.630	77	0.988	88	0.970	102	0.069
Gender Gap Index 2009 (out of 134 countries)	79	0.671	82	0.617	61	0.993	114	0.966	80	0.107
Gender Gap Index 2008 (out of 130 countries)	76	0.669	78	0.610	50	0.995	110	0.966	76	0.107
Gender Gap Index 2007 (out of 128 countries)	82	0.652	81	0.602	60	0.989	108	0.966	107	0.052
Gender Gap Index 2006 (out of 115 countries)	83	0.643	75	0.562	55	0.989	84	0.969	95	0.052

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 6
Male adult unemployment rate (% of male labour force) 6
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 49
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 4.21

Education

Female teachers, primary education (%) 83
Female teachers, secondary education (%) 64
Female teachers, tertiary education (%) 39
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 25
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 6
Antenatal care coverage, at least one visit (%) 99
Births attended by skilled health personnel (%) 98
Maternal mortality ratio (per 100,000 live births)[4] ..... 10 [4-23]
Contraceptive prevalence, married women (%, any method) ..... —
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 3
Overall population sex ratio (male/female) 1.04

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1960
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

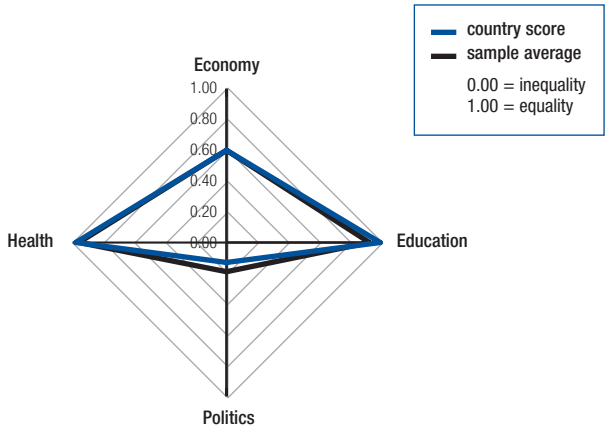
Length of maternity leave ..... 18 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 75; rate increases to 80 if claimant has one dependant, to 90 if she has two dependants, to 100 if she has three dependants
Provider of maternity coverage ..... Social security
Length of paternity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

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

Czech Republic

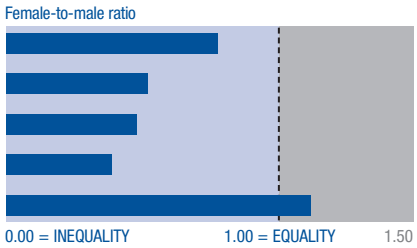
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**73**	**0.677**

Key Indicators	
Total population (millions)	10.55
Population growth (%)	0.31
GDP (US$ billions)	77.65
GDP (PPP) per capita	22,575

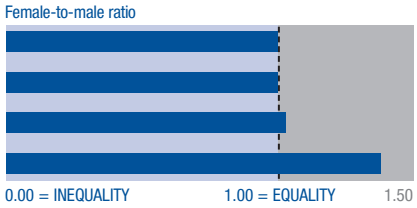


Gender Gap Subindexes

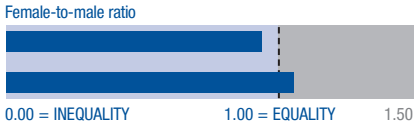
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**95**	**0.603**	**0.599**			
Labour force participation	65	0.78	0.68	61	78	0.78
Wage equality for similar work (survey)	119	0.52	0.64	—	—	0.52
Estimated earned income (PPP US$)	96	0.48	0.53	17,056	35,174	0.48
Legislators, senior officials and managers	67	0.39	0.25	28	72	0.39
Professional and technical workers	1	1.00	0.63	53	47	1.12



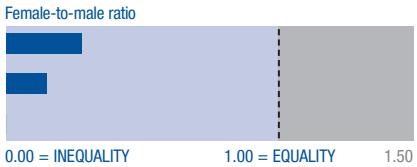
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	96	96	1.00
Enrolment in secondary education	1	1.00	0.90	87	85	1.03
Enrolment in tertiary education	1	1.00	0.88	71	51	1.38



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**49**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	53	1.06	1.04	72	68	1.06



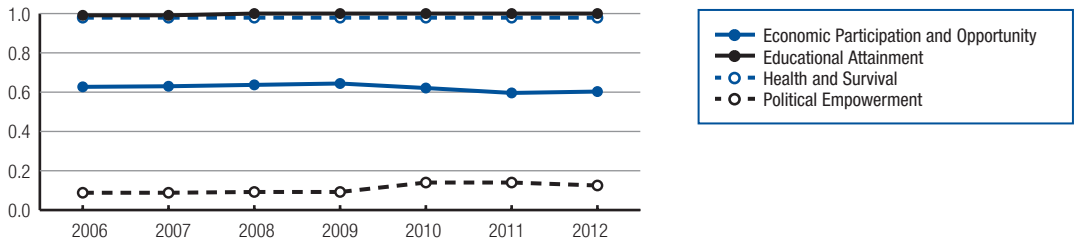
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**76**	**0.125**	**0.195**			
Women in parliament	54	0.28	0.23	22	78	0.28
Women in ministerial positions	78	0.15	0.19	13	87	0.15
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Czech Republic

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**73**	**0.677**	**95**	**0.603**	**1**	**1.000**	**49**	**0.979**	**76**	**0.125**
Gender Gap Index 2011 (out of 135 countries)	75	0.679	94	0.596	1	1.000	39	0.979	60	0.140
Gender Gap Index 2010 (out of 134 countries)	65	0.685	80	0.621	1	1.000	38	0.979	59	0.140
Gender Gap Index 2009 (out of 134 countries)	74	0.679	70	0.644	1	1.000	41	0.979	91	0.092
Gender Gap Index 2008 (out of 130 countries)	69	0.677	68	0.637	1	1.000	38	0.979	88	0.092
Gender Gap Index 2007 (out of 128 countries)	64	0.672	71	0.630	53	0.991	37	0.979	78	0.088
Gender Gap Index 2006 (out of 115 countries)	53	0.671	52	0.627	47	0.991	36	0.979	70	0.088

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 9
Male adult unemployment rate (% of male labour force) 6
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 46
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 25
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.56

Education

Female teachers, primary education (%) 98
Female teachers, secondary education (%) 66
Female teachers, tertiary education (%) 38
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 29
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 12
Antenatal care coverage, at least one visit (%) 98
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 5 [4-8]
Contraceptive prevalence, married women (%, any method) 72
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) ..... <0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 3
Overall population sex ratio (male/female) 0.96

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1920
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

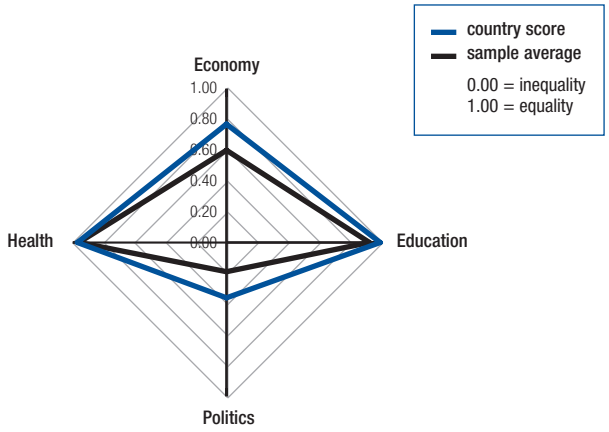
Length of maternity leave ..... 28 weeks
Maternity leave benefits (% of wages paid in covered period) 69
Provider of maternity coverage ..... Social security
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Public daycare with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

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

Denmark

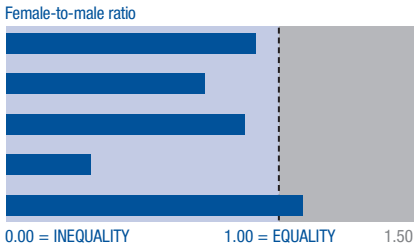
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**7**	**0.778**

Key Indicators	
Total population (millions)	5.57
Population growth (%)	0.44
GDP (US$ billions)	169.36
GDP (PPP) per capita	32,235

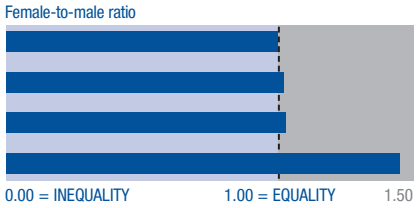


Gender Gap Subindexes

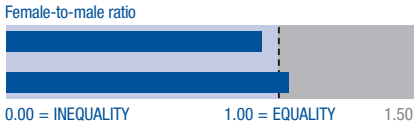
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**16**	**0.772**	**0.599**			
Labour force participation	14	0.92	0.68	77	83	0.92
Wage equality for similar work (survey)	31	0.73	0.64	—	—	0.73
Estimated earned income (PPP US$)	8	0.88	0.53	35,276	40,000	0.88
Legislators, senior officials and managers	78	0.31	0.25	24	76	0.31
Professional and technical workers	1	1.00	0.63	52	48	1.09



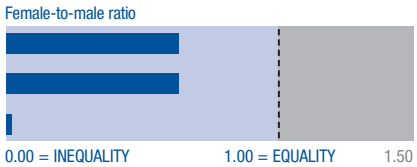
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	97	95	1.02
Enrolment in secondary education	1	1.00	0.90	91	88	1.03
Enrolment in tertiary education	1	1.00	0.88	88	61	1.45



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**67**	**0.974**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	78	1.04	1.04	73	70	1.04



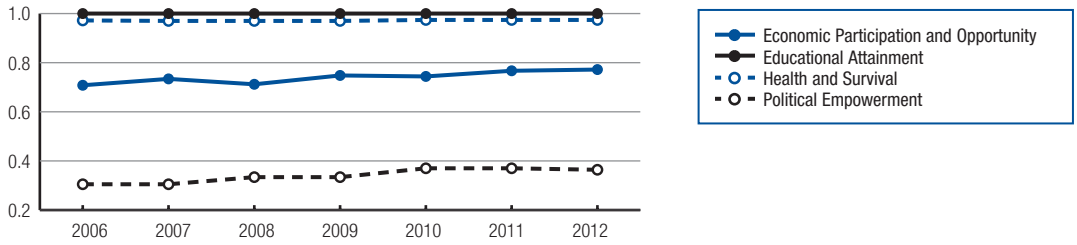
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**11**	**0.364**	**0.195**			
Women in parliament	10	0.64	0.23	39	61	0.64
Women in ministerial positions	13	0.64	0.19	39	61	0.64
Years with female head of state (last 50)	45	0.02	0.17	1	49	0.02



Denmark

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**7**	**0.778**	**16**	**0.772**	**1**	**1.000**	**67**	**0.974**	**11**	**0.364**
Gender Gap Index 2011 (out of 135 countries)	7	0.778	13	0.767	1	1.000	68	0.974	10	0.370
Gender Gap Index 2010 (out of 134 countries)	7	0.772	23	0.744	1	1.000	68	0.974	10	0.370
Gender Gap Index 2009 (out of 134 countries)	7	0.763	20	0.748	1	1.000	102	0.970	11	0.334
Gender Gap Index 2008 (out of 130 countries)	7	0.754	28	0.712	1	1.000	97	0.970	10	0.334
Gender Gap Index 2007 (out of 128 countries)	8	0.752	18	0.734	1	1.000	96	0.970	13	0.305
Gender Gap Index 2006 (out of 115 countries)	8	0.746	19	0.708	1	1.000	76	0.972	13	0.305

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 8
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 50
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 5.59

Education

Female teachers, primary education (%) 64
Female teachers, secondary education (%) 48
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 13

Marriage and Childbearing

Singulate mean age at marriage for women (years) 31
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.90
Adolescent fertility rate (births per 1,000 girls aged 15-19) 6
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 98
Maternal mortality ratio (per 100,000 live births)[4] ..... 12 [7-23]
Contraceptive prevalence, married women (%, any method) 78
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.30
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 3
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1915
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 52 weeks; up to 32 weeks may be divided freely between both parents
Maternity leave benefits (% of wages paid in covered period) ..... 100, up to ceiling
Provider of maternity coverage ..... Municipality and employer
Length of paternity leave ..... 2 weeks within first 14 weeks after birth
Paternity leave benefits (% of wages paid in covered period) ..... 100 (or paternity leave benefit equivalent to unemployment benefit rate)
Daycare options ..... Public and private daycare with allowance, homecare with allowance

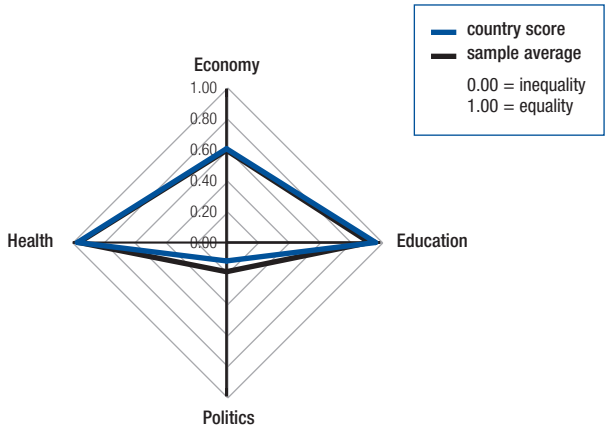
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Dominican Republic

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**89**	**0.666**

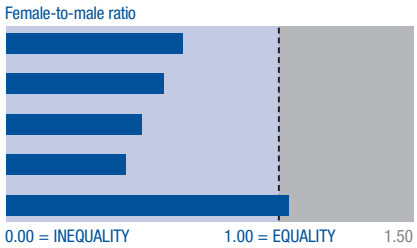
Key Indicators

Total population (millions)	10.06
Population growth (%)	1.32
GDP (US$ billions)	40.20
GDP (PPP) per capita	8,387

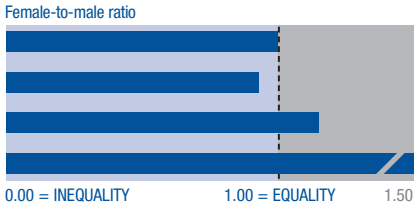


Gender Gap Subindexes

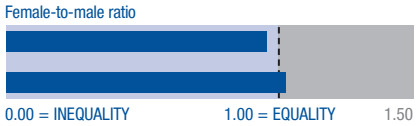
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**93**	**0.605**	**0.599**			
Labour force participation	93	0.65	0.68	55	84	0.65
Wage equality for similar work (survey)	102	0.58	0.64	—	—	0.58
Estimated earned income (PPP US$)	93	0.50	0.53	6,538	13,168	0.50
Legislators, senior officials and managers	54	0.44	0.25	31	69	0.44
Professional and technical workers	1	1.00	0.63	51	49	1.04



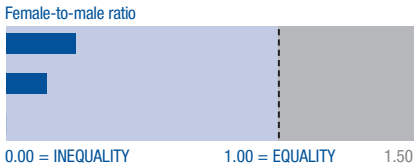
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**94**	**0.969**	**0.932**			
Literacy rate	1	1.00	0.87	90	89	1.00
Enrolment in primary education	122	0.93	0.97	87	93	0.93
Enrolment in secondary education	1	1.00	0.90	67	58	1.15
Enrolment in tertiary education	1	1.00	0.88	42	26	1.59



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**89**	**0.971**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.96
Healthy life expectancy	93	1.03	1.04	64	62	1.03



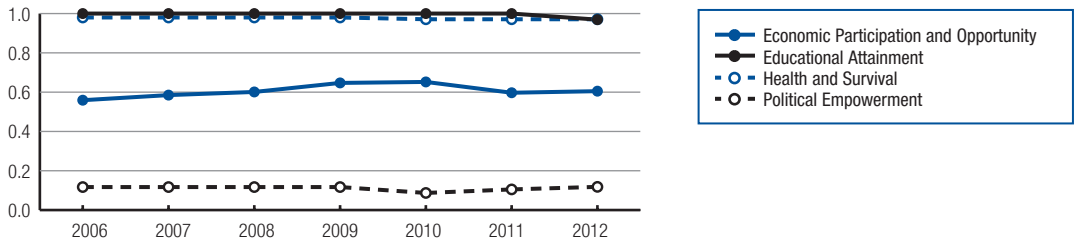
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**84**	**0.118**	**0.195**			
Women in parliament	58	0.26	0.23	21	79	0.26
Women in ministerial positions	79	0.15	0.19	13	87	0.15
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Dominican Republic

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**89**	**0.666**	**93**	**0.605**	**94**	**0.969**	**89**	**0.971**	**84**	**0.118**
Gender Gap Index 2011 (out of 135 countries)	81	0.668	92	0.597	1	1.000	88	0.971	80	0.105
Gender Gap Index 2010 (out of 134 countries)	73	0.677	64	0.652	1	1.000	86	0.971	92	0.087
Gender Gap Index 2009 (out of 134 countries)	67	0.686	67	0.647	1	1.000	1	0.980	73	0.117
Gender Gap Index 2008 (out of 130 countries)	72	0.674	82	0.601	1	1.000	1	0.980	69	0.117
Gender Gap Index 2007 (out of 128 countries)	65	0.670	88	0.585	1	1.000	1	0.980	55	0.117
Gender Gap Index 2006 (out of 115 countries)	59	0.664	78	0.559	1	1.000	1	0.980	49	0.117

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 21
Male adult unemployment rate (% of male labour force) 10
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 42
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 4.28

Education

Female teachers, primary education (%) 76
Female teachers, secondary education (%) 66
Female teachers, tertiary education (%) 41
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 22
Early marriage (% women, aged 15–19) 27
Fertility rate (births per woman) 2.60
Adolescent fertility rate (births per 1,000 girls aged 15-19) 98
Antenatal care coverage, at least one visit (%) 99
Births attended by skilled health personnel (%) 94
Maternal mortality ratio (per 100,000 live births)[4] ..... 150 [100-210]
Contraceptive prevalence, married women (%, any method) 73
Female HIV prevalence, aged 15–49 (%) 1.00
Male HIV prevalence, aged 15–49 (%) 0.70
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 22
Overall population sex ratio (male/female) 1.01

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1942
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

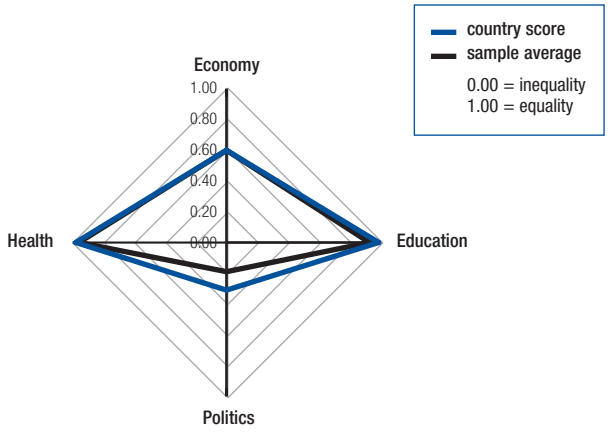
Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 100 (if worker is not entitled to social security benefits, employer covers 100%)
Provider of maternity coverage ..... 50% social security, 50% employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Ecuador

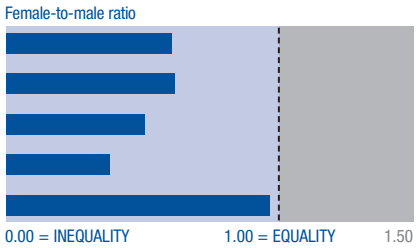
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**33**	**0.721**

Key Indicators	
Total population (millions)	14.67
Population growth (%)	1.41
GDP (US$ billions)	25.00
GDP (PPP) per capita	7,201

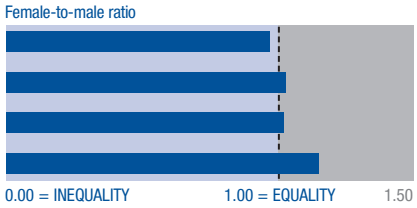


Gender Gap Subindexes

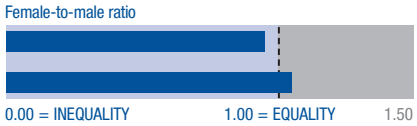
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**97**	**0.600**	**0.599**			
Labour force participation	101	0.61	0.68	48	79	0.61
Wage equality for similar work (survey)	93	0.62	0.64	—	—	0.62
Estimated earned income (PPP US$)	91	0.51	0.53	5,701	11,264	0.51
Legislators, senior officials and managers	69	0.38	0.25	28	72	0.38
Professional and technical workers	62	0.97	0.63	49	51	0.97



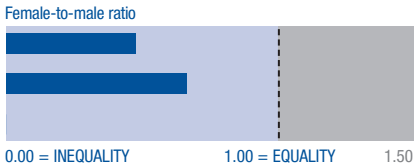
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**54**	**0.994**	**0.932**			
Literacy rate	80	0.97	0.87	90	93	0.97
Enrolment in primary education	1	1.00	0.97	98	96	1.03
Enrolment in secondary education	1	1.00	0.90	59	58	1.02
Enrolment in tertiary education	1	1.00	0.88	43	37	1.15



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**58**	**0.976**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	69	1.05	1.04	66	63	1.05



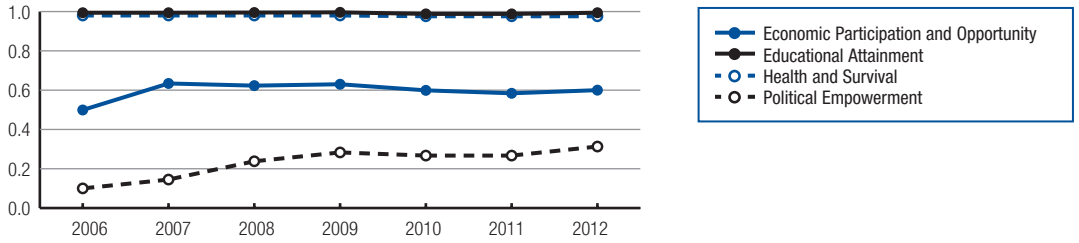
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**23**	**0.313**	**0.195**			
Women in parliament	20	0.48	0.23	32	68	0.48
Women in ministerial positions	11	0.67	0.19	40	60	0.67
Years with female head of state (last 50)	56	0.00	0.17	0	50	0.00



Ecuador

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**33**	**0.721**	**97**	**0.600**	**54**	**0.994**	**58**	**0.976**	**23**	**0.313**
Gender Gap Index 2011 (out of 135 countries)	45	0.704	99	0.584	77	0.988	58	0.976	29	0.267
Gender Gap Index 2010 (out of 134 countries)	40	0.707	90	0.599	78	0.988	57	0.976	28	0.267
Gender Gap Index 2009 (out of 134 countries)	23	0.722	77	0.630	45	0.996	1	0.980	21	0.283
Gender Gap Index 2008 (out of 130 countries)	35	0.709	74	0.623	52	0.995	1	0.980	28	0.238
Gender Gap Index 2007 (out of 128 countries)	44	0.688	65	0.634	42	0.994	1	0.980	44	0.145
Gender Gap Index 2006 (out of 115 countries)	82	0.643	92	0.499	39	0.994	1	0.980	64	0.100

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 8
Male adult unemployment rate (% of male labour force) 5
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 39
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 24
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 4.37

Education

Female teachers, primary education (%) 63
Female teachers, secondary education (%) 50
Female teachers, tertiary education (%) 31
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 22
Early marriage (% women, aged 15–19) 22
Fertility rate (births per woman) 2.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 100
Antenatal care coverage, at least one visit (%) 84
Births attended by skilled health personnel (%) 89
Maternal mortality ratio (per 100,000 live births)[4] ..... 110 [62-180]
Contraceptive prevalence, married women (%, any method) 73
Female HIV prevalence, aged 15–49 (%) 0.30
Male HIV prevalence, aged 15–49 (%) 0.60
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 18
Overall population sex ratio (male/female) 1.00

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.50
Year women received right to vote 1929
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... 75% Social security, 25% employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

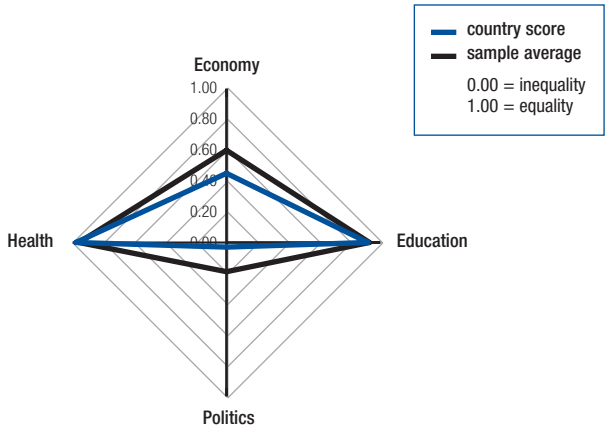
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Egypt

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**126**	**0.597**

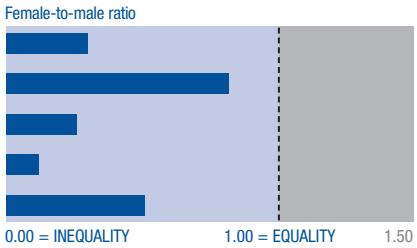
Key Indicators

Total population (millions)	82.54
Population growth (%)	1.75
GDP (US$ billions)	160.26
GDP (PPP) per capita	5,544

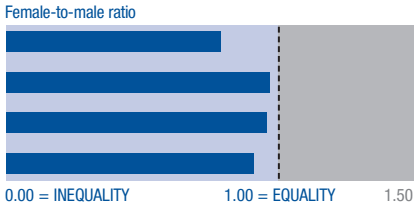


Gender Gap Subindexes

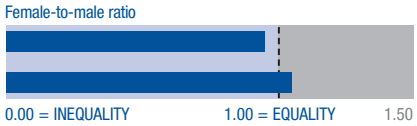
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**124**	**0.454**	**0.599**			
Labour force participation	130	0.30	0.68	24	79	0.30
Wage equality for similar work (survey)	1	0.82	0.64	—	—	0.82
Estimated earned income (PPP US$)	126	0.26	0.53	2,605	10,012	0.26
Legislators, senior officials and managers	99	0.12	0.25	11	89	0.12
Professional and technical workers	96	0.51	0.63	34	66	0.51



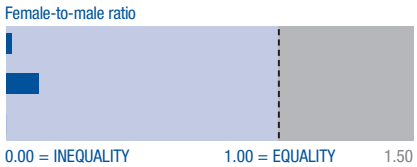
Educational Attainment	**110**	**0.925**	**0.932**			
Literacy rate	116	0.79	0.87	64	80	0.79
Enrolment in primary education	117	0.97	0.97	94	98	0.97
Enrolment in secondary education	103	0.96	0.90	69	71	0.96
Enrolment in tertiary education	98	0.91	0.88	31	34	0.91



Health and Survival	**54**	**0.977**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	64	1.05	1.04	62	59	1.05



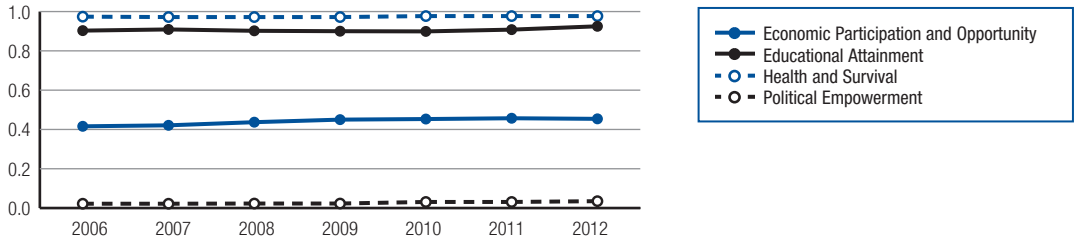
Political Empowerment	**125**	**0.035**	**0.195**			
Women in parliament	128	0.02	0.23	2	98	0.02
Women in ministerial positions	95	0.12	0.19	10	90	0.12
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Egypt

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**126**	**0.597**	**124**	**0.454**	**110**	**0.925**	**54**	**0.977**	**125**	**0.035**
Gender Gap Index 2011 (out of 135 countries)	123	0.593	122	0.457	110	0.908	52	0.977	126	0.031
Gender Gap Index 2010 (out of 134 countries)	125	0.590	121	0.453	110	0.899	52	0.977	125	0.031
Gender Gap Index 2009 (out of 134 countries)	126	0.586	124	0.450	107	0.900	89	0.972	129	0.023
Gender Gap Index 2008 (out of 130 countries)	124	0.583	120	0.437	105	0.902	84	0.972	124	0.023
Gender Gap Index 2007 (out of 128 countries)	120	0.581	120	0.421	101	0.909	83	0.972	123	0.022
Gender Gap Index 2006 (out of 115 countries)	109	0.579	108	0.416	90	0.903	66	0.974	111	0.022

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 23
Male adult unemployment rate (% of male labour force) 5
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 18
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) 34
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 1.00
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.99

Education

Female teachers, primary education (%) 53
Female teachers, secondary education (%) 42
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 14
Fertility rate (births per woman) 2.70
Adolescent fertility rate (births per 1,000 girls aged 15-19) 50
Antenatal care coverage, at least one visit (%) 73
Births attended by skilled health personnel (%) 79
Maternal mortality ratio (per 100,000 live births)[4] ..... 66 [40-100]
Contraceptive prevalence, married women (%, any method) 60
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) ..... <0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 19
Overall population sex ratio (male/female) 1.01

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.91
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.50
Year women received right to vote 1956
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 90 days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ... Social insurance 75%, employer 25%
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

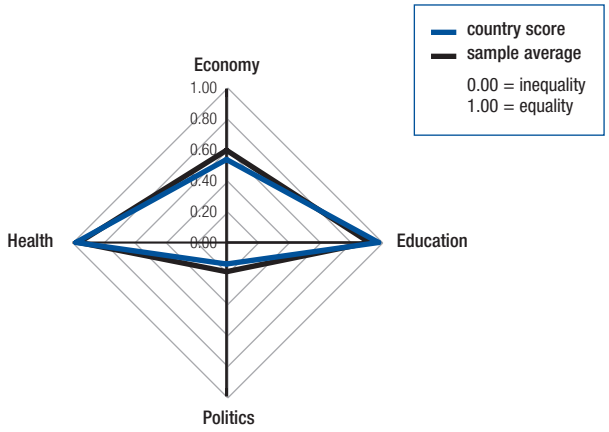
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

El Salvador

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**94**	**0.663**

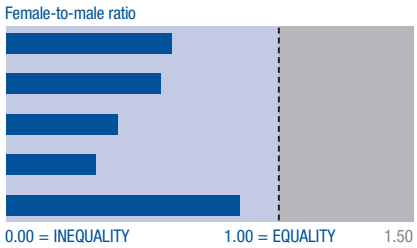
Key Indicators

Total population (millions)	6.23
Population growth (%)	0.53
GDP (US$ billions)	15.84
GDP (PPP) per capita	5,981

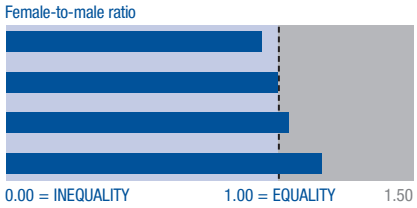


Gender Gap Subindexes

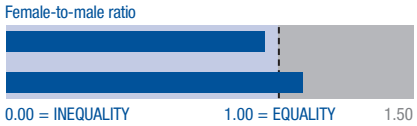
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**112**	**0.543**	**0.599**			
Labour force participation	99	0.61	0.68	49	81	0.61
Wage equality for similar work (survey)	106	0.57	0.64	—	—	0.57
Estimated earned income (PPP US$)	114	0.41	0.53	4,113	9,939	0.41
Legislators, senior officials and managers	73	0.33	0.25	25	75	0.33
Professional and technical workers	76	0.86	0.63	46	54	0.86



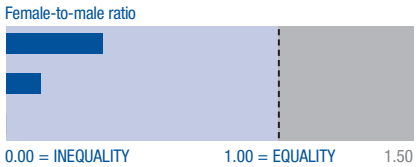
Educational Attainment	**77**	**0.989**	**0.932**			
Literacy rate	91	0.94	0.87	82	87	0.94
Enrolment in primary education	68	1.00	0.97	94	94	1.00
Enrolment in secondary education	1	1.00	0.90	59	57	1.04
Enrolment in tertiary education	1	1.00	0.88	25	22	1.16



Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	63	58	1.09



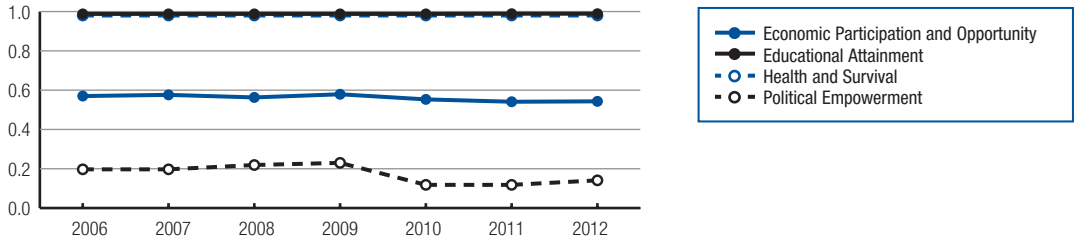
Political Empowerment	**66**	**0.141**	**0.195**			
Women in parliament	33	0.36	0.23	26	74	0.36
Women in ministerial positions	90	0.13	0.19	11	89	0.13
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



El Salvador

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**94**	**0.663**	**112**	**0.543**	**77**	**0.989**	**1**	**0.980**	**66**	**0.141**
Gender Gap Index 2011 (out of 135 countries)	94	0.657	108	0.541	72	0.989	1	0.980	72	0.118
Gender Gap Index 2010 (out of 134 countries)	90	0.660	102	0.553	79	0.988	1	0.980	73	0.118
Gender Gap Index 2009 (out of 134 countries)	55	0.694	98	0.579	81	0.988	1	0.980	32	0.230
Gender Gap Index 2008 (out of 130 countries)	58	0.688	97	0.563	78	0.988	1	0.980	32	0.219
Gender Gap Index 2007 (out of 128 countries)	48	0.685	91	0.576	66	0.988	1	0.980	26	0.197
Gender Gap Index 2006 (out of 115 countries)	39	0.684	73	0.570	59	0.988	1	0.980	24	0.197

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 5
Male adult unemployment rate (% of male labour force) 9
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 48
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 40
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] 4.07

Education

Female teachers, primary education (%) 68
Female teachers, secondary education (%) 68
Female teachers, tertiary education (%) 35
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 17
Fertility rate (births per woman) 2.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 68
Antenatal care coverage, at least one visit (%) 94
Births attended by skilled health personnel (%) 85
Maternal mortality ratio (per 100,000 live births)[4] ..... 81 [55-120]
Contraceptive prevalence, married women (%, any method) 73
Female HIV prevalence, aged 15–49 (%) 0.50
Male HIV prevalence, aged 15–49 (%) 1.20
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 14
Overall population sex ratio (male/female) 0.90

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] ..... —
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1939
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 75
Provider of maternity coverage ..... Social security for insured workers, employer for un-insured
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

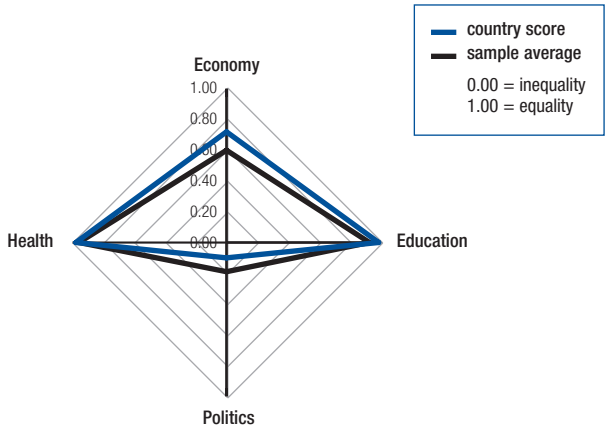
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Estonia

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**60**	**0.698**

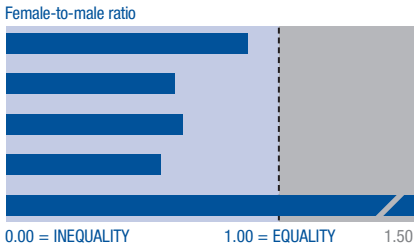
Key Indicators

Total population (millions)	1.34
Population growth (%)	-0.01
GDP (US$ billions)	8.36
GDP (PPP) per capita	16,561

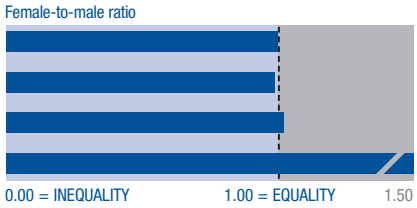


Gender Gap Subindexes

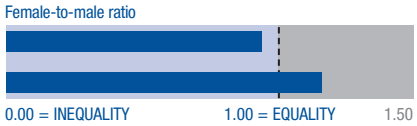
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**40**	**0.719**	**0.599**			
Labour force participation	24	0.89	0.68	69	78	0.89
Wage equality for similar work (survey)	88	0.62	0.64	—	—	0.62
Estimated earned income (PPP US$)	49	0.65	0.53	17,887	27,688	0.65
Legislators, senior officials and managers	27	0.57	0.25	36	64	0.57
Professional and technical workers	1	1.00	0.63	68	32	2.15



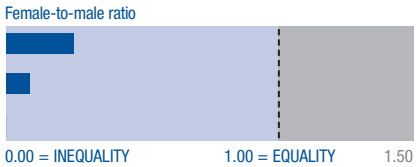
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**58**	**0.994**	**0.932**			
Literacy rate	1	1.00	0.87	100	100	1.00
Enrolment in primary education	105	0.99	0.97	93	95	0.99
Enrolment in secondary education	1	1.00	0.90	93	91	1.02
Enrolment in tertiary education	1	1.00	0.88	79	47	1.70



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**34**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	1	1.06	1.04	71	61	1.16



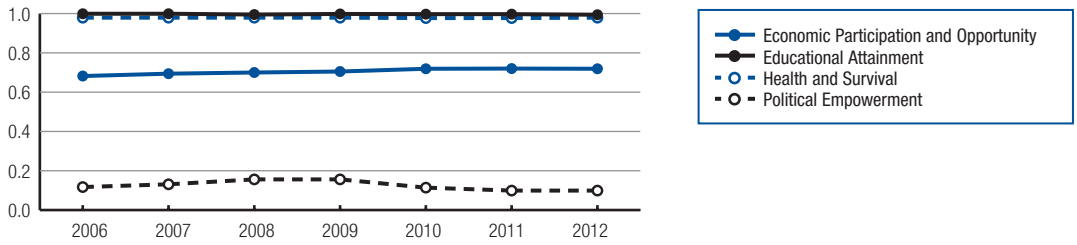
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**87**	**0.099**	**0.195**			
Women in parliament	63	0.25	0.23	20	80	0.25
Women in ministerial positions	105	0.09	0.19	8	92	0.09
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Estonia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**60**	**0.698**	**40**	**0.719**	**58**	**0.994**	**34**	**0.979**	**87**	**0.099**
Gender Gap Index 2011 (out of 135 countries)	52	0.698	35	0.720	38	0.997	51	0.977	87	0.099
Gender Gap Index 2010 (out of 134 countries)	47	0.702	35	0.719	38	0.997	50	0.977	74	0.114
Gender Gap Index 2009 (out of 134 countries)	37	0.709	36	0.705	37	0.998	41	0.979	50	0.156
Gender Gap Index 2008 (out of 130 countries)	37	0.708	33	0.700	48	0.995	38	0.979	48	0.156
Gender Gap Index 2007 (out of 128 countries)	30	0.701	34	0.694	20	0.999	37	0.979	51	0.131
Gender Gap Index 2006 (out of 115 countries)	29	0.694	27	0.682	16	0.999	36	0.979	51	0.117

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 14
Male adult unemployment rate (% of male labour force) 20
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 54
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 36
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 5.18

Education

Female teachers, primary education (%) 93
Female teachers, secondary education (%) 77
Female teachers, tertiary education (%) 48
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 24
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.70
Adolescent fertility rate (births per 1,000 girls aged 15-19) 24
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 2 [1-4]
Contraceptive prevalence, married women (%, any method) 70
Female HIV prevalence, aged 15–49 (%) 0.80
Male HIV prevalence, aged 15–49 (%) 1.70
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 4
Overall population sex ratio (male/female) 0.86

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1918
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 140 calendar days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security
Length of paternity leave ..... 2 weeks; can be used during the 2 months before or after birth
Paternity leave benefits (% of wages paid in covered period) ..... Paid on the basis of father's average wages, up to a ceiling
Daycare options ..... Public daycare with allowance, private daycare with and without allowance, homecare without allowance

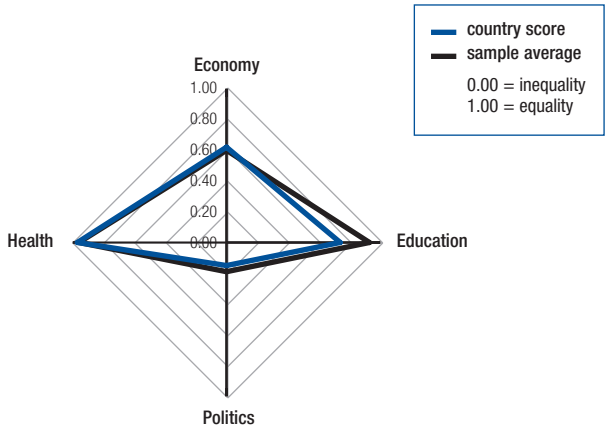
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Ethiopia

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**118**	**0.620**

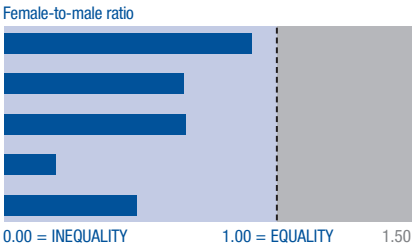
Key Indicators

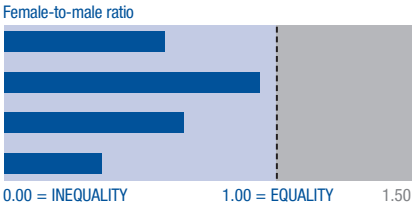
Total population (millions)	84.73
Population growth (%)	2.15
GDP (US$ billions)	18.32
GDP (PPP) per capita	934

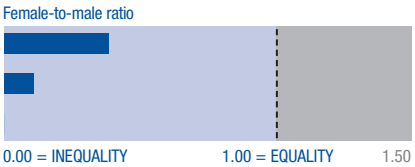


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**85**	**0.622**	**0.599**			
Labour force participation	15	0.91	0.68	83	91	0.91
Wage equality for similar work (survey)	64	0.66	0.64	—	—	0.66
Estimated earned income (PPP US$)	41	0.67	0.53	894	1,341	0.67
Legislators, senior officials and managers	92	0.19	0.25	16	84	0.19
Professional and technical workers	98	0.49	0.63	33	67	0.49
Educational Attainment	**130**	**0.739**	**0.932**			
Literacy rate	129	0.59	0.87	29	49	0.59
Enrolment in primary education	120	0.94	0.97	79	84	0.94
Enrolment in secondary education	128	0.66	0.90	11	17	0.66
Enrolment in tertiary education	133	0.36	0.88	3	8	0.36
Health and Survival	**72**	**0.974**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	86	1.04	1.04	51	49	1.04
Political Empowerment	**62**	**0.146**	**0.195**			
Women in parliament	32	0.39	0.23	28	72	0.39
Women in ministerial positions	101	0.11	0.19	10	90	0.11
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



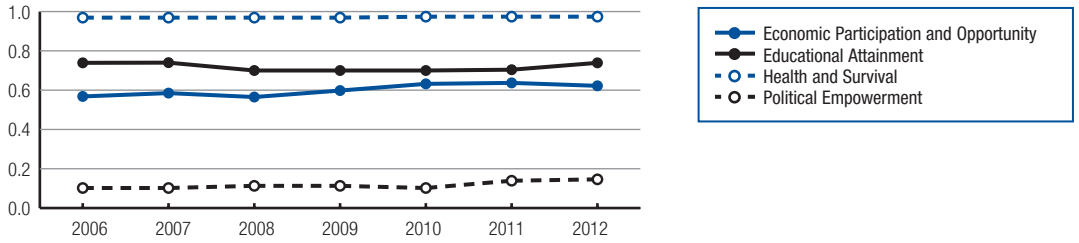




Ethiopia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**118**	**0.620**	**85**	**0.622**	**130**	**0.739**	**72**	**0.974**	**62**	**0.146**
Gender Gap Index 2011 (out of 135 countries)	116	0.614	71	0.637	131	0.704	77	0.974	64	0.139
Gender Gap Index 2010 (out of 134 countries)	121	0.602	74	0.632	129	0.700	75	0.974	82	0.102
Gender Gap Index 2009 (out of 134 countries)	122	0.595	91	0.598	130	0.700	106	0.969	74	0.113
Gender Gap Index 2008 (out of 130 countries)	122	0.587	96	0.565	126	0.700	101	0.969	70	0.113
Gender Gap Index 2007 (out of 128 countries)	113	0.599	86	0.585	121	0.740	100	0.969	68	0.102
Gender Gap Index 2006 (out of 115 countries)	100	0.595	74	0.568	108	0.739	87	0.969	61	0.102

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 30
Male adult unemployment rate (% of male labour force) 12
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 42
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 31
Women's access to land ownership[2] 0.50
Women's access to credit[2] 1.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 4.46

Education

Female teachers, primary education (%) 36
Female teachers, secondary education (%) 21
Female teachers, tertiary education (%) 11
Female school life expectancy, primary to secondary (years) 8
Male school life expectancy, primary to secondary (years) 9

Marriage and Childbearing

Singulate mean age at marriage for women (years) 21
Early marriage (% women, aged 15–19) 27
Fertility rate (births per woman) 4.20
Adolescent fertility rate (births per 1,000 girls aged 15-19) 109
Antenatal care coverage, at least one visit (%) 34
Births attended by skilled health personnel (%) 10
Maternal mortality ratio (per 100,000 live births)[4] ..... 350 [210-630]
Contraceptive prevalence, married women (%, any method) 15
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 68
Overall population sex ratio (male/female) 0.99

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.74
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.00
Year women received right to vote 1955
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 90 days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer (up to 45 days)
Length of paternity leave ..... 5 days after birth
Paternity leave benefits (% of wages paid in covered period) ..... Unpaid
Daycare options ..... —

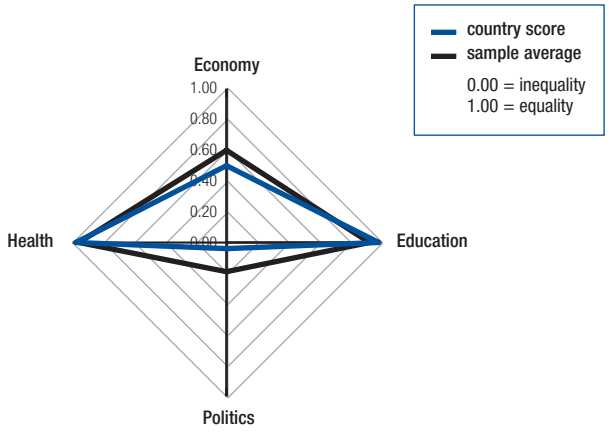
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Fiji

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**113**	**0.629**

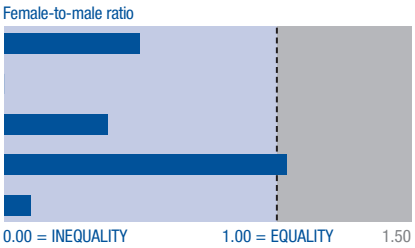
Key Indicators

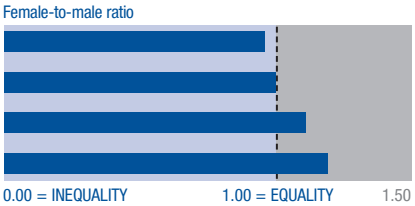
Total population (millions)	0.87
Population growth (%)	0.97
GDP (US$ billions)	1.92
GDP (PPP) per capita	4,178

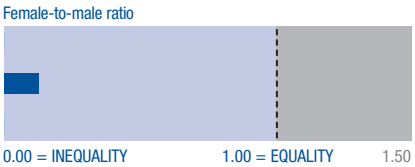


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**117**	**0.497**	**0.599**			
Labour force participation	117	0.50	0.68	40	80	0.50
Wage equality for similar work (survey)	—	—	0.64	—	—	—
Estimated earned income (PPP US$)	119	0.38	0.53	2,593	6,893	0.38
Legislators, senior officials and managers	1	1.00	0.25	51	49	1.04
Professional and technical workers	111	0.10	0.63	9	91	0.10
Educational Attainment	**63**	**0.992**	**0.932**			
Literacy rate	84	0.96	0.87	92	96	0.96
Enrolment in primary education	64	1.00	0.97	97	97	1.00
Enrolment in secondary education	1	1.00	0.90	88	79	1.11
Enrolment in tertiary education	1	1.00	0.88	18	15	1.19
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	64	60	1.07
Political Empowerment	**123**	**0.045**	**0.195**			
Women in parliament	—	—	0.23	—	—	—
Women in ministerial positions	90	0.13	0.19	11	89	0.13
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



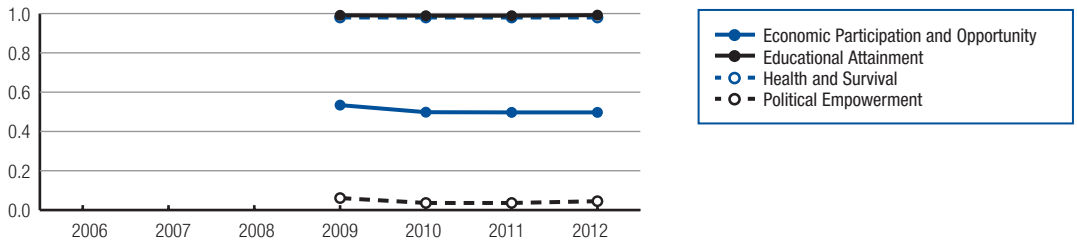




Fiji

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**113**	**0.629**	**117**	**0.497**	**63**	**0.992**	**1**	**0.980**	**123**	**0.045**
Gender Gap Index 2011 (out of 135 countries)	109	0.625	116	0.497	70	0.989	1	0.980	123	0.036
Gender Gap Index 2010 (out of 134 countries)	108	0.626	114	0.498	70	0.989	1	0.980	121	0.036
Gender Gap Index 2009 (out of 134 countries)	103	0.641	111	0.534	72	0.991	1	0.980	115	0.061
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 13
Male adult unemployment rate (% of male labour force) 6
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 30
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 49
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] ..... —

Education

Female teachers, primary education (%) 55
Female teachers, secondary education (%) 71
Female teachers, tertiary education (%) 36
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 10
Fertility rate (births per woman) 2.70
Adolescent fertility rate (births per 1,000 girls aged 15-19) 30
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 26 [15-48]
Contraceptive prevalence, married women (%, any method) 41
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.20
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 15
Overall population sex ratio (male/female) 1.04

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1963
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 84 days
Maternity leave benefits (% of wages paid in covered period) ..... 100; 50 beginning with fourth birth
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

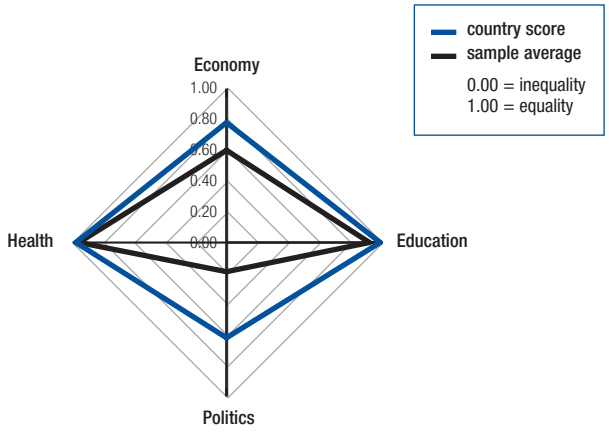
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Finland

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**2**	**0.845**

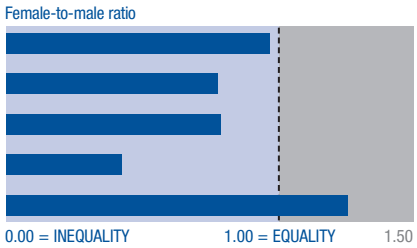
Key Indicators

Total population (millions)	5.39
Population growth (%)	0.46
GDP (US$ billions)	145.42
GDP (PPP) per capita	31,493

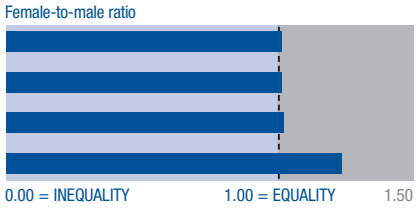


Gender Gap Subindexes

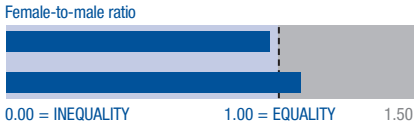
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**14**	**0.785**	**0.599**			
Labour force participation	6	0.96	0.68	74	77	0.96
Wage equality for similar work (survey)	15	0.77	0.64	—	—	0.77
Estimated earned income (PPP US$)	16	0.78	0.53	31,374	40,000	0.78
Legislators, senior officials and managers	61	0.42	0.25	30	70	0.42
Professional and technical workers	1	1.00	0.63	55	45	1.24



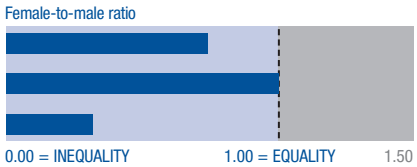
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	98	98	1.00
Enrolment in secondary education	1	1.00	0.90	94	94	1.01
Enrolment in tertiary education	1	1.00	0.88	103	85	1.22



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.96
Healthy life expectancy	1	1.06	1.04	75	70	1.07



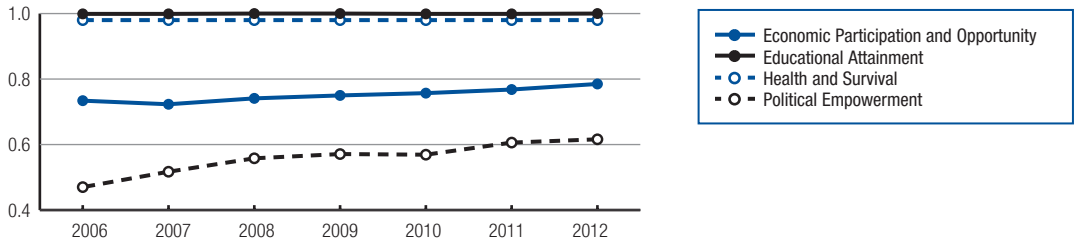
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**2**	**0.616**	**0.195**			
Women in parliament	3	0.74	0.23	43	58	0.74
Women in ministerial positions	1	1.00	0.19	50	50	1.00
Years with female head of state (last 50)	7	0.32	0.17	12	38	0.32



Finland

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**2**	**0.845**	**14**	**0.785**	**1**	**1.000**	**1**	**0.980**	**2**	**0.616**
Gender Gap Index 2011 (out of 135 countries)	3	0.838	12	0.768	26	0.999	1	0.980	2	0.606
Gender Gap Index 2010 (out of 134 countries)	3	0.826	16	0.757	28	0.999	1	0.980	2	0.569
Gender Gap Index 2009 (out of 134 countries)	2	0.825	15	0.750	1	1.000	1	0.980	2	0.571
Gender Gap Index 2008 (out of 130 countries)	2	0.820	19	0.741	1	1.000	1	0.980	1	0.558
Gender Gap Index 2007 (out of 128 countries)	3	0.804	22	0.723	21	0.999	1	0.980	2	0.517
Gender Gap Index 2006 (out of 115 countries)	3	0.796	8	0.734	18	0.999	1	0.980	3	0.470

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 8
Male adult unemployment rate (% of male labour force) 9
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 51
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 5.72

Education

Female teachers, primary education (%) 79
Female teachers, secondary education (%) 64
Female teachers, tertiary education (%) 51
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 30
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.90
Adolescent fertility rate (births per 1,000 girls aged 15-19) 9
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 5 [3-8]
Contraceptive prevalence, married women (%, any method) 77
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 2
Overall population sex ratio (male/female) 0.96

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1906
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

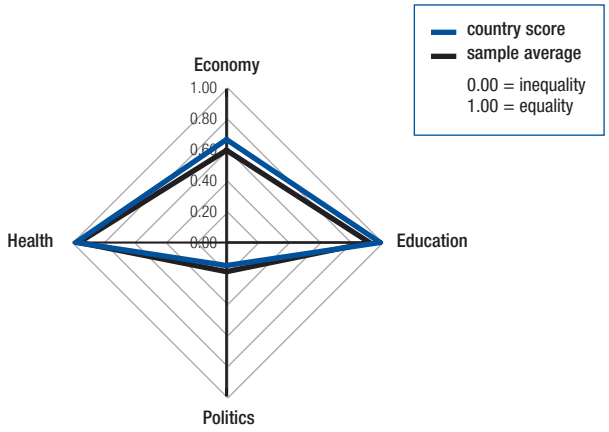
Length of maternity leave ..... 105 working days
Maternity leave benefits (% of wages paid in covered period) ..... 70 up to a ceiling, plus 40 of the additional amount up to a ceiling, plus 25 of additional amount
Provider of maternity coverage ..... Social insurance system
Length of paternity leave ..... Up to 18 days after birth, taken in up to 4 separate periods; full month of additional paternity leave (daddy month) can be taken by fathers, between 13 and 36 working days (mothers not eligible for maternity or Parental Allowance during daddy month)
Paternity leave benefits (% of wages paid in covered period) ..... Approximately 70, minimum allowance
Daycare options ..... Public and private daycare, homecare with and without allowance

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

France

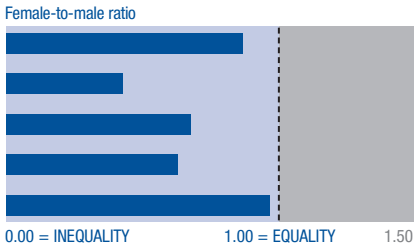
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**57**	**0.698**

Key Indicators	
Total population (millions)	65.44
Population growth (%)	0.55
GDP (US$ billions)	1,484.70
GDP (PPP) per capita	29,640

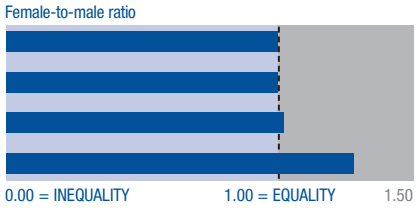


Gender Gap Subindexes

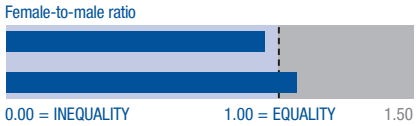
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**62**	**0.669**	**0.599**			
Labour force participation	37	0.87	0.68	65	75	0.87
Wage equality for similar work (survey)	129	0.43	0.64	—	—	0.43
Estimated earned income (PPP US$)	34	0.68	0.53	27,294	40,000	0.68
Legislators, senior officials and managers	20	0.63	0.25	39	61	0.63
Professional and technical workers	63	0.97	0.63	49	51	0.97



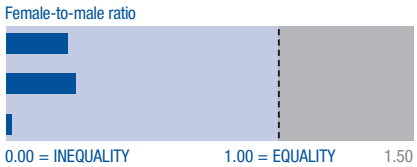
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	99	98	1.00
Enrolment in secondary education	1	1.00	0.90	99	98	1.02
Enrolment in tertiary education	1	1.00	0.88	61	48	1.28



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	76	71	1.07



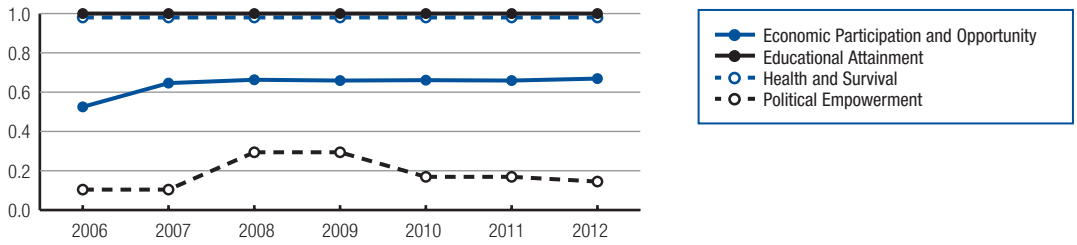
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**63**	**0.145**	**0.195**			
Women in parliament	69	0.23	0.23	19	81	0.23
Women in ministerial positions	47	0.26	0.19	21	79	0.26
Years with female head of state (last 50)	43	0.02	0.17	1	49	0.02



France

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**57**	**0.698**	**62**	**0.669**	**1**	**1.000**	**1**	**0.980**	**63**	**0.145**
Gender Gap Index 2011 (out of 135 countries)	48	0.702	61	0.659	1	1.000	1	0.980	46	0.169
Gender Gap Index 2010 (out of 134 countries)	46	0.703	60	0.661	1	1.000	1	0.980	47	0.169
Gender Gap Index 2009 (out of 134 countries)	18	0.733	61	0.659	1	1.000	1	0.980	16	0.294
Gender Gap Index 2008 (out of 130 countries)	15	0.734	53	0.663	1	1.000	1	0.980	18	0.294
Gender Gap Index 2007 (out of 128 countries)	51	0.682	61	0.646	1	1.000	1	0.980	67	0.104
Gender Gap Index 2006 (out of 115 countries)	70	0.652	88	0.525	1	1.000	1	0.980	60	0.104

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 10
Male adult unemployment rate (% of male labour force) 9
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 50
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 3.47

Education

Female teachers, primary education (%) 83
Female teachers, secondary education (%) 59
Female teachers, tertiary education (%) 39
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 13

Marriage and Childbearing

Singulate mean age at marriage for women (years) 32
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 2.00
Adolescent fertility rate (births per 1,000 girls aged 15-19) 11
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 98
Maternal mortality ratio (per 100,000 live births)[4] ..... 8 [7-10]
Contraceptive prevalence, married women (%, any method) 77
Female HIV prevalence, aged 15–49 (%) 0.30
Male HIV prevalence, aged 15–49 (%) 0.50
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 3
Overall population sex ratio (male/female) 0.95

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1944
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 16 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 100, up to ceiling
Provider of maternity coverage ..... Social security
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

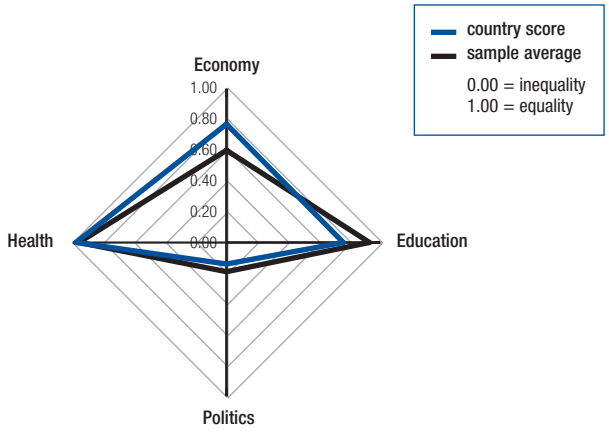
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Gambia, The

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**93**	**0.663**

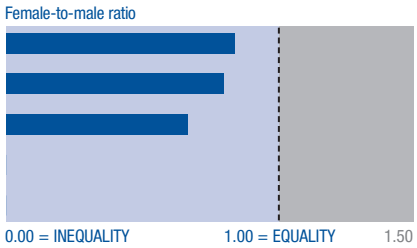
Key Indicators

Total population (millions)	1.78
Population growth (%)	2.74
GDP (US$ billions)	0.61
GDP (PPP) per capita	1,265

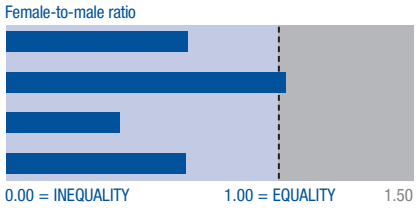


Gender Gap Subindexes

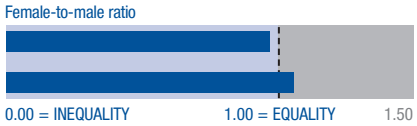
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**18**	**0.772**	**0.599**			
Labour force participation	48	0.84	0.68	71	85	0.84
Wage equality for similar work (survey)	4	0.80	0.64	—	—	0.80
Estimated earned income (PPP US$)	37	0.67	0.53	1,724	2,557	0.67
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—



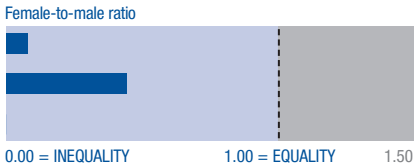
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**127**	**0.763**	**0.932**			
Literacy rate	124	0.67	0.87	40	60	0.67
Enrolment in primary education	1	1.00	0.97	67	64	1.03
Enrolment in secondary education	133	0.42	0.90	8	19	0.42
Enrolment in tertiary education	116	0.66	0.88	1	2	0.66



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	1	1.06	1.04	53	50	1.06



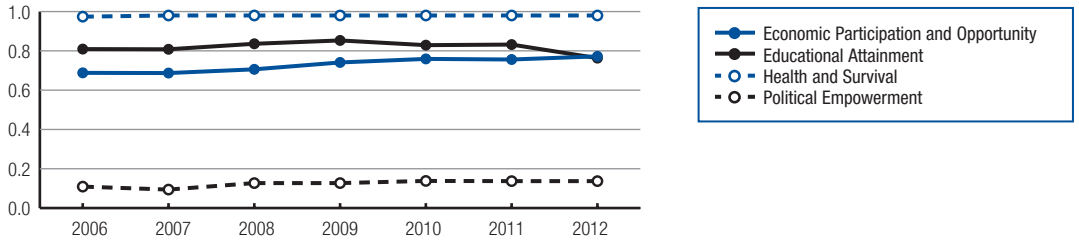
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**70**	**0.137**	**0.195**			
Women in parliament	119	0.08	0.23	8	93	0.08
Women in ministerial positions	21	0.45	0.19	31	69	0.45
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Gambia, The

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**93**	**0.663**	**18**	**0.772**	**127**	**0.763**	**1**	**0.980**	**70**	**0.137**
Gender Gap Index 2011 (out of 135 countries)	77	0.676	19	0.756	122	0.832	1	0.980	66	0.137
Gender Gap Index 2010 (out of 134 countries)	75	0.676	14	0.759	121	0.829	1	0.980	62	0.138
Gender Gap Index 2009 (out of 134 countries)	75	0.675	23	0.741	119	0.853	1	0.980	68	0.127
Gender Gap Index 2008 (out of 130 countries)	85	0.662	32	0.706	118	0.836	1	0.980	63	0.127
Gender Gap Index 2007 (out of 128 countries)	95	0.642	37	0.687	117	0.808	1	0.980	73	0.094
Gender Gap Index 2006 (out of 115 countries)	79	0.645	25	0.688	106	0.809	64	0.974	55	0.109

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) ..... —
Male adult unemployment rate (% of male labour force) ..... —
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 32
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) 21
Women's access to land ownership[2] 1.00
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 5.63

Education

Female teachers, primary education (%) 33
Female teachers, secondary education (%) ..... —
Female teachers, tertiary education (%) 16
Female school life expectancy, primary to secondary (years) 8
Male school life expectancy, primary to secondary (years) 8

Marriage and Childbearing

Singulate mean age at marriage for women (years) 20
Early marriage (% women, aged 15–19) 25
Fertility rate (births per woman) 4.90
Adolescent fertility rate (births per 1,000 girls aged 15-19) 104
Antenatal care coverage, at least one visit (%) 85
Births attended by skilled health personnel (%) 52
Maternal mortality ratio (per 100,000 live births)[4] ..... 360 [170-820]
Contraceptive prevalence, married women (%, any method) 18
Female HIV prevalence, aged 15–49 (%) 2.40
Male HIV prevalence, aged 15–49 (%) 1.70
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 57
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.78
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.75
Year women received right to vote 1960
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

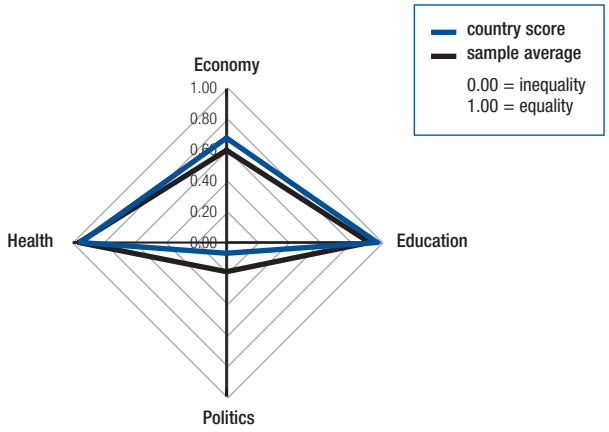
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Georgia

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**85**	**0.669**

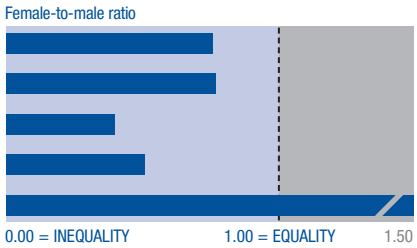
Key Indicators

Total population (millions)	4.49
Population growth (%)	0.95
GDP (US$ billions)	5.60
GDP (PPP) per capita	4,552

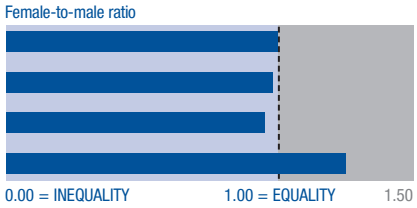


Gender Gap Subindexes

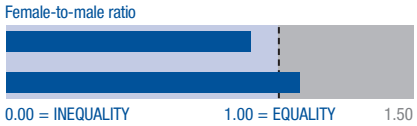
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**57**	**0.677**	**0.599**			
Labour force participation	69	0.76	0.68	59	78	0.76
Wage equality for similar work (survey)	10	0.77	0.64	—	—	0.77
Estimated earned income (PPP US$)	116	0.40	0.53	3,205	8,084	0.40
Legislators, senior officials and managers	38	0.51	0.25	34	66	0.51
Professional and technical workers	1	1.00	0.63	62	38	1.62



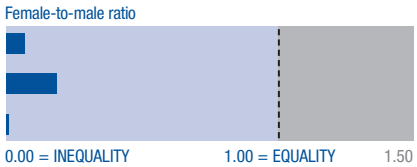
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**89**	**0.979**	**0.932**			
Literacy rate	46	1.00	0.87	100	100	1.00
Enrolment in primary education	110	0.98	0.97	93	95	0.98
Enrolment in secondary education	106	0.95	0.90	80	84	0.95
Enrolment in tertiary education	1	1.00	0.88	31	25	1.25



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**129**	**0.950**	**0.956**			
Sex ratio at birth (female/male)	129	0.90	0.92	—	—	0.90
Healthy life expectancy	1	1.06	1.04	67	62	1.08



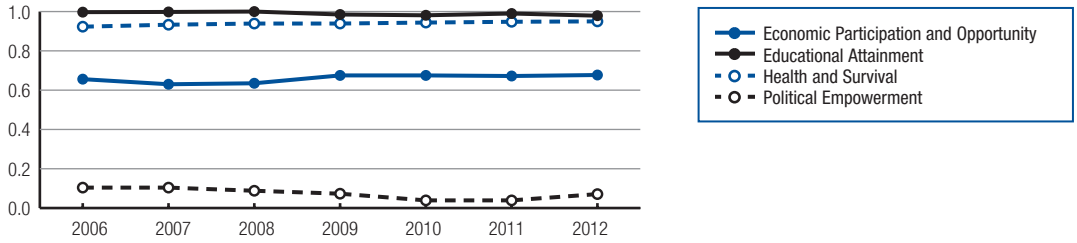
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**109**	**0.071**	**0.195**			
Women in parliament	121	0.07	0.23	7	93	0.07
Women in ministerial positions	64	0.19	0.19	16	84	0.19
Years with female head of state (last 50)	49	0.01	0.17	0	50	0.01



Georgia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**85**	**0.669**	**57**	**0.677**	**89**	**0.979**	**129**	**0.950**	**109**	**0.071**
Gender Gap Index 2011 (out of 135 countries)	86	0.662	54	0.672	67	0.990	128	0.948	120	0.039
Gender Gap Index 2010 (out of 134 countries)	88	0.660	54	0.675	87	0.981	129	0.944	119	0.039
Gender Gap Index 2009 (out of 134 countries)	83	0.668	54	0.675	82	0.985	131	0.939	103	0.073
Gender Gap Index 2008 (out of 130 countries)	82	0.665	69	0.635	1	1.000	127	0.939	92	0.088
Gender Gap Index 2007 (out of 128 countries)	67	0.666	69	0.630	28	0.998	125	0.933	66	0.104
Gender Gap Index 2006 (out of 115 countries)	54	0.670	41	0.656	28	0.997	115	0.923	59	0.104

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 16
Male adult unemployment rate (% of male labour force) 17
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 49
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 41
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 5.14

Education

Female teachers, primary education (%) 86
Female teachers, secondary education (%) 86
Female teachers, tertiary education (%) 52
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) ..... —
Early marriage (% women, aged 15–19) 14
Fertility rate (births per woman) 1.60
Adolescent fertility rate (births per 1,000 girls aged 15-19) 44
Antenatal care coverage, at least one visit (%) 96
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 67 [43-110]
Contraceptive prevalence, married women (%, any method) 47
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 20
Overall population sex ratio (male/female) 0.89

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.50
Year women received right to vote 1918, 1921
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

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

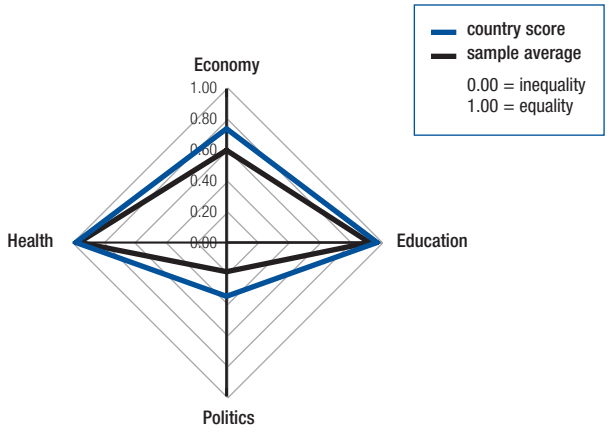
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Germany

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**13**	**0.763**

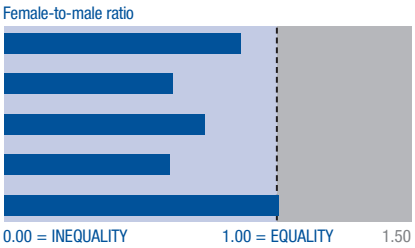
Key Indicators

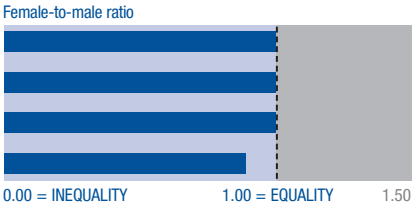
Total population (millions)	81.73
Population growth (%)	-0.15
GDP (US$ billions)	2,069.46
GDP (PPP) per capita	33,414

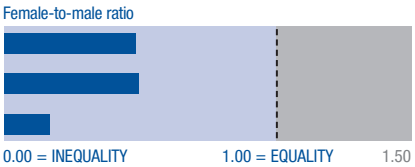


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**31**	**0.740**	**0.599**			
Labour force participation	39	0.87	0.68	71	82	0.87
Wage equality for similar work (survey)	90	0.62	0.64	—	—	0.62
Estimated earned income (PPP US$)	21	0.74	0.53	29,616	40,000	0.74
Legislators, senior officials and managers	23	0.61	0.25	38	62	0.61
Professional and technical workers	1	1.00	0.63	50	50	1.01
Educational Attainment	**83**	**0.985**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	75	1.00	0.97	98	98	1.00
Enrolment in secondary education	1	1.00	0.90	88	88	1.00
Enrolment in tertiary education	101	0.89	0.88	44	50	0.89
Health and Survival	**52**	**0.978**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	60	1.06	1.04	75	71	1.06
Political Empowerment	**15**	**0.349**	**0.195**			
Women in parliament	18	0.49	0.23	33	67	0.49
Women in ministerial positions	17	0.50	0.19	33	67	0.50
Years with female head of state (last 50)	12	0.17	0.17	7	43	0.17



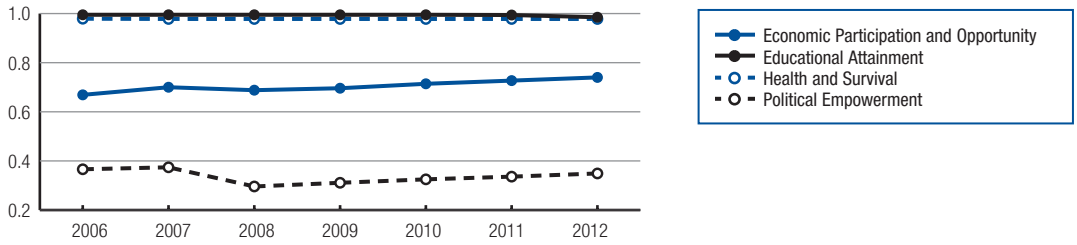




Germany

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**13**	**0.763**	**31**	**0.740**	**83**	**0.985**	**52**	**0.978**	**15**	**0.349**
Gender Gap Index 2011 (out of 135 countries)	11	0.759	32	0.727	50	0.994	49	0.978	15	0.336
Gender Gap Index 2010 (out of 134 countries)	13	0.753	37	0.714	51	0.995	47	0.978	15	0.325
Gender Gap Index 2009 (out of 134 countries)	12	0.745	37	0.696	49	0.995	60	0.978	13	0.311
Gender Gap Index 2008 (out of 130 countries)	11	0.739	45	0.688	49	0.995	57	0.978	16	0.296
Gender Gap Index 2007 (out of 128 countries)	7	0.762	29	0.700	35	0.995	56	0.978	6	0.374
Gender Gap Index 2006 (out of 115 countries)	5	0.752	32	0.669	31	0.995	36	0.979	6	0.366

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 8
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 48
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 20
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.45

Education

Female teachers, primary education (%) 86
Female teachers, secondary education (%) 59
Female teachers, tertiary education (%) 39
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 13

Marriage and Childbearing

Singulate mean age at marriage for women (years) 31
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.40
Adolescent fertility rate (births per 1,000 girls aged 15-19) 10
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 7 [6-9]
Contraceptive prevalence, married women (%, any method) 70
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.20
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 3
Overall population sex ratio (male/female) 0.96

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1918
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

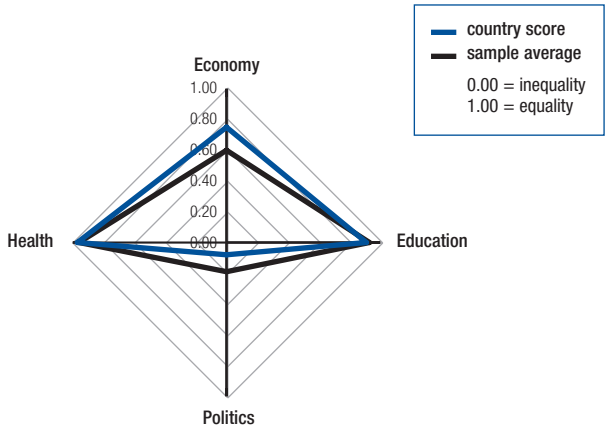
Length of maternity leave ..... 14 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 100, up to ceiling
Provider of maternity coverage ..... Statutory health insurance scheme, state, employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Public and private daycare with allowance

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

Ghana

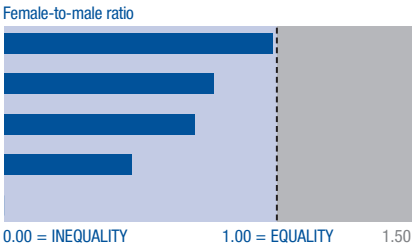
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**71**	**0.678**

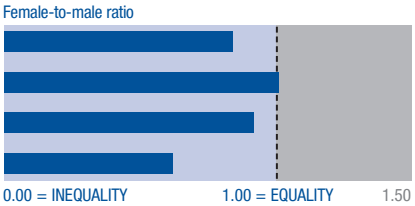
Key Indicators	
Total population (millions)	24.97
Population growth (%)	2.35
GDP (US$ billions)	8.76
GDP (PPP) per capita	1,475

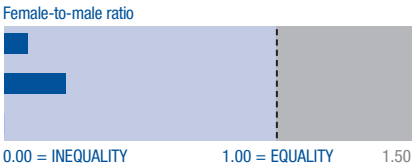


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**26**	**0.754**	**0.599**			
Labour force participation	2	0.99	0.68	75	76	0.99
Wage equality for similar work (survey)	8	0.77	0.64	—	—	0.77
Estimated earned income (PPP US$)	30	0.70	0.53	1,550	2,206	0.70
Legislators, senior officials and managers	47	0.47	0.25	32	68	0.47
Professional and technical workers	—	—	0.63	—	—	—
Educational Attainment	**113**	**0.906**	**0.932**			
Literacy rate	112	0.84	0.87	61	73	0.84
Enrolment in primary education	1	1.00	0.97	84	84	1.01
Enrolment in secondary education	112	0.92	0.90	47	51	0.92
Enrolment in tertiary education	117	0.62	0.88	9	15	0.62
Health and Survival	**105**	**0.967**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	109	1.02	1.04	50	49	1.02
Political Empowerment	**100**	**0.084**	**0.195**			
Women in parliament	116	0.09	0.23	8	92	0.09
Women in ministerial positions	52	0.23	0.19	18	82	0.23
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



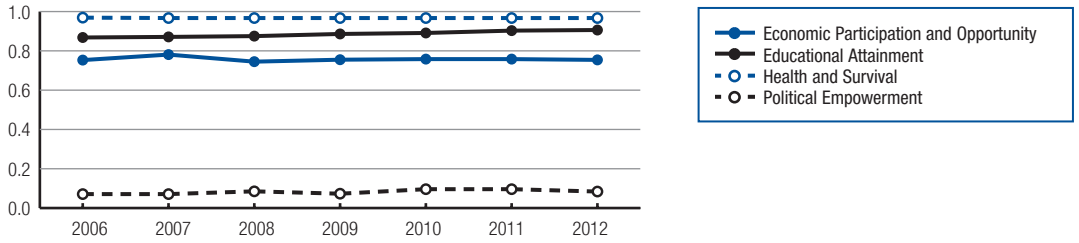




Ghana

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**71**	**0.678**	**26**	**0.754**	**113**	**0.906**	**105**	**0.967**	**100**	**0.084**
Gender Gap Index 2011 (out of 135 countries)	70	0.681	17	0.758	111	0.903	104	0.967	91	0.096
Gender Gap Index 2010 (out of 134 countries)	70	0.678	15	0.758	111	0.891	103	0.967	88	0.096
Gender Gap Index 2009 (out of 134 countries)	80	0.670	13	0.755	112	0.886	111	0.967	101	0.073
Gender Gap Index 2008 (out of 130 countries)	77	0.668	14	0.745	110	0.875	106	0.967	94	0.085
Gender Gap Index 2007 (out of 128 countries)	63	0.673	3	0.781	106	0.871	105	0.967	91	0.071
Gender Gap Index 2006 (out of 115 countries)	58	0.665	5	0.753	94	0.868	89	0.969	80	0.071

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 4
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 32
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 44
Women's access to land ownership[2] 1.00
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 5.21

Education

Female teachers, primary education (%) 34
Female teachers, secondary education (%) 22
Female teachers, tertiary education (%) 18
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 22
Early marriage (% women, aged 15–19) 14
Fertility rate (births per woman) 4.20
Adolescent fertility rate (births per 1,000 girls aged 15-19) 70
Antenatal care coverage, at least one visit (%) 90
Births attended by skilled health personnel (%) 55
Maternal mortality ratio (per 100,000 live births)[4] ..... 350 [210-630]
Contraceptive prevalence, married women (%, any method) 24
Female HIV prevalence, aged 15–49 (%) 2.20
Male HIV prevalence, aged 15–49 (%) 1.40
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 50
Overall population sex ratio (male/female) 1.04

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.04
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1954
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... No

Childcare Ecosystem

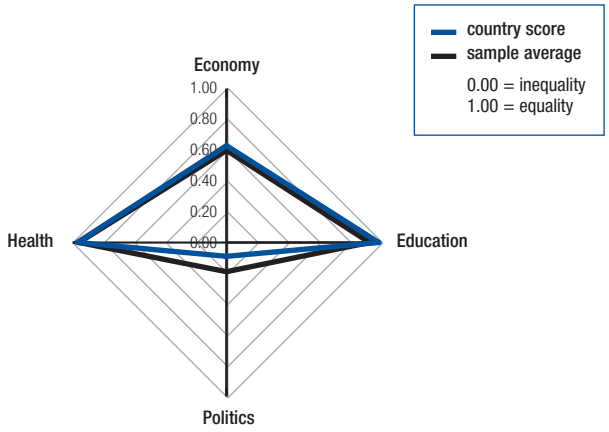
Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... No
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Greece

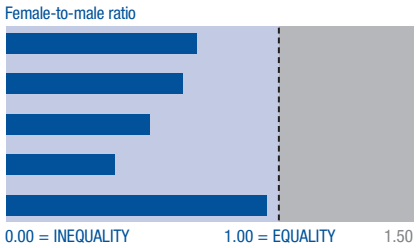
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**82**	**0.672**

Key Indicators	
Total population (millions)	11.30
Population growth (%)	0.29
GDP (US$ billions)	153.65
GDP (PPP) per capita	24,206

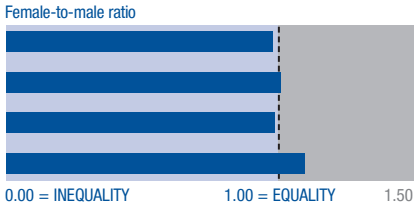


Gender Gap Subindexes

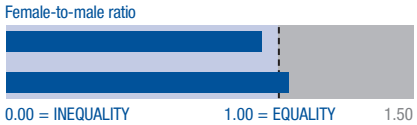
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**80**	**0.633**	**0.599**			
Labour force participation	86	0.70	0.68	55	79	0.70
Wage equality for similar work (survey)	70	0.65	0.64	—	—	0.65
Estimated earned income (PPP US$)	87	0.53	0.53	18,617	35,338	0.53
Legislators, senior officials and managers	65	0.40	0.25	28	72	0.40
Professional and technical workers	64	0.96	0.63	49	51	0.96



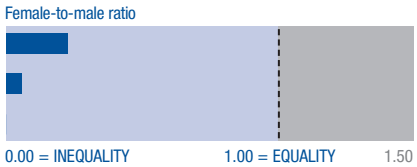
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**55**	**0.994**	**0.932**			
Literacy rate	73	0.98	0.87	96	98	0.98
Enrolment in primary education	1	1.00	0.97	99	98	1.01
Enrolment in secondary education	87	0.99	0.90	90	91	0.99
Enrolment in tertiary education	1	1.00	0.88	94	85	1.10



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**69**	**0.974**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	79	1.04	1.04	74	71	1.04



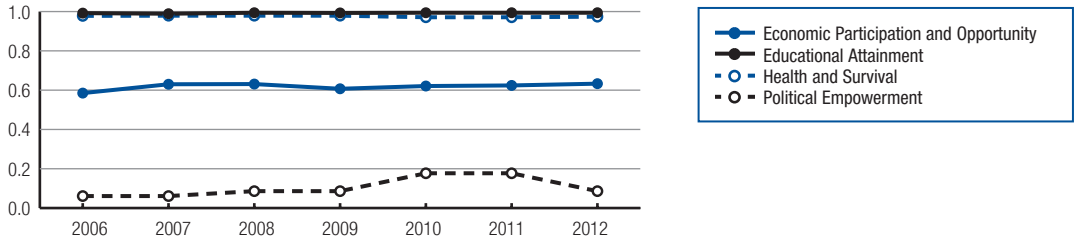
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**99**	**0.086**	**0.195**			
Women in parliament	71	0.23	0.23	19	81	0.23
Women in ministerial positions	118	0.06	0.19	6	94	0.06
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Greece

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**82**	**0.672**	**80**	**0.633**	**55**	**0.994**	**69**	**0.974**	**99**	**0.086**
Gender Gap Index 2011 (out of 135 countries)	56	0.692	78	0.624	53	0.994	86	0.971	42	0.177
Gender Gap Index 2010 (out of 134 countries)	58	0.691	79	0.621	54	0.994	84	0.971	42	0.177
Gender Gap Index 2009 (out of 134 countries)	85	0.666	86	0.607	60	0.993	57	0.979	94	0.086
Gender Gap Index 2008 (out of 130 countries)	75	0.673	72	0.631	55	0.994	54	0.979	93	0.086
Gender Gap Index 2007 (out of 128 countries)	72	0.665	70	0.630	57	0.989	53	0.979	98	0.061
Gender Gap Index 2006 (out of 115 countries)	69	0.654	70	0.585	46	0.992	53	0.978	87	0.061

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 16
Male adult unemployment rate (% of male labour force) 10
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 43
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 24
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.21

Education

Female teachers, primary education (%) 65
Female teachers, secondary education (%) 58
Female teachers, tertiary education (%) 35
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 27
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 12
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) ..... —
Maternal mortality ratio (per 100,000 live births)[4] ..... 3 [2-5]
Contraceptive prevalence, married women (%, any method) 76
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.20
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 3
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1952
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 119 days
Maternity leave benefits (% of wages paid in covered period) ..... 50 plus a 10% supplement for each dependent (40% maximum); birth grant paid as lump sum
Provider of maternity coverage ..... Social security, employer
Length of paternity leave ..... Father is entitled to maternity leave if not used by mother
Paternity leave benefits (% of wages paid in covered period) ..... Paid leave, amount depending on earnings
Daycare options ..... Public and private daycare with allowance (civil servants)

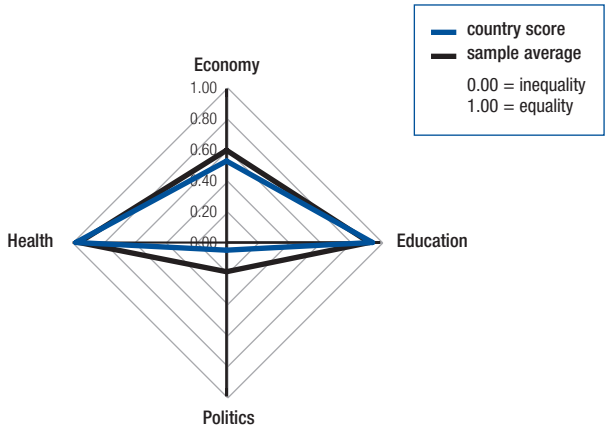
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Guatemala

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**116**	**0.626**

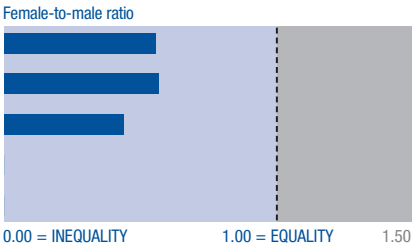
Key Indicators

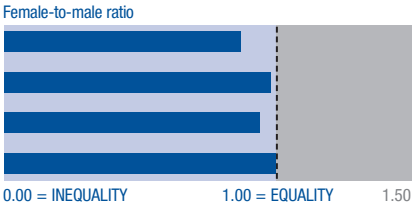
Total population (millions)	14.76
Population growth (%)	2.50
GDP (US$ billions)	26.77
GDP (PPP) per capita	4,292

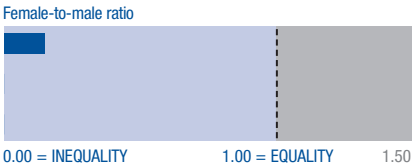


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**114**	**0.526**	**0.599**			
Labour force participation	110	0.56	0.68	50	90	0.56
Wage equality for similar work (survey)	108	0.57	0.64	—	—	0.57
Estimated earned income (PPP US$)	107	0.44	0.53	3,073	6,947	0.44
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—
Educational Attainment	**102**	**0.951**	**0.932**			
Literacy rate	106	0.87	0.87	70	81	0.87
Enrolment in primary education	112	0.98	0.97	96	98	0.98
Enrolment in secondary education	109	0.94	0.90	40	43	0.94
Enrolment in tertiary education	91	1.00	0.88	18	18	1.00
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	62	58	1.07
Political Empowerment	**121**	**0.048**	**0.195**			
Women in parliament	89	0.15	0.23	13	87	0.15
Women in ministerial positions	125	0.00	0.19	0	100	0.00
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



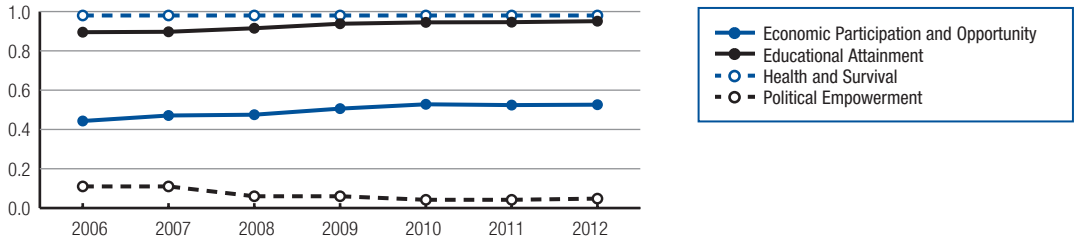




Guatemala

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**116**	**0.626**	**114**	**0.526**	**102**	**0.951**	**1**	**0.980**	**121**	**0.048**
Gender Gap Index 2011 (out of 135 countries)	112	0.623	113	0.524	98	0.946	1	0.980	118	0.042
Gender Gap Index 2010 (out of 134 countries)	109	0.624	109	0.528	101	0.945	1	0.980	116	0.042
Gender Gap Index 2009 (out of 134 countries)	111	0.621	115	0.506	101	0.938	1	0.980	118	0.060
Gender Gap Index 2008 (out of 130 countries)	112	0.607	114	0.475	103	0.915	1	0.980	113	0.060
Gender Gap Index 2007 (out of 128 countries)	106	0.614	112	0.471	102	0.897	1	0.980	61	0.110
Gender Gap Index 2006 (out of 115 countries)	95	0.607	104	0.443	91	0.895	1	0.980	54	0.110

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 2
Male adult unemployment rate (% of male labour force) 2
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 30
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 44
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 4.14

Education

Female teachers, primary education (%) 65
Female teachers, secondary education (%) 45
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 20
Early marriage (% women, aged 15–19) 26
Fertility rate (births per woman) 4.00
Adolescent fertility rate (births per 1,000 girls aged 15-19) 92
Antenatal care coverage, at least one visit (%) 93
Births attended by skilled health personnel (%) 51
Maternal mortality ratio (per 100,000 live births)[4] ..... 120 [110-140]
Contraceptive prevalence, married women (%, any method) 43
Female HIV prevalence, aged 15–49 (%) 0.50
Male HIV prevalence, aged 15–49 (%) 1.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 25
Overall population sex ratio (male/female) 0.95

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] ..... —
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.00
Year women received right to vote 1946
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 84 days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security (2/3), employer (1/3; 100% if mother not entitled to social security)
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

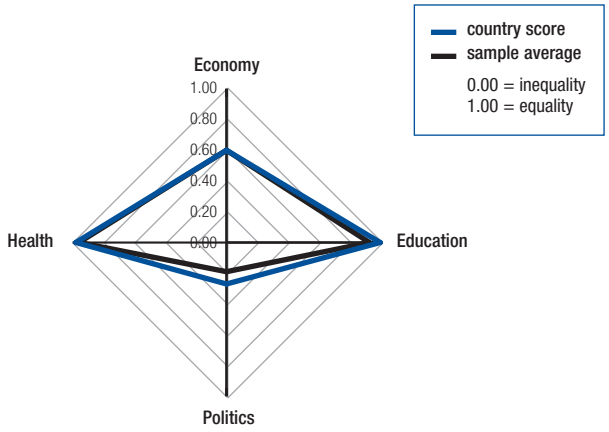
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Guyana

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**42**	**0.712**

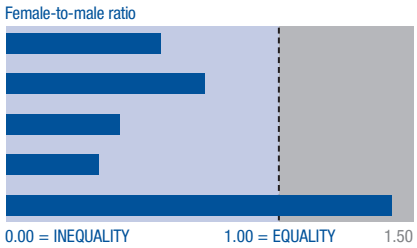
Key Indicators

Total population (millions)	0.76
Population growth (%)	0.20
GDP (US$ billions)	0.91
GDP (PPP) per capita	3,078

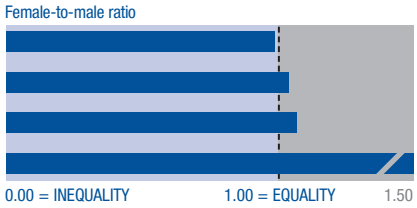


Gender Gap Subindexes

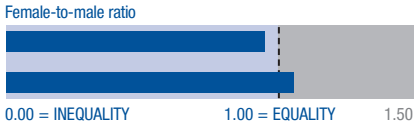
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**94**	**0.603**	**0.599**			
Labour force participation	109	0.57	0.68	48	85	0.57
Wage equality for similar work (survey)	34	0.73	0.64	—	—	0.73
Estimated earned income (PPP US$)	113	0.42	0.53	2,022	4,856	0.42
Legislators, senior officials and managers	72	0.34	0.25	25	75	0.34
Professional and technical workers	1	1.00	0.63	59	41	1.42



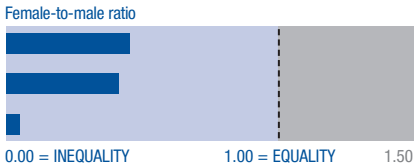
Educational Attainment	**28**	**0.999**	**0.932**			
Literacy rate	58	0.99	0.87	99	99	0.99
Enrolment in primary education	1	1.00	0.97	82	79	1.04
Enrolment in secondary education	1	1.00	0.90	83	78	1.07
Enrolment in tertiary education	1	1.00	0.88	17	7	2.52



Health and Survival	**47**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	56	1.06	1.04	55	52	1.06



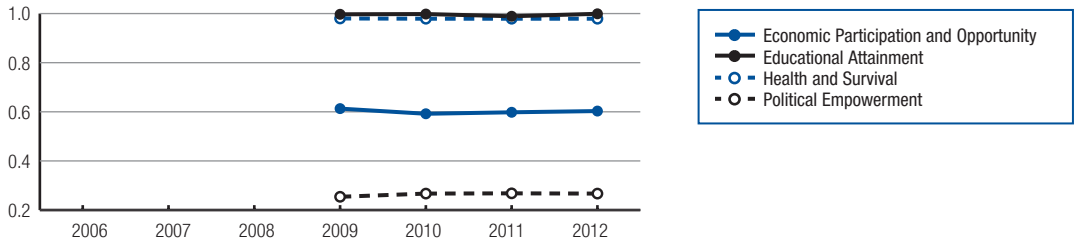
Political Empowerment	**32**	**0.267**	**0.195**			
Women in parliament	25	0.46	0.23	31	69	0.46
Women in ministerial positions	25	0.42	0.19	29	71	0.42
Years with female head of state (last 50)	29	0.05	0.17	2	48	0.05



Guyana

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**42**	**0.712**	**94**	**0.603**	**28**	**0.999**	**47**	**0.979**	**32**	**0.267**
Gender Gap Index 2011 (out of 135 countries)	38	0.708	88	0.598	75	0.989	45	0.979	28	0.268
Gender Gap Index 2010 (out of 134 countries)	38	0.709	93	0.592	33	0.998	43	0.979	27	0.267
Gender Gap Index 2009 (out of 134 countries)	35	0.711	85	0.613	41	0.997	1	0.980	28	0.254
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 15
Male adult unemployment rate (% of male labour force) 10
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 35
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 58
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 5.41

Education

Female teachers, primary education (%) 89
Female teachers, secondary education (%) 68
Female teachers, tertiary education (%) 55
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 9

Marriage and Childbearing

Singulate mean age at marriage for women (years) 20
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 2.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 101
Antenatal care coverage, at least one visit (%) 86
Births attended by skilled health personnel (%) 87
Maternal mortality ratio (per 100,000 live births)[4] ..... 280 [180-430]
Contraceptive prevalence, married women (%, any method) 43
Female HIV prevalence, aged 15–49 (%) 1.20
Male HIV prevalence, aged 15–49 (%) 1.30
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 25
Overall population sex ratio (male/female) 1.01

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1953
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 13 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 70 plus lump sum grant
Provider of maternity coverage ..... Social security
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

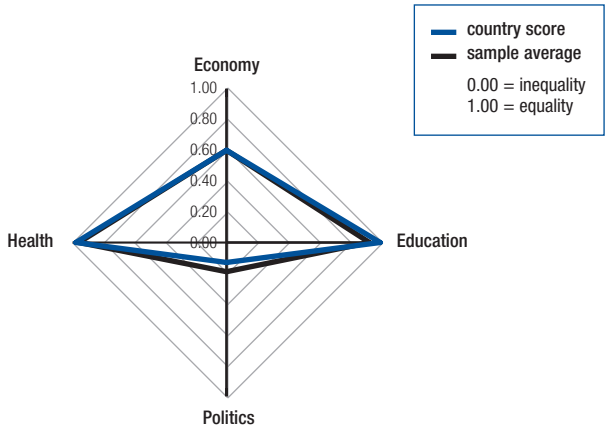
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Honduras

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**74**	**0.676**

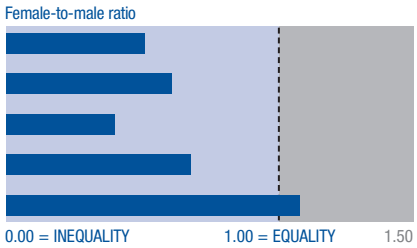
Key Indicators

Total population (millions)	7.75
Population growth (%)	2.00
GDP (US$ billions)	10.58
GDP (PPP) per capita	3,519

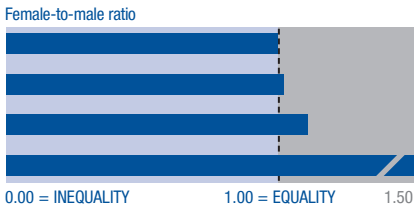


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**96**	**0.601**	**0.599**			
Labour force participation	116	0.51	0.68	42	82	0.51
Wage equality for similar work (survey)	96	0.61	0.64	—	—	0.61
Estimated earned income (PPP US$)	117	0.40	0.53	2,306	5,827	0.40
Legislators, senior officials and managers	14	0.68	0.25	41	59	0.68
Professional and technical workers	1	1.00	0.63	52	48	1.08

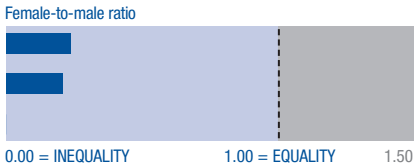


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**21**	**1.000**	**0.932**			
Literacy rate	45	1.00	0.87	85	85	1.00
Enrolment in primary education	1	1.00	0.97	96	94	1.02
Enrolment in secondary education	1	1.00	0.90	26	23	1.11
Enrolment in tertiary education	1	1.00	0.88	23	15	1.51



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**55**	**0.976**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	65	1.05	1.04	64	61	1.05

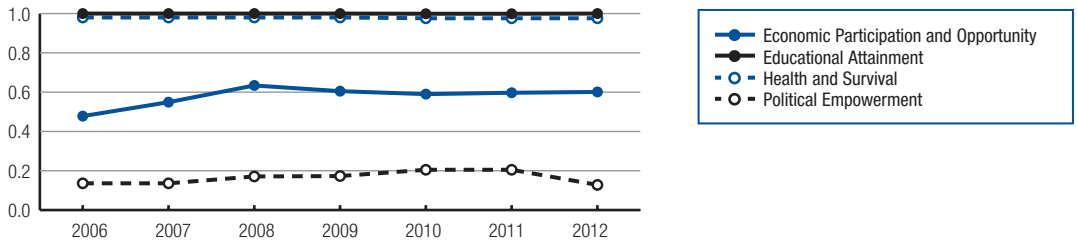
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**75**	**0.128**	**0.195**			
Women in parliament	66	0.24	0.23	20	81	0.24
Women in ministerial positions	58	0.21	0.19	18	82	0.21
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Honduras

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**74**	**0.676**	**96**	**0.601**	**21**	**1.000**	**55**	**0.976**	**75**	**0.128**
Gender Gap Index 2011 (out of 135 countries)	54	0.694	91	0.597	29	0.999	53	0.976	37	0.205
Gender Gap Index 2010 (out of 134 countries)	54	0.693	96	0.590	30	0.999	53	0.976	35	0.205
Gender Gap Index 2009 (out of 134 countries)	62	0.689	87	0.605	1	1.000	1	0.980	41	0.173
Gender Gap Index 2008 (out of 130 countries)	47	0.696	70	0.634	1	1.000	1	0.980	41	0.171
Gender Gap Index 2007 (out of 128 countries)	68	0.666	98	0.549	1	1.000	1	0.980	48	0.136
Gender Gap Index 2006 (out of 115 countries)	74	0.648	99	0.478	1	1.000	1	0.980	42	0.136

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 3
Male adult unemployment rate (% of male labour force) 3
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 42
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 43
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] 4.69

Education

Female teachers, primary education (%) 75
Female teachers, secondary education (%) 55
Female teachers, tertiary education (%) 38
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 21
Early marriage (% women, aged 15–19) 25
Fertility rate (births per woman) 3.10
Adolescent fertility rate (births per 1,000 girls aged 15-19) 108
Antenatal care coverage, at least one visit (%) 84
Births attended by skilled health personnel (%) 66
Maternal mortality ratio (per 100,000 live births)[4] ..... 100 [64-160]
Contraceptive prevalence, married women (%, any method) 65
Female HIV prevalence, aged 15–49 (%) 0.50
Male HIV prevalence, aged 15–49 (%) 1.00
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 20
Overall population sex ratio (male/female) 1.00

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.75
Year women received right to vote 1955
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security (2/3), employer (1/3; 100% if mother not entitled to social security)
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

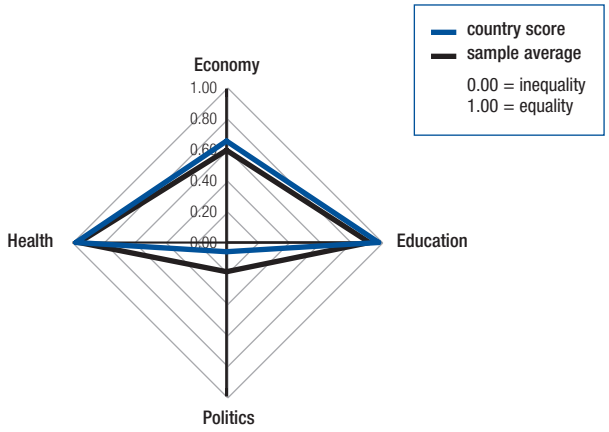
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Hungary

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**81**	**0.672**

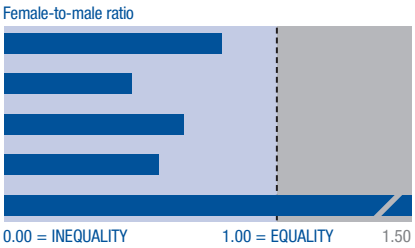
Key Indicators

Total population (millions)	9.97
Population growth (%)	-0.23
GDP (US$ billions)	56.34
GDP (PPP) per capita	16,958

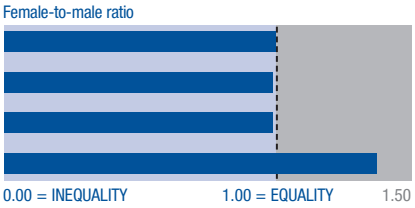


Gender Gap Subindexes

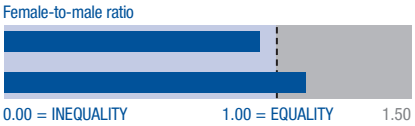
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**68**	**0.659**	**0.599**			
Labour force participation	60	0.80	0.68	55	68	0.80
Wage equality for similar work (survey)	128	0.47	0.64	—	—	0.47
Estimated earned income (PPP US$)	42	0.66	0.53	17,525	26,398	0.66
Legislators, senior officials and managers	26	0.57	0.25	36	64	0.57
Professional and technical workers	1	1.00	0.63	60	40	1.52



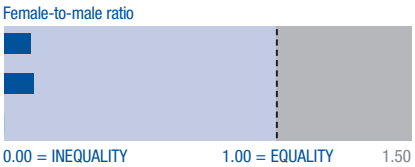
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**68**	**0.992**	**0.932**			
Literacy rate	54	1.00	0.87	99	99	1.00
Enrolment in primary education	104	0.99	0.97	92	93	0.99
Enrolment in secondary education	86	0.99	0.90	91	91	0.99
Enrolment in tertiary education	1	1.00	0.88	71	52	1.37



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**34**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	1	1.06	1.04	69	62	1.11



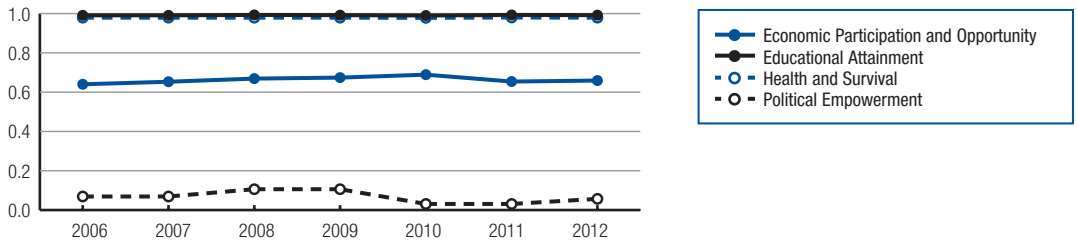
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**117**	**0.057**	**0.195**			
Women in parliament	111	0.10	0.23	9	91	0.10
Women in ministerial positions	97	0.11	0.19	10	90	0.11
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Hungary

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**81**	**0.672**	**68**	**0.659**	**68**	**0.992**	**34**	**0.979**	**117**	**0.057**
Gender Gap Index 2011 (out of 135 countries)	85	0.664	64	0.654	56	0.993	1	0.980	127	0.031
Gender Gap Index 2010 (out of 134 countries)	79	0.672	48	0.689	64	0.990	49	0.978	126	0.031
Gender Gap Index 2009 (out of 134 countries)	65	0.688	55	0.674	64	0.992	41	0.979	81	0.106
Gender Gap Index 2008 (out of 130 countries)	60	0.687	50	0.669	64	0.993	38	0.979	77	0.106
Gender Gap Index 2007 (out of 128 countries)	61	0.673	56	0.653	50	0.991	37	0.979	93	0.069
Gender Gap Index 2006 (out of 115 countries)	55	0.670	48	0.640	49	0.991	36	0.979	82	0.069

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 11
Male adult unemployment rate (% of male labour force) 12
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 49
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 42
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 3.68

Education

Female teachers, primary education (%) 96
Female teachers, secondary education (%) 71
Female teachers, tertiary education (%) 38
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 30
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.40
Adolescent fertility rate (births per 1,000 girls aged 15-19) 20
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 21 [15-31]
Contraceptive prevalence, married women (%, any method) 81
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 5
Overall population sex ratio (male/female) 0.90

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1918, 1945
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 24 weeks
Maternity leave benefits (% of wages paid in covered period) 70
Provider of maternity coverage ..... Social insurance
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

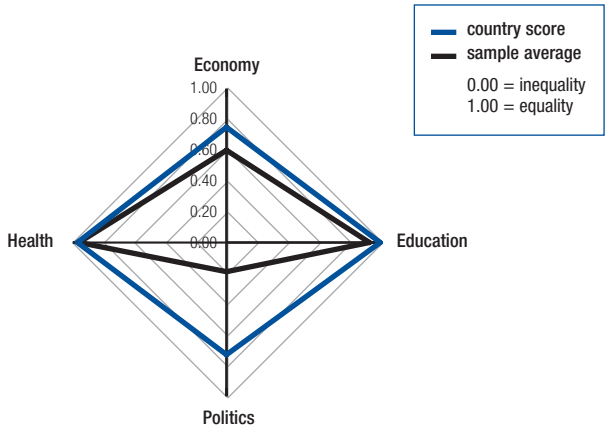
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Iceland

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**1**	**0.864**

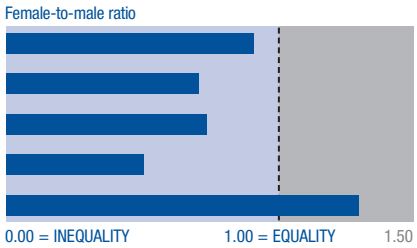
Key Indicators

Total population (millions)	0.32
Population growth (%)	-0.14
GDP (US$ billions)	10.79
GDP (PPP) per capita	32,781

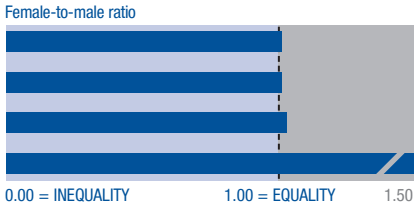


Gender Gap Subindexes

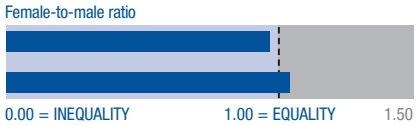
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**27**	**0.754**	**0.599**			
Labour force participation	21	0.90	0.68	81	90	0.90
Wage equality for similar work (survey)	44	0.70	0.64	—	—	0.70
Estimated earned income (PPP US$)	22	0.73	0.53	29,280	40,000	0.73
Legislators, senior officials and managers	41	0.50	0.25	33	67	0.50
Professional and technical workers	1	1.00	0.63	56	44	1.28



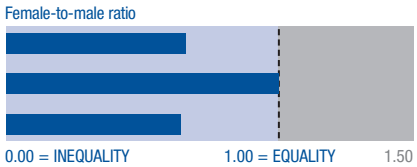
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	99	99	1.00
Enrolment in secondary education	1	1.00	0.90	89	87	1.02
Enrolment in tertiary education	1	1.00	0.88	97	52	1.87



Health and Survival	**98**	**0.970**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.96
Healthy life expectancy	102	1.03	1.04	75	73	1.03



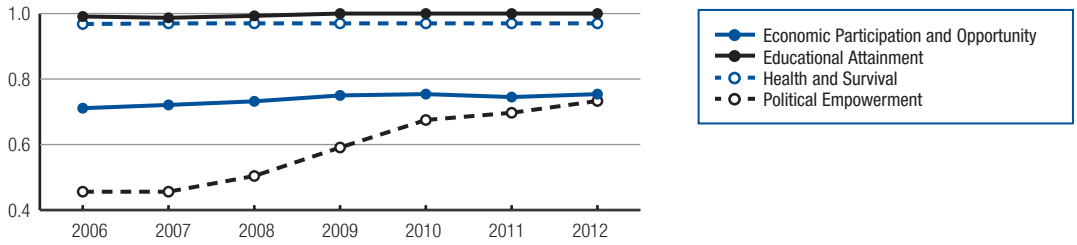
Political Empowerment	**1**	**0.733**	**0.195**			
Women in parliament	7	0.66	0.23	40	60	0.66
Women in ministerial positions	1	1.00	0.19	50	50	1.00
Years with female head of state (last 50)	2	0.64	0.17	19	31	0.64



Iceland

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**1**	**0.864**	**27**	**0.754**	**1**	**1.000**	**98**	**0.970**	**1**	**0.733**
Gender Gap Index 2011 (out of 135 countries)	1	0.853	24	0.745	1	1.000	96	0.970	1	0.697
Gender Gap Index 2010 (out of 134 countries)	1	0.850	18	0.754	1	1.000	96	0.970	1	0.675
Gender Gap Index 2009 (out of 134 countries)	1	0.828	16	0.750	1	1.000	101	0.970	1	0.591
Gender Gap Index 2008 (out of 130 countries)	4	0.800	20	0.732	61	0.993	96	0.970	3	0.504
Gender Gap Index 2007 (out of 128 countries)	4	0.784	23	0.721	67	0.987	95	0.970	4	0.456
Gender Gap Index 2006 (out of 115 countries)	4	0.781	17	0.711	50	0.991	92	0.968	4	0.456

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 8
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 52
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 5.42

Education

Female teachers, primary education (%) ..... —
Female teachers, secondary education (%) ..... —
Female teachers, tertiary education (%) 49
Female school life expectancy, primary to secondary (years) 15
Male school life expectancy, primary to secondary (years) 14

Marriage and Childbearing

Singulate mean age at marriage for women (years) 28
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 2.10
Adolescent fertility rate (births per 1,000 girls aged 15-19) 15
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) ..... —
Maternal mortality ratio (per 100,000 live births)[4] ..... 5 [3-9]
Contraceptive prevalence, married women (%, any method) ..... —
Female HIV prevalence, aged 15–49 (%) 0.20
Male HIV prevalence, aged 15–49 (%) 0.40
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 2
Overall population sex ratio (male/female) 1.02

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1915, 1920
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 3 months, may be freely split between parents
Maternity leave benefits (% of wages paid in covered period) 80
Provider of maternity coverage ..... Social security
Length of paternity leave ..... 13 weeks
Paternity leave benefits (% of wages paid in covered period) ..... Approximately 80 up to a ceiling
Daycare options ..... Public and private daycare with allowance, homecare with allowance

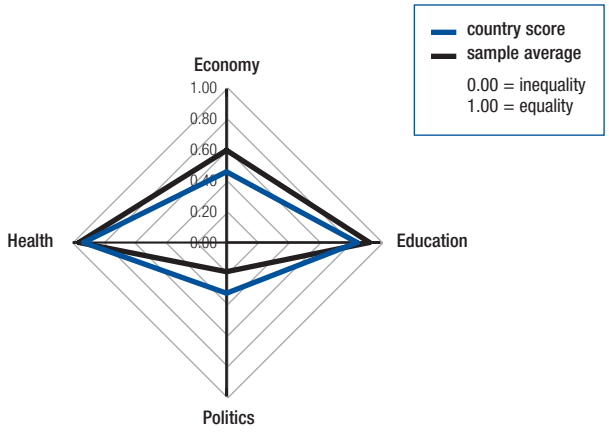
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

India

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**105**	**0.644**

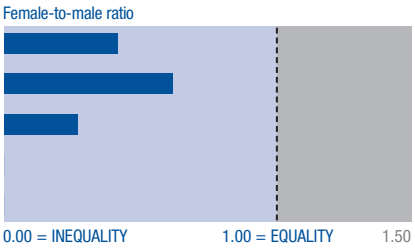
Key Indicators

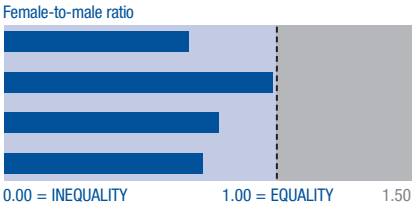
Total population (millions)	1,241.49
Population growth (%)	1.39
GDP (US$ billions)	963.40
GDP (PPP) per capita	3,073

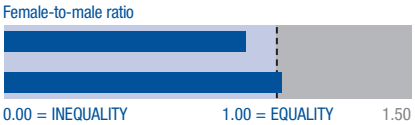


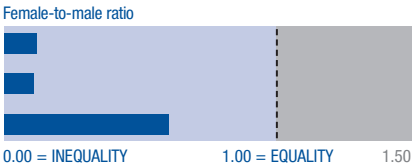
Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**123**	**0.459**	**0.599**			
Labour force participation	123	0.42	0.68	35	85	0.42
Wage equality for similar work (survey)	92	0.62	0.64	—	—	0.62
Estimated earned income (PPP US$)	124	0.27	0.53	1,530	5,635	0.27
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—
Educational Attainment	**121**	**0.852**	**0.932**			
Literacy rate	123	0.68	0.87	51	75	0.68
Enrolment in primary education	96	0.99	0.97	92	93	0.99
Enrolment in secondary education	123	0.79	0.90	—	—	0.79
Enrolment in tertiary education	110	0.73	0.88	15	21	0.73
Health and Survival	**134**	**0.931**	**0.956**			
Sex ratio at birth (female/male)	131	0.89	0.92	—	—	0.89
Healthy life expectancy	111	1.02	1.04	57	56	1.02
Political Empowerment	**17**	**0.334**	**0.195**			
Women in parliament	100	0.12	0.23	11	89	0.12
Women in ministerial positions	100	0.11	0.19	10	90	0.11
Years with female head of state (last 50)	3	0.61	0.17	19	31	0.61





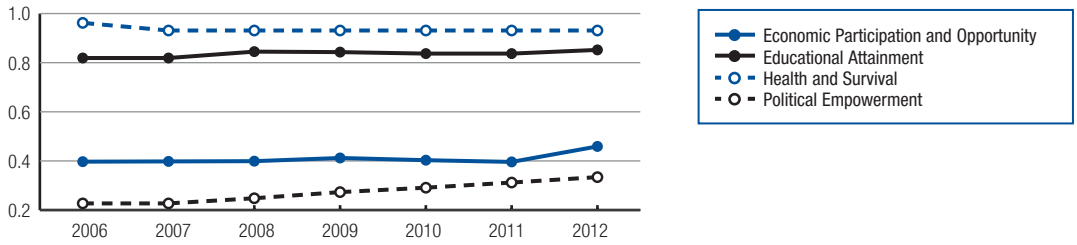




India

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**105**	**0.644**	**123**	**0.459**	**121**	**0.852**	**134**	**0.931**	**17**	**0.334**
Gender Gap Index 2011 (out of 135 countries)	113	0.619	131	0.396	121	0.837	134	0.931	19	0.312
Gender Gap Index 2010 (out of 134 countries)	112	0.615	128	0.403	120	0.837	132	0.931	23	0.291
Gender Gap Index 2009 (out of 134 countries)	114	0.615	127	0.412	121	0.843	134	0.931	24	0.273
Gender Gap Index 2008 (out of 130 countries)	113	0.606	125	0.399	116	0.845	128	0.931	25	0.248
Gender Gap Index 2007 (out of 128 countries)	114	0.594	122	0.398	116	0.819	126	0.931	21	0.227
Gender Gap Index 2006 (out of 115 countries)	98	0.601	110	0.397	102	0.819	103	0.962	20	0.227

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 5
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 18
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 9
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 4.48

Education

Female teachers, primary education (%) 44
Female teachers, secondary education (%) 40
Female teachers, tertiary education (%) 40
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 20
Early marriage (% women, aged 15–19) 28
Fertility rate (births per woman) 2.60
Adolescent fertility rate (births per 1,000 girls aged 15-19) 45
Antenatal care coverage, at least one visit (%) 75
Births attended by skilled health personnel (%) 58
Maternal mortality ratio (per 100,000 live births)[4] ..... 200 [140-310]
Contraceptive prevalence, married women (%, any method) 56
Female HIV prevalence, aged 15–49 (%) 0.30
Male HIV prevalence, aged 15–49 (%) 0.40
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 48
Overall population sex ratio (male/female) 1.07

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1935, 1950
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

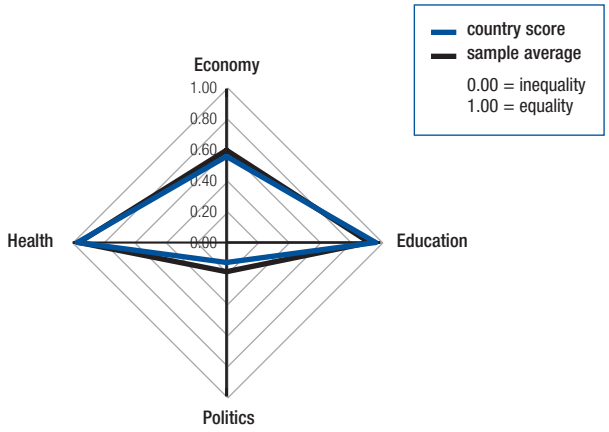
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Indonesia

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**97**	**0.659**

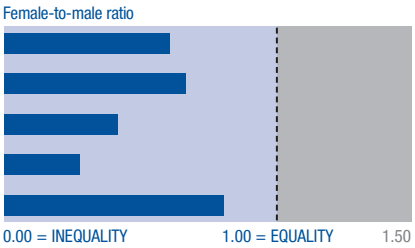
Key Indicators

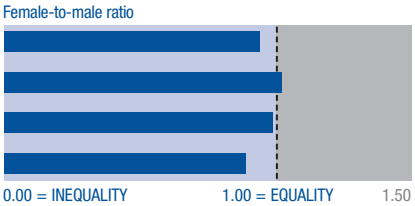
Total population (millions)	242.33
Population growth (%)	1.03
GDP (US$ billions)	274.37
GDP (PPP) per capita	3,880

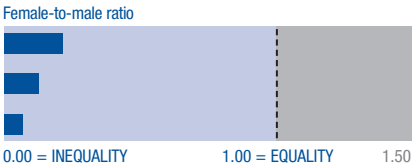


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**104**	**0.565**	**0.599**			
Labour force participation	100	0.61	0.68	53	87	0.61
Wage equality for similar work (survey)	58	0.67	0.64	—	—	0.67
Estimated earned income (PPP US$)	112	0.42	0.53	2,780	6,567	0.42
Legislators, senior officials and managers	85	0.28	0.25	22	78	0.28
Professional and technical workers	80	0.81	0.63	45	55	0.81
Educational Attainment	**92**	**0.973**	**0.932**			
Literacy rate	93	0.94	0.87	90	96	0.94
Enrolment in primary education	1	1.00	0.97	97	95	1.02
Enrolment in secondary education	88	0.99	0.90	67	68	0.99
Enrolment in tertiary education	99	0.89	0.88	22	24	0.89
Health and Survival	**107**	**0.966**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	113	1.02	1.04	61	60	1.02
Political Empowerment	**73**	**0.132**	**0.195**			
Women in parliament	72	0.22	0.23	18	82	0.22
Women in ministerial positions	89	0.13	0.19	11	89	0.13
Years with female head of state (last 50)	25	0.07	0.17	3	47	0.07



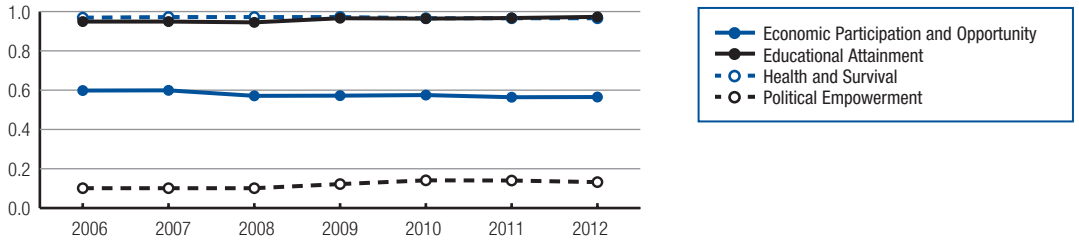




Indonesia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**97**	**0.659**	**104**	**0.565**	**92**	**0.973**	**107**	**0.966**	**73**	**0.132**
Gender Gap Index 2011 (out of 135 countries)	90	0.659	101	0.564	93	0.967	106	0.966	61	0.140
Gender Gap Index 2010 (out of 134 countries)	87	0.661	100	0.575	95	0.964	105	0.966	58	0.141
Gender Gap Index 2009 (out of 134 countries)	92	0.658	100	0.572	95	0.966	87	0.972	70	0.122
Gender Gap Index 2008 (out of 130 countries)	93	0.647	90	0.571	97	0.945	82	0.972	80	0.101
Gender Gap Index 2007 (out of 128 countries)	81	0.655	82	0.599	93	0.949	81	0.972	70	0.101
Gender Gap Index 2006 (out of 115 countries)	68	0.654	67	0.598	81	0.949	88	0.969	63	0.101

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 9
Male adult unemployment rate (% of male labour force) 6
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 32
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 43
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 4.79

Education

Female teachers, primary education (%) 60
Female teachers, secondary education (%) 48
Female teachers, tertiary education (%) 41
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 9
Fertility rate (births per woman) 2.10
Adolescent fertility rate (births per 1,000 girls aged 15-19) 52
Antenatal care coverage, at least one visit (%) 93
Births attended by skilled health personnel (%) 77
Maternal mortality ratio (per 100,000 live births)[4] ..... 220 [130-350]
Contraceptive prevalence, married women (%, any method) 61
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.30
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 27
Overall population sex ratio (male/female) 0.99

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.50
Year women received right to vote 1945, 2003
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 3 months
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

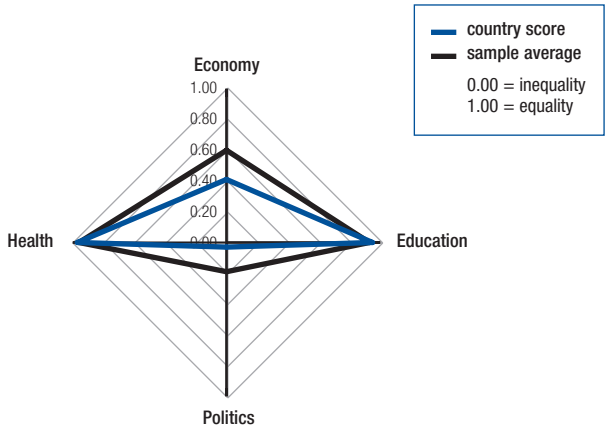
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Iran, Islamic Rep.

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**127**	**0.593**

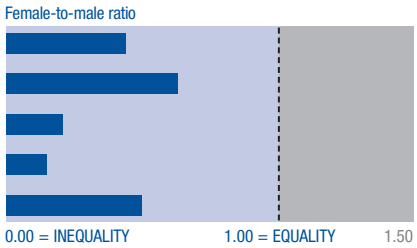
Key Indicators

Total population (millions)	74.80
Population growth (%)	1.14
GDP (US$ billions)	158.09
GDP (PPP) per capita	10,462

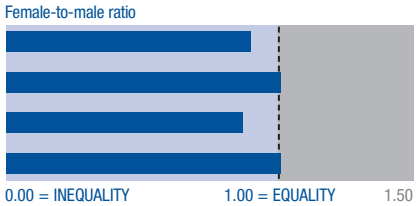


Gender Gap Subindexes

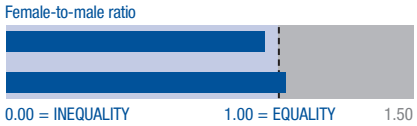
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**130**	**0.412**	**0.599**			
Labour force participation	122	0.44	0.68	33	76	0.44
Wage equality for similar work (survey)	87	0.63	0.64	—	—	0.63
Estimated earned income (PPP US$)	130	0.21	0.53	3,912	18,834	0.21
Legislators, senior officials and managers	97	0.15	0.25	13	87	0.15
Professional and technical workers	97	0.50	0.63	33	67	0.50



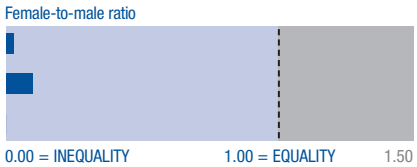
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**101**	**0.953**	**0.932**			
Literacy rate	100	0.90	0.87	81	89	0.90
Enrolment in primary education	1	1.00	0.97	100	99	1.01
Enrolment in secondary education	117	0.87	0.90	80	92	0.87
Enrolment in tertiary education	1	1.00	0.88	43	43	1.01



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**87**	**0.971**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	91	1.03	1.04	62	60	1.03



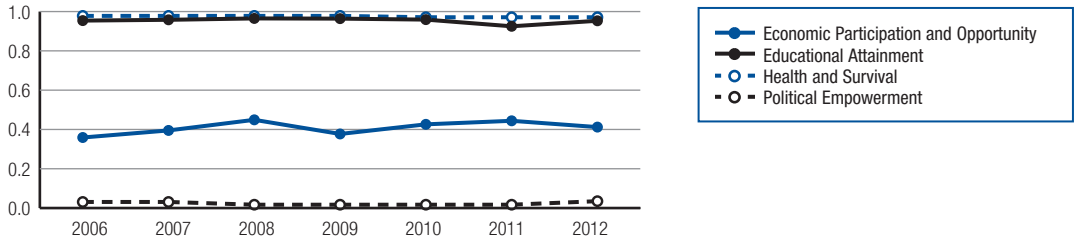
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**126**	**0.035**	**0.195**			
Women in parliament	125	0.03	0.23	3	97	0.03
Women in ministerial positions	102	0.10	0.19	9	91	0.10
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Iran, Islamic Rep.

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**127**	**0.593**	**130**	**0.412**	**101**	**0.953**	**87**	**0.971**	**126**	**0.035**
Gender Gap Index 2011 (out of 135 countries)	125	0.589	125	0.444	105	0.925	85	0.971	130	0.017
Gender Gap Index 2010 (out of 134 countries)	123	0.593	125	0.426	96	0.959	83	0.971	129	0.017
Gender Gap Index 2009 (out of 134 countries)	128	0.584	131	0.377	96	0.964	63	0.978	132	0.017
Gender Gap Index 2008 (out of 130 countries)	116	0.602	118	0.449	92	0.965	60	0.978	128	0.017
Gender Gap Index 2007 (out of 128 countries)	118	0.590	123	0.395	90	0.958	58	0.978	122	0.031
Gender Gap Index 2006 (out of 115 countries)	108	0.580	113	0.359	80	0.954	52	0.978	109	0.031

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 17
Male adult unemployment rate (% of male labour force) 9
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 15
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 3.92

Education

Female teachers, primary education (%) 57
Female teachers, secondary education (%) ..... —
Female teachers, tertiary education (%) 22
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 13

Marriage and Childbearing

Singulate mean age at marriage for women (years) 24
Early marriage (% women, aged 15–19) 17
Fertility rate (births per woman) 1.70
Adolescent fertility rate (births per 1,000 girls aged 15-19) 31
Antenatal care coverage, at least one visit (%) 99
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 21 [15-30]
Contraceptive prevalence, married women (%, any method) 73
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.20
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 22
Overall population sex ratio (male/female) 1.03

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 1.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 1.00
Year women received right to vote 1963
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 90 days
Maternity leave benefits (% of wages paid in covered period) 67
Provider of maternity coverage ..... Social security
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

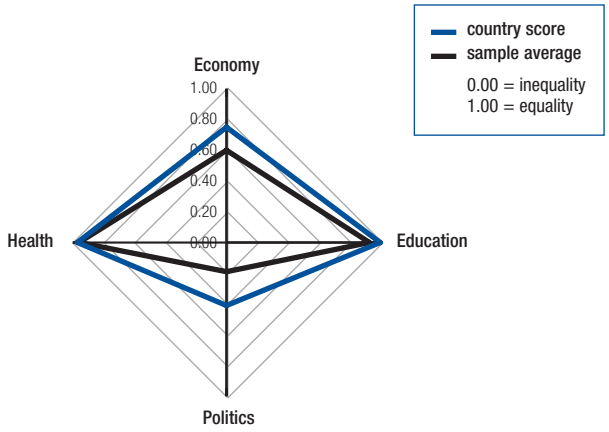
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Ireland

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**5**	**0.784**

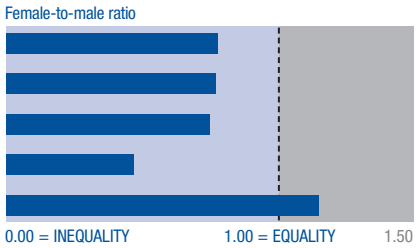
Key Indicators

Total population (millions)	4.49
Population growth (%)	0.35
GDP (US$ billions)	123.49
GDP (PPP) per capita	35,988

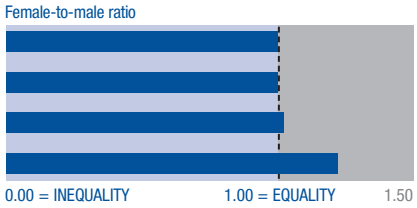


Gender Gap Subindexes

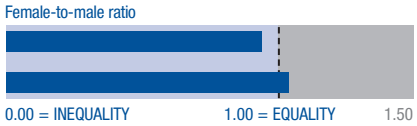
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**29**	**0.751**	**0.599**			
Labour force participation	64	0.78	0.68	64	81	0.78
Wage equality for similar work (survey)	12	0.77	0.64	—	—	0.77
Estimated earned income (PPP US$)	19	0.75	0.53	29,988	40,000	0.75
Legislators, senior officials and managers	48	0.47	0.25	32	68	0.47
Professional and technical workers	1	1.00	0.63	53	47	1.15



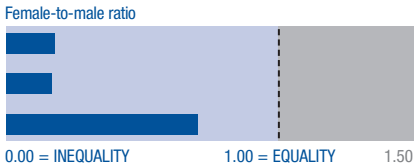
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**30**	**0.999**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	73	1.00	0.97	95	95	1.00
Enrolment in secondary education	1	1.00	0.90	100	98	1.02
Enrolment in tertiary education	1	1.00	0.88	67	55	1.22



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**69**	**0.974**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	79	1.04	1.04	74	71	1.04



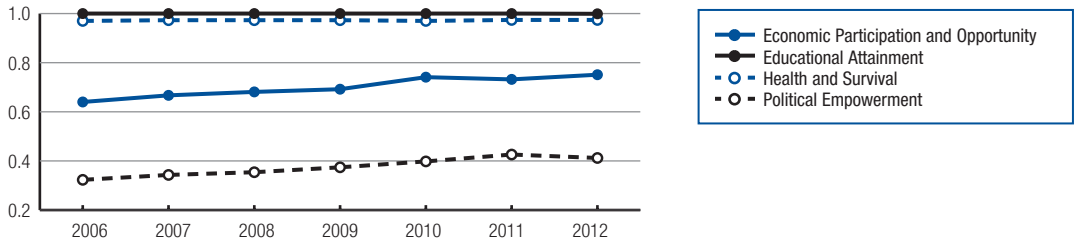
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**6**	**0.412**	**0.195**			
Women in parliament	84	0.18	0.23	15	85	0.18
Women in ministerial positions	70	0.17	0.19	14	86	0.17
Years with female head of state (last 50)	1	0.71	0.17	21	29	0.71



Ireland

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**5**	**0.784**	**29**	**0.751**	**30**	**0.999**	**69**	**0.974**	**6**	**0.412**
Gender Gap Index 2011 (out of 135 countries)	5	0.783	30	0.732	1	1.000	72	0.974	6	0.426
Gender Gap Index 2010 (out of 134 countries)	6	0.777	25	0.741	1	1.000	89	0.970	7	0.398
Gender Gap Index 2009 (out of 134 countries)	8	0.760	43	0.692	1	1.000	86	0.973	8	0.374
Gender Gap Index 2008 (out of 130 countries)	8	0.752	48	0.681	1	1.000	81	0.973	8	0.354
Gender Gap Index 2007 (out of 128 countries)	9	0.746	48	0.667	1	1.000	80	0.973	8	0.343
Gender Gap Index 2006 (out of 115 countries)	10	0.733	47	0.640	1	1.000	81	0.970	9	0.323

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 10
Male adult unemployment rate (% of male labour force) 17
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 52
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 42
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 4
Ability of women to rise to positions of enterprise leadership[1] 5.34

Education

Female teachers, primary education (%) 85
Female teachers, secondary education (%) ..... —
Female teachers, tertiary education (%) 38
Female school life expectancy, primary to secondary (years) 15
Male school life expectancy, primary to secondary (years) 14

Marriage and Childbearing

Singulate mean age at marriage for women (years) 31
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 2.10
Adolescent fertility rate (births per 1,000 girls aged 15-19) 17
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 6 [3-12]
Contraceptive prevalence, married women (%, any method) 65
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.30
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 3
Overall population sex ratio (male/female) 1.00

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1918, 1928
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

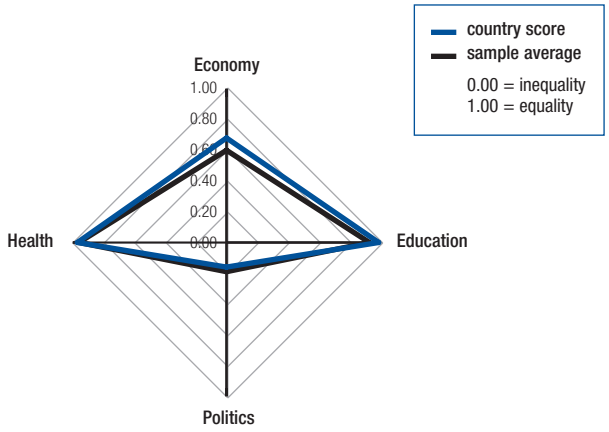
Length of maternity leave ..... 26 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 80, subject to minimum and maximum amount
Provider of maternity coverage ..... Social insurance
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Private daycare with allowance

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

Israel

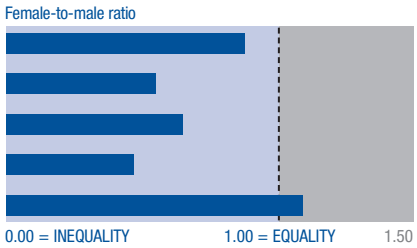
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**56**	**0.699**

Key Indicators	
Total population (millions)	7.77
Population growth (%)	1.83
GDP (US$ billions)	169.83
GDP (PPP) per capita	26,023

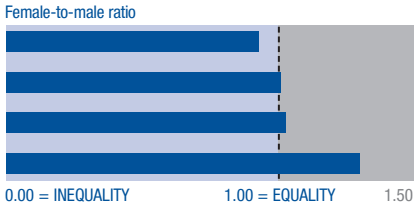


Gender Gap Subindexes

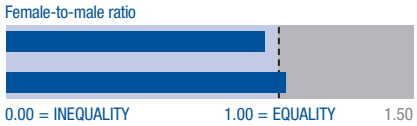
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**53**	**0.682**	**0.599**			
Labour force participation	29	0.88	0.68	61	69	0.88
Wage equality for similar work (survey)	113	0.55	0.64	—	—	0.55
Estimated earned income (PPP US$)	44	0.65	0.53	22,118	34,047	0.65
Legislators, senior officials and managers	46	0.47	0.25	32	68	0.47
Professional and technical workers	1	1.00	0.63	52	48	1.09



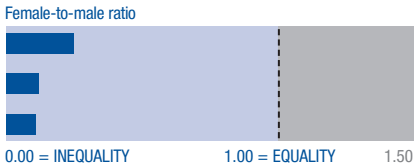
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**80**	**0.987**	**0.932**			
Literacy rate	94	0.93	0.87	89	95	0.93
Enrolment in primary education	1	1.00	0.97	97	97	1.01
Enrolment in secondary education	1	1.00	0.90	100	97	1.03
Enrolment in tertiary education	1	1.00	0.88	71	55	1.30



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**94**	**0.970**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	98	1.03	1.04	74	72	1.03



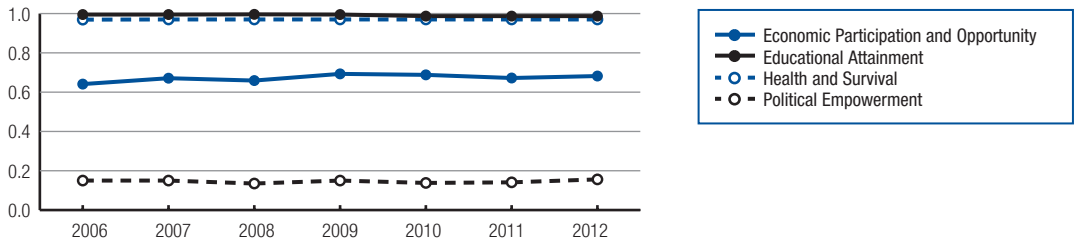
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**54**	**0.156**	**0.195**			
Women in parliament	62	0.25	0.23	20	80	0.25
Women in ministerial positions	95	0.12	0.19	10	90	0.12
Years with female head of state (last 50)	17	0.11	0.17	5	45	0.11



Israel

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**56**	**0.699**	**53**	**0.682**	**80**	**0.987**	**94**	**0.970**	**54**	**0.156**
Gender Gap Index 2011 (out of 135 countries)	55	0.693	55	0.672	78	0.987	92	0.970	59	0.141
Gender Gap Index 2010 (out of 134 countries)	52	0.696	49	0.688	80	0.987	91	0.970	63	0.138
Gender Gap Index 2009 (out of 134 countries)	45	0.702	41	0.693	50	0.995	98	0.970	53	0.150
Gender Gap Index 2008 (out of 130 countries)	56	0.690	55	0.659	42	0.996	93	0.970	59	0.135
Gender Gap Index 2007 (out of 128 countries)	36	0.696	45	0.671	38	0.995	92	0.970	41	0.150
Gender Gap Index 2006 (out of 115 countries)	35	0.689	46	0.641	36	0.995	83	0.969	36	0.150

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 7
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 50
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 4
Ability of women to rise to positions of enterprise leadership[1] 4.45

Education

Female teachers, primary education (%) 84
Female teachers, secondary education (%) 73
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 26
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 2.90
Adolescent fertility rate (births per 1,000 girls aged 15-19) 15
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) ..... —
Maternal mortality ratio (per 100,000 live births)[4] ..... 7 [5-10]
Contraceptive prevalence, married women (%, any method) 68
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.20
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 4
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1948
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

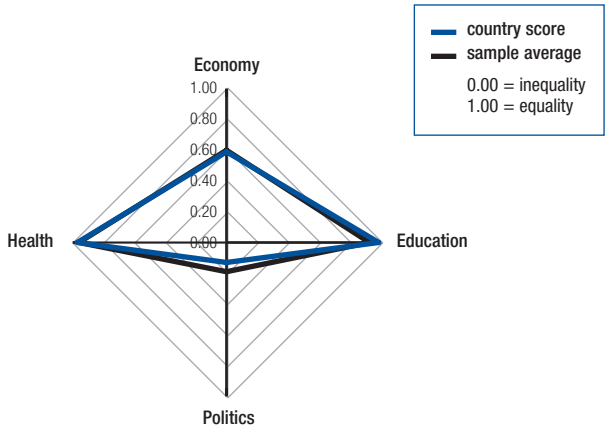
Length of maternity leave ..... 14 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 100, up to ceiling
Provider of maternity coverage ..... Social security
Length of paternity leave ..... Father can take part of maternity leave instead of mother, starting from 6 weeks (up to 14 weeks) after birth; if mother splits maternity leave during an extended period of hospitalization, father may take unpaid leave during that time
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... —

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

Italy

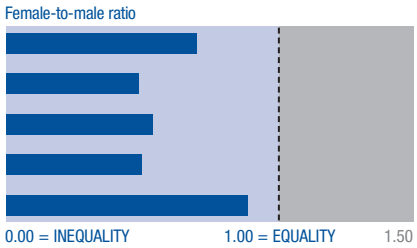
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**80**	**0.673**

Key Indicators	
Total population (millions)	60.77
Population growth (%)	0.48
GDP (US$ billions)	1,148.10
GDP (PPP) per capita	27,137

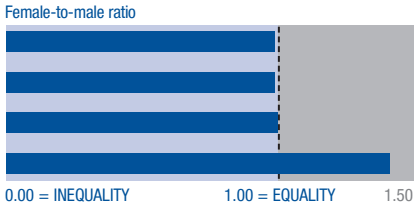


Gender Gap Subindexes

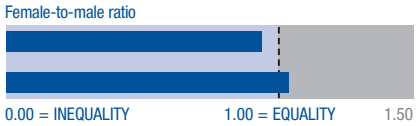
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**101**	**0.591**	**0.599**			
Labour force participation	87	0.70	0.68	52	74	0.70
Wage equality for similar work (survey)	126	0.49	0.64	—	—	0.49
Estimated earned income (PPP US$)	85	0.54	0.53	21,465	40,000	0.54
Legislators, senior officials and managers	40	0.50	0.25	33	67	0.50
Professional and technical workers	72	0.89	0.63	47	53	0.89



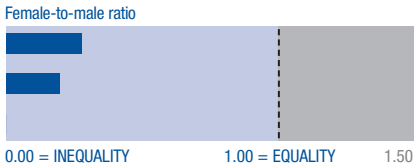
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**65**	**0.992**	**0.932**			
Literacy rate	59	0.99	0.87	99	99	0.99
Enrolment in primary education	107	0.99	0.97	97	98	0.99
Enrolment in secondary education	1	1.00	0.90	94	94	1.00
Enrolment in tertiary education	1	1.00	0.88	77	55	1.41



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**76**	**0.973**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	84	1.04	1.04	76	73	1.04



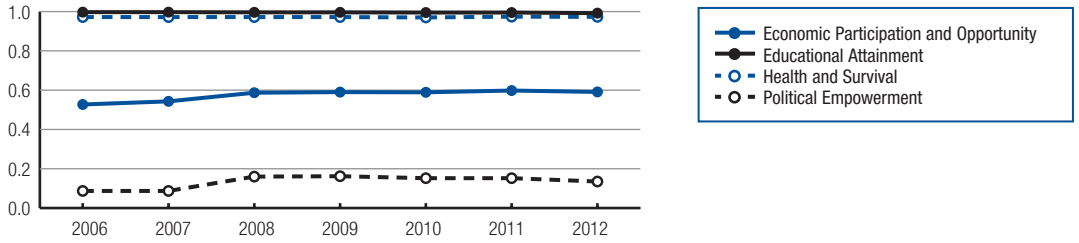
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**71**	**0.135**	**0.195**			
Women in parliament	55	0.28	0.23	22	78	0.28
Women in ministerial positions	61	0.20	0.19	17	83	0.20
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Italy

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**80**	**0.673**	**101**	**0.591**	**65**	**0.992**	**76**	**0.973**	**71**	**0.135**
Gender Gap Index 2011 (out of 135 countries)	74	0.680	90	0.598	48	0.995	75	0.974	55	0.152
Gender Gap Index 2010 (out of 134 countries)	74	0.677	97	0.589	49	0.995	95	0.970	54	0.152
Gender Gap Index 2009 (out of 134 countries)	72	0.680	95	0.590	46	0.996	88	0.972	45	0.162
Gender Gap Index 2008 (out of 130 countries)	67	0.679	85	0.587	43	0.996	83	0.972	46	0.160
Gender Gap Index 2007 (out of 128 countries)	84	0.650	101	0.543	32	0.997	82	0.972	80	0.087
Gender Gap Index 2006 (out of 115 countries)	77	0.646	87	0.527	27	0.997	77	0.972	72	0.087

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 10
Male adult unemployment rate (% of male labour force) 8
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 44
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 3.20

Education

Female teachers, primary education (%) 95
Female teachers, secondary education (%) 67
Female teachers, tertiary education (%) 36
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 13

Marriage and Childbearing

Singulate mean age at marriage for women (years) 30
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.40
Adolescent fertility rate (births per 1,000 girls aged 15-19) 7
Antenatal care coverage, at least one visit (%) 98
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 4 [3-5]
Contraceptive prevalence, married women (%, any method) 63
Female HIV prevalence, aged 15–49 (%) 0.20
Male HIV prevalence, aged 15–49 (%) 0.30
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 3
Overall population sex ratio (male/female) 0.96

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1945
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

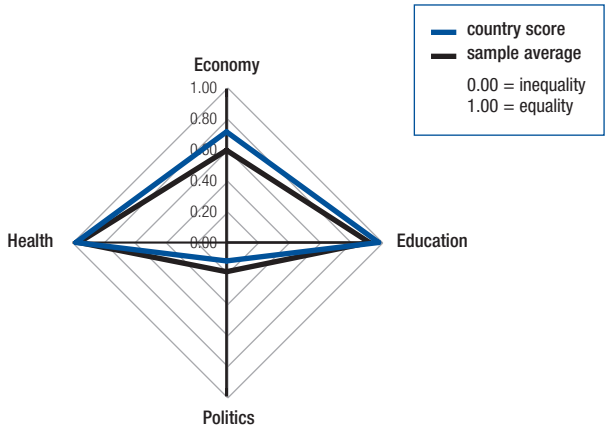
Length of maternity leave ..... 5 months
Maternity leave benefits (% of wages paid in covered period) 80
Provider of maternity coverage ..... Social insurance
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Jamaica

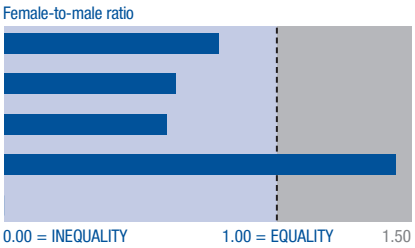
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**51**	**0.704**

Key Indicators	
Total population (millions)	2.71
Population growth (%)	0.25
GDP (US$ billions)	9.90
GDP (PPP) per capita	6,883

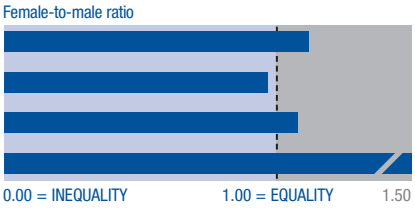


Gender Gap Subindexes

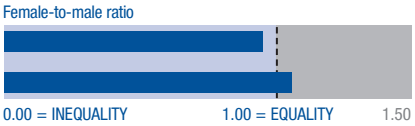
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**38**	**0.721**	**0.599**			
Labour force participation	63	0.79	0.68	61	78	0.79
Wage equality for similar work (survey)	83	0.63	0.64	—	—	0.63
Estimated earned income (PPP US$)	68	0.60	0.53	6,069	10,125	0.60
Legislators, senior officials and managers	1	1.00	0.25	59	41	1.44
Professional and technical workers	—	—	0.63	—	—	—



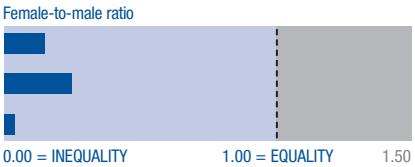
Educational Attainment	**79**	**0.988**	**0.932**			
Literacy rate	1	1.00	0.87	91	82	1.12
Enrolment in primary education	115	0.97	0.97	81	83	0.97
Enrolment in secondary education	1	1.00	0.90	87	80	1.08
Enrolment in tertiary education	1	1.00	0.88	41	18	2.28



Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	66	62	1.06



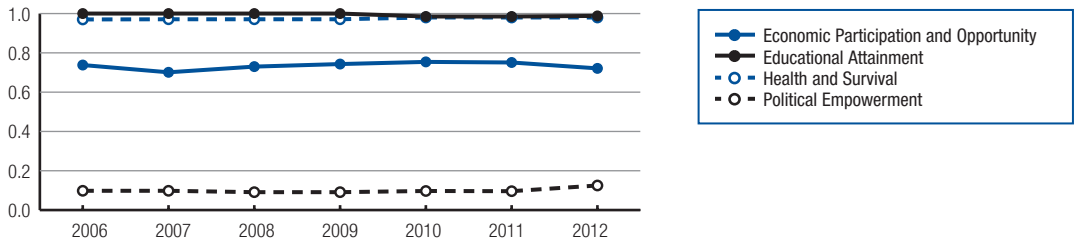
Political Empowerment	**77**	**0.125**	**0.195**			
Women in parliament	92	0.15	0.23	13	87	0.15
Women in ministerial positions	49	0.25	0.19	20	80	0.25
Years with female head of state (last 50)	33	0.04	0.17	2	48	0.04



Jamaica

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**51**	**0.704**	**38**	**0.721**	**79**	**0.988**	**1**	**0.980**	**77**	**0.125**
Gender Gap Index 2011 (out of 135 countries)	47	0.703	21	0.751	83	0.985	1	0.980	92	0.096
Gender Gap Index 2010 (out of 134 countries)	44	0.704	19	0.754	86	0.985	1	0.980	87	0.097
Gender Gap Index 2009 (out of 134 countries)	48	0.701	21	0.743	1	1.000	96	0.971	93	0.091
Gender Gap Index 2008 (out of 130 countries)	44	0.698	23	0.730	1	1.000	91	0.971	91	0.091
Gender Gap Index 2007 (out of 128 countries)	39	0.692	28	0.701	1	1.000	90	0.971	72	0.098
Gender Gap Index 2006 (out of 115 countries)	25	0.701	7	0.738	1	1.000	82	0.970	65	0.098

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 15
Male adult unemployment rate (% of male labour force) 9
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 48
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 38
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 4.84

Education

Female teachers, primary education (%) 91
Female teachers, secondary education (%) 73
Female teachers, tertiary education (%) 60
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 33
Early marriage (% women, aged 15–19) 1
Fertility rate (births per woman) 2.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 60
Antenatal care coverage, at least one visit (%) 99
Births attended by skilled health personnel (%) 98
Maternal mortality ratio (per 100,000 live births)[4] ..... 110 [77-170]
Contraceptive prevalence, married women (%, any method) 69
Female HIV prevalence, aged 15–49 (%) 1.10
Male HIV prevalence, aged 15–49 (%) 2.30
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 20
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1944
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

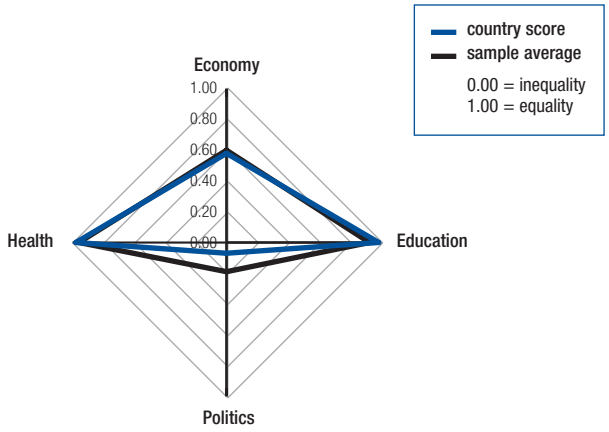
Length of maternity leave ..... 8 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 100; domestic workers paid national minimum weekly wage for 8 weeks
Provider of maternity coverage ..... Employer, social security for domestic worker
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Japan

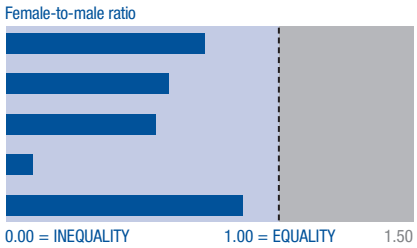
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**101**	**0.653**

Key Indicators	
Total population (millions)	127.82
Population growth (%)	-0.08
GDP (US$ billions)	5,010.03
GDP (PPP) per capita	30,573

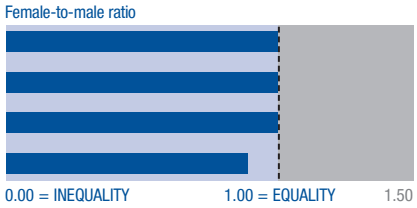


Gender Gap Subindexes

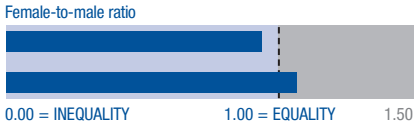
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**102**	**0.576**	**0.599**			
Labour force participation	78	0.73	0.68	62	84	0.73
Wage equality for similar work (survey)	97	0.60	0.64	—	—	0.60
Estimated earned income (PPP US$)	80	0.55	0.53	22,096	40,000	0.55
Legislators, senior officials and managers	106	0.10	0.25	9	91	0.10
Professional and technical workers	73	0.87	0.63	47	53	0.87



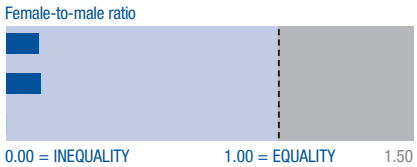
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**81**	**0.987**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	100	99	1.00
Enrolment in secondary education	1	1.00	0.90	100	99	1.00
Enrolment in tertiary education	100	0.89	0.88	56	63	0.89



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**34**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	1	1.06	1.04	78	73	1.07



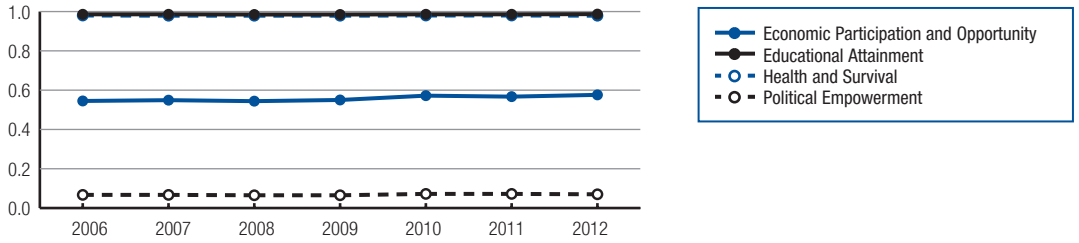
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**110**	**0.070**	**0.195**			
Women in parliament	102	0.12	0.23	11	89	0.12
Women in ministerial positions	83	0.13	0.19	12	88	0.13
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Japan

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**101**	**0.653**	**102**	**0.576**	**81**	**0.987**	**34**	**0.979**	**110**	**0.070**
Gender Gap Index 2011 (out of 135 countries)	98	0.651	100	0.567	80	0.986	1	0.980	101	0.072
Gender Gap Index 2010 (out of 134 countries)	94	0.652	101	0.572	82	0.986	1	0.980	101	0.072
Gender Gap Index 2009 (out of 134 countries)	101	0.645	108	0.550	84	0.985	41	0.979	110	0.065
Gender Gap Index 2008 (out of 130 countries)	98	0.643	102	0.544	82	0.985	38	0.979	107	0.065
Gender Gap Index 2007 (out of 128 countries)	91	0.645	97	0.549	69	0.986	37	0.979	94	0.067
Gender Gap Index 2006 (out of 115 countries)	80	0.645	83	0.545	60	0.986	1	0.980	83	0.067

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 5
Male adult unemployment rate (% of male labour force) 5
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 43
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 3.91

Education

Female teachers, primary education (%) 65
Female teachers, secondary education (%) ..... —
Female teachers, tertiary education (%) 18
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 29
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.40
Adolescent fertility rate (births per 1,000 girls aged 15-19) 5
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 5 [5-6]
Contraceptive prevalence, married women (%, any method) 54
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) ..... <0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 2
Overall population sex ratio (male/female) 0.95

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1945, 1947
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... No

Childcare Ecosystem

Length of maternity leave ..... 14 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 30; upon return to work mother receives a further 10% of pre-leave wage for duration of leave taken as a re-engagement benefit
Provider of maternity coverage ..... 1/8 National Treasury, 7/8 Employment Insurance Fund
Length of paternity leave ..... No; however, spousal maternity leave available at corporate level
Paternity leave benefits (% of wages paid in covered period) ..... 50 (minimum)
Daycare options ..... Public and private daycare, with and without allowance

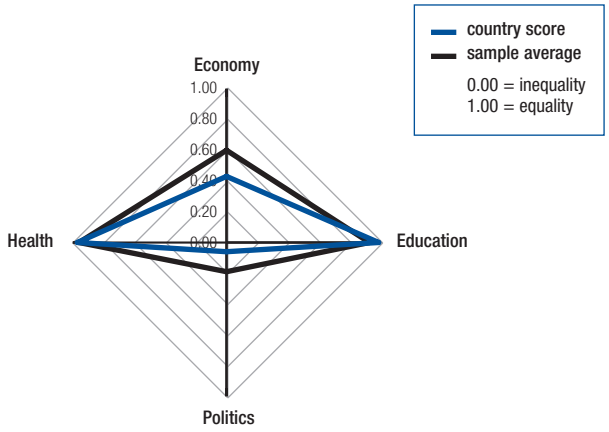
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Jordan

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**121**	**0.610**

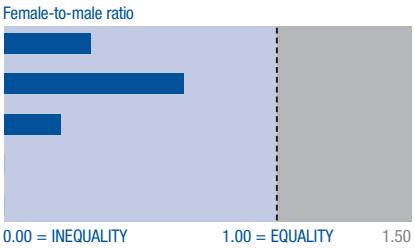
Key Indicators

Total population (millions)	6.18
Population growth (%)	2.21
GDP (US$ billions)	15.32
GDP (PPP) per capita	5,157

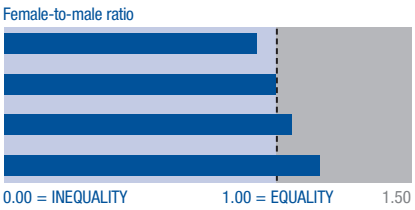


Gender Gap Subindexes

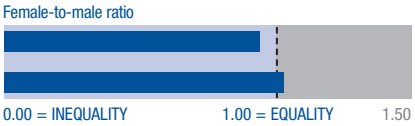
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**126**	**0.430**	**0.599**			
Labour force participation	129	0.32	0.68	25	78	0.32
Wage equality for similar work (survey)	65	0.66	0.64	—	—	0.66
Estimated earned income (PPP US$)	129	0.21	0.53	2,051	9,745	0.21
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—



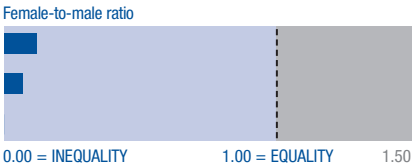
Educational Attainment	**82**	**0.986**	**0.932**			
Literacy rate	95	0.93	0.87	89	96	0.93
Enrolment in primary education	71	1.00	0.97	91	91	1.00
Enrolment in secondary education	1	1.00	0.90	88	83	1.06
Enrolment in tertiary education	1	1.00	0.88	41	35	1.16



Health and Survival	**90**	**0.971**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	93	1.03	1.04	64	62	1.03



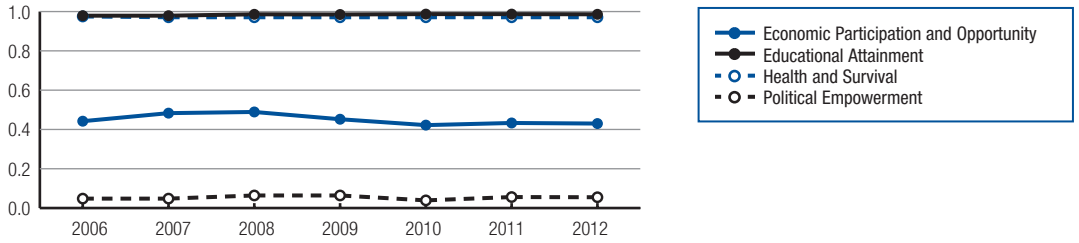
Political Empowerment	**118**	**0.055**	**0.195**			
Women in parliament	102	0.12	0.23	11	89	0.12
Women in ministerial positions	113	0.07	0.19	7	93	0.07
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Jordan

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**121**	**0.610**	**126**	**0.430**	**82**	**0.986**	**90**	**0.971**	**118**	**0.055**
Gender Gap Index 2011 (out of 135 countries)	117	0.612	127	0.433	79	0.987	89	0.971	113	0.056
Gender Gap Index 2010 (out of 134 countries)	120	0.605	126	0.422	81	0.987	87	0.971	117	0.039
Gender Gap Index 2009 (out of 134 countries)	113	0.618	122	0.452	83	0.985	94	0.971	111	0.064
Gender Gap Index 2008 (out of 130 countries)	104	0.628	109	0.489	80	0.986	89	0.971	108	0.064
Gender Gap Index 2007 (out of 128 countries)	104	0.620	110	0.483	79	0.979	88	0.971	112	0.048
Gender Gap Index 2006 (out of 115 countries)	93	0.611	105	0.442	70	0.979	62	0.975	100	0.048

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 24
Male adult unemployment rate (% of male labour force) 10
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 16
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) 13
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.62

Education

Female teachers, primary education (%) 64
Female teachers, secondary education (%) 58
Female teachers, tertiary education (%) 25
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 25
Early marriage (% women, aged 15–19) 6
Fertility rate (births per woman) 3.10
Adolescent fertility rate (births per 1,000 girls aged 15-19) 32
Antenatal care coverage, at least one visit (%) 99
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 63 [37-110]
Contraceptive prevalence, married women (%, any method) 59
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 18
Overall population sex ratio (male/female) 1.06

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 1.00
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.50
Year women received right to vote 1974
Quota type ..... Reserved seats
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 10 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social Security
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

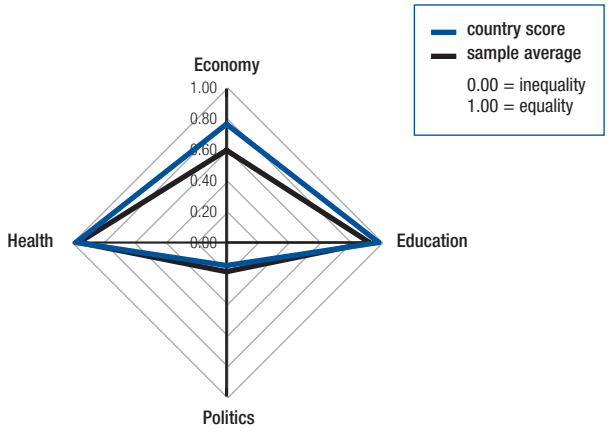
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Kazakhstan

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**31**	**0.721**

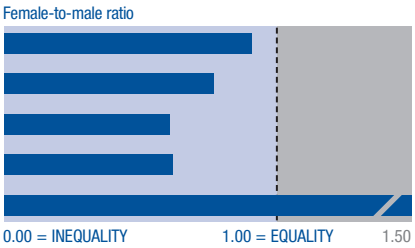
Key Indicators

Total population (millions)	16.56
Population growth (%)	1.42
GDP (US$ billions)	40.51
GDP (PPP) per capita	10,916

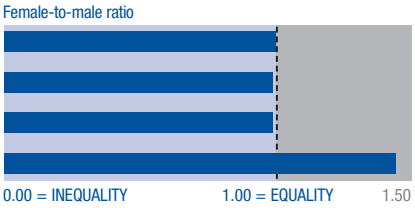


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**19**	**0.768**	**0.599**			
Labour force participation	18	0.91	0.68	73	81	0.91
Wage equality for similar work (survey)	14	0.77	0.64	—	—	0.77
Estimated earned income (PPP US$)	63	0.61	0.53	10,091	16,541	0.61
Legislators, senior officials and managers	21	0.62	0.25	38	62	0.62
Professional and technical workers	1	1.00	0.63	67	33	2.02

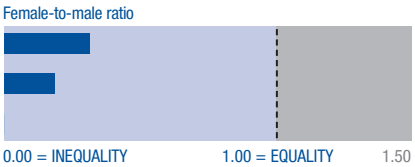


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**66**	**0.992**	**0.932**			
Literacy rate	50	1.00	0.87	100	100	1.00
Enrolment in primary education	99	0.99	0.97	88	89	0.99
Enrolment in secondary education	89	0.99	0.90	89	90	0.99
Enrolment in tertiary education	1	1.00	0.88	48	33	1.44



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	1.06
Healthy life expectancy	1	1.06	1.04	60	53	1.13

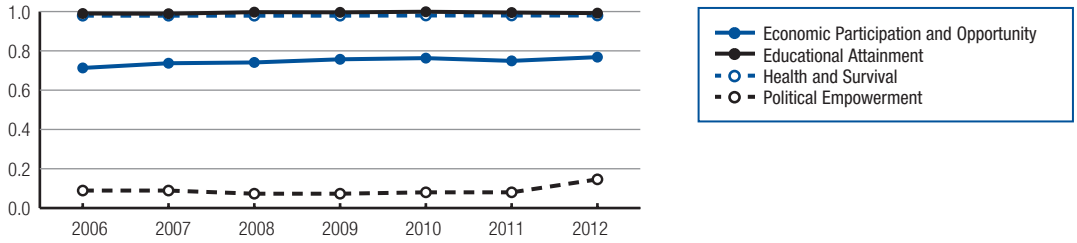
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**61**	**0.146**	**0.195**			
Women in parliament	42	0.32	0.23	24	76	0.32
Women in ministerial positions	64	0.19	0.19	16	84	0.19
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Kazakhstan

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**31**	**0.721**	**19**	**0.768**	**66**	**0.992**	**1**	**0.980**	**61**	**0.146**
Gender Gap Index 2011 (out of 135 countries)	49	0.701	23	0.749	43	0.995	1	0.980	98	0.080
Gender Gap Index 2010 (out of 134 countries)	41	0.706	12	0.763	25	0.999	1	0.980	96	0.080
Gender Gap Index 2009 (out of 134 countries)	47	0.701	12	0.757	42	0.996	41	0.979	102	0.073
Gender Gap Index 2008 (out of 130 countries)	45	0.698	18	0.741	40	0.997	38	0.979	101	0.073
Gender Gap Index 2007 (out of 128 countries)	32	0.698	15	0.737	65	0.989	37	0.979	77	0.089
Gender Gap Index 2006 (out of 115 countries)	32	0.693	16	0.713	53	0.990	36	0.979	69	0.089

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 8
Male adult unemployment rate (% of male labour force) 6
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 50
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 34
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 4
Ability of women to rise to positions of enterprise leadership[1] 5.31

Education

Female teachers, primary education (%) 98
Female teachers, secondary education (%) 86
Female teachers, tertiary education (%) 63
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 5
Fertility rate (births per woman) 2.60
Adolescent fertility rate (births per 1,000 girls aged 15-19) 31
Antenatal care coverage, at least one visit (%) 98
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 51 [44-58]
Contraceptive prevalence, married women (%, any method) 51
Female HIV prevalence, aged 15–49 (%) 0.20
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 29
Overall population sex ratio (male/female) 0.92

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1924, 1993
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

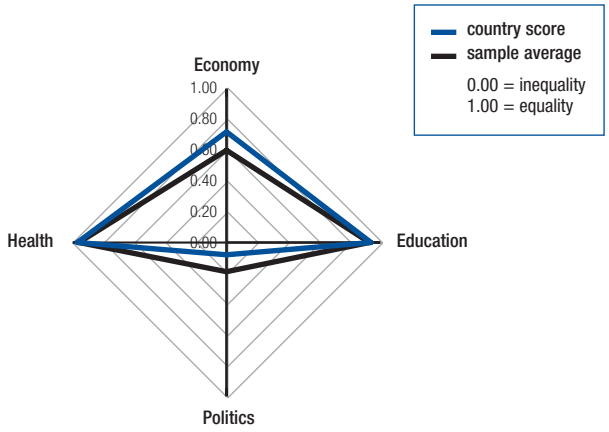
Length of maternity leave ..... 126 calendar days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Kenya

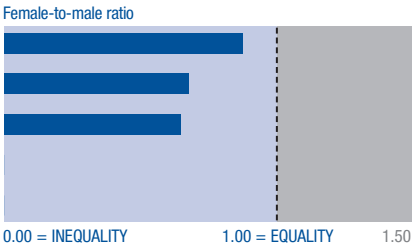
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**72**	**0.677**

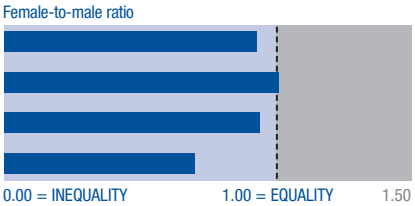
Key Indicators	
Total population (millions)	41.61
Population growth (%)	2.63
GDP (US$ billions)	18.99
GDP (PPP) per capita	1,481

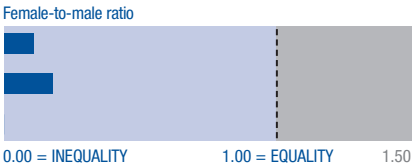


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**35**	**0.724**	**0.599**			
Labour force participation	30	0.88	0.68	78	89	0.88
Wage equality for similar work (survey)	56	0.68	0.64	—	—	0.68
Estimated earned income (PPP US$)	46	0.65	0.53	1,352	2,085	0.65
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—
Educational Attainment	**106**	**0.937**	**0.932**			
Literacy rate	96	0.93	0.87	84	91	0.93
Enrolment in primary education	1	1.00	0.97	83	82	1.01
Enrolment in secondary education	108	0.94	0.90	48	52	0.94
Enrolment in tertiary education	115	0.70	0.88	3	5	0.70
Health and Survival	**103**	**0.968**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.98
Healthy life expectancy	107	1.02	1.04	48	47	1.02
Political Empowerment	**103**	**0.079**	**0.195**			
Women in parliament	110	0.11	0.23	10	90	0.11
Women in ministerial positions	67	0.18	0.19	15	85	0.18
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



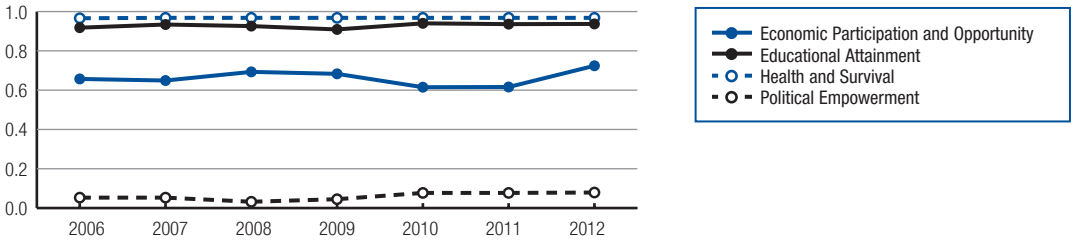




Kenya

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**72**	**0.677**	**35**	**0.724**	**106**	**0.937**	**103**	**0.968**	**103**	**0.079**
Gender Gap Index 2011 (out of 135 countries)	99	0.649	83	0.616	101	0.936	102	0.968	100	0.077
Gender Gap Index 2010 (out of 134 countries)	96	0.650	82	0.615	102	0.940	101	0.968	98	0.077
Gender Gap Index 2009 (out of 134 countries)	97	0.651	50	0.683	106	0.909	110	0.968	122	0.045
Gender Gap Index 2008 (out of 130 countries)	88	0.655	41	0.693	102	0.926	105	0.968	121	0.032
Gender Gap Index 2007 (out of 128 countries)	83	0.651	59	0.649	97	0.934	104	0.968	104	0.053
Gender Gap Index 2006 (out of 115 countries)	73	0.649	40	0.657	88	0.918	96	0.966	93	0.053

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) ..... —
Male adult unemployment rate (% of male labour force) ..... —
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 32
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 37
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 1.00
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.85

Education

Female teachers, primary education (%) 44
Female teachers, secondary education (%) 41
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 21
Early marriage (% women, aged 15–19) 20
Fertility rate (births per woman) 4.70
Adolescent fertility rate (births per 1,000 girls aged 15-19) 106
Antenatal care coverage, at least one visit (%) 92
Births attended by skilled health personnel (%) 44
Maternal mortality ratio (per 100,000 live births)[4] ..... 360 [230-590]
Contraceptive prevalence, married women (%, any method) 46
Female HIV prevalence, aged 15–49 (%) 7.50
Male HIV prevalence, aged 15–49 (%) 5.00
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 55
Overall population sex ratio (male/female) 1.00

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.27
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 1.00
Year women received right to vote 1919, 1963
Quota type ..... Reserved seats
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 3 months
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

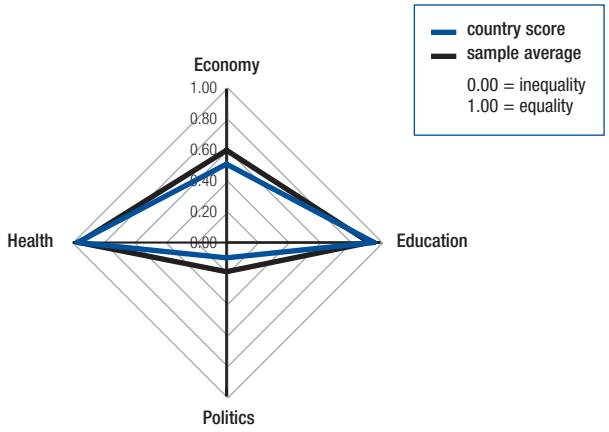
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Korea, Rep.

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**108**	**0.636**

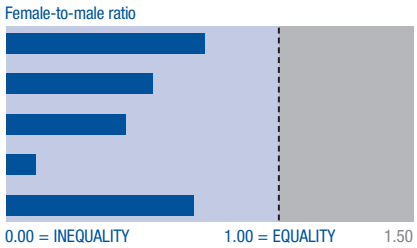
Key Indicators

Total population (millions)	49.78
Population growth (%)	0.26
GDP (US$ billions)	800.21
GDP (PPP) per capita	27,027

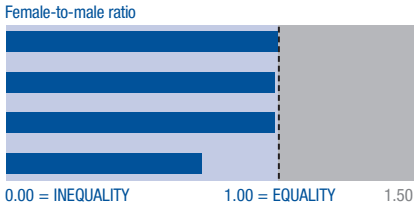


Gender Gap Subindexes

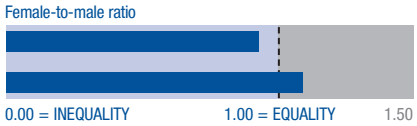
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**116**	**0.509**	**0.599**			
Labour force participation	83	0.73	0.68	55	76	0.73
Wage equality for similar work (survey)	117	0.54	0.64	—	—	0.54
Estimated earned income (PPP US$)	109	0.44	0.53	17,402	40,000	0.44
Legislators, senior officials and managers	104	0.11	0.25	10	90	0.11
Professional and technical workers	87	0.69	0.63	41	59	0.69



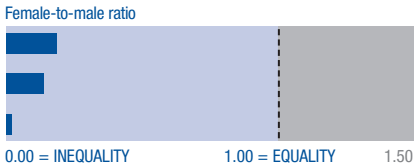
Educational Attainment	**99**	**0.959**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	94	0.99	0.97	98	99	0.99
Enrolment in secondary education	91	0.99	0.90	95	96	0.99
Enrolment in tertiary education	112	0.72	0.88	86	119	0.72



Health and Survival	**78**	**0.973**	**0.956**			
Sex ratio at birth (female/male)	121	0.93	0.92	—	—	0.93
Healthy life expectancy	1	1.06	1.04	74	68	1.09



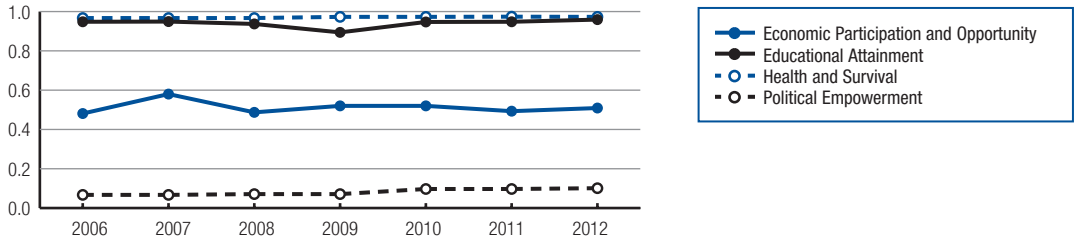
Political Empowerment	**86**	**0.101**	**0.195**			
Women in parliament	81	0.19	0.23	16	84	0.19
Women in ministerial positions	80	0.14	0.19	13	88	0.14
Years with female head of state (last 50)	41	0.02	0.17	1	49	0.02



Korea, Rep.

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**108**	**0.636**	**116**	**0.509**	**99**	**0.959**	**78**	**0.973**	**86**	**0.101**
Gender Gap Index 2011 (out of 135 countries)	107	0.628	117	0.493	97	0.948	78	0.974	90	0.097
Gender Gap Index 2010 (out of 134 countries)	104	0.634	111	0.520	100	0.947	79	0.973	86	0.097
Gender Gap Index 2009 (out of 134 countries)	115	0.615	113	0.520	109	0.894	80	0.973	104	0.071
Gender Gap Index 2008 (out of 130 countries)	108	0.615	110	0.487	99	0.937	107	0.967	102	0.071
Gender Gap Index 2007 (out of 128 countries)	97	0.641	90	0.580	94	0.949	106	0.967	95	0.067
Gender Gap Index 2006 (out of 115 countries)	92	0.616	96	0.481	82	0.948	94	0.967	84	0.067

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 3
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 43
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 19
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 4
Ability of women to rise to positions of enterprise leadership[1] 3.91

Education

Female teachers, primary education (%) 78
Female teachers, secondary education (%) 55
Female teachers, tertiary education (%) 34
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 29
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 2
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 16 [13-19]
Contraceptive prevalence, married women (%, any method) 80
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) ..... <0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) ..... —
Overall population sex ratio (male/female) 0.99

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1948
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 90 days
Maternity leave benefits (% of wages paid in covered period) ..... 100; employer pays first 60 days of leave for enterprises which do not meet certain criteria
Provider of maternity coverage ..... Employment Insurance Fund
Length of paternity leave ..... 3 days
Paternity leave benefits (% of wages paid in covered period) ..... Unpaid
Daycare options ..... Public and private daycare with allowance, homecare with allowance

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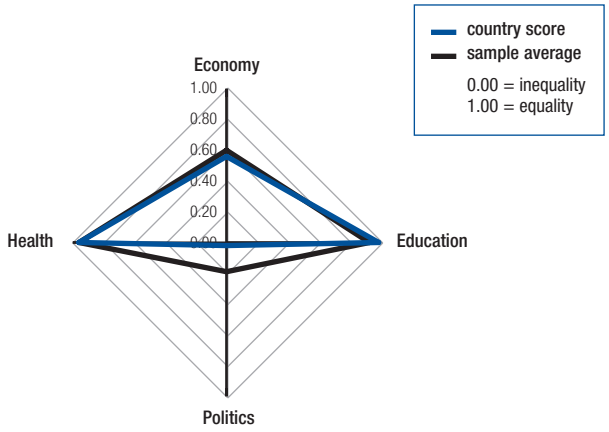
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Kuwait

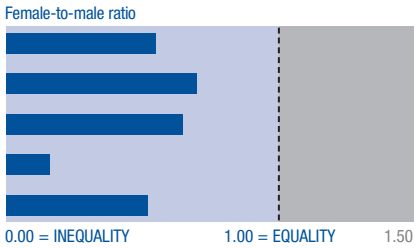
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**109**	**0.632**

Key Indicators	
Total population (millions)	2.82
Population growth (%)	3.36
GDP (US$ billions)	61.44
GDP (PPP) per capita	49,542

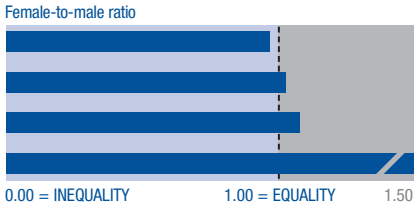


Gender Gap Subindexes

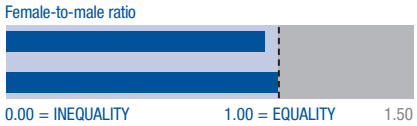
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**106**	**0.557**	**0.599**			
Labour force participation	111	0.55	0.68	47	84	0.55
Wage equality for similar work (survey)	46	0.70	0.64	—	—	0.70
Estimated earned income (PPP US$)	47	0.65	0.53	25,940	40,000	0.65
Legislators, senior officials and managers	94	0.16	0.25	14	86	0.16
Professional and technical workers	95	0.52	0.63	34	66	0.52



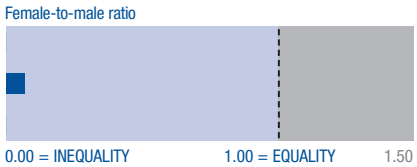
Educational Attainment	**60**	**0.994**	**0.932**			
Literacy rate	83	0.97	0.87	92	95	0.97
Enrolment in primary education	1	1.00	0.97	94	91	1.03
Enrolment in secondary education	1	1.00	0.90	93	86	1.08
Enrolment in tertiary education	1	1.00	0.88	31	14	2.20



Health and Survival	**111**	**0.961**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	118	1.00	1.04	69	69	1.00



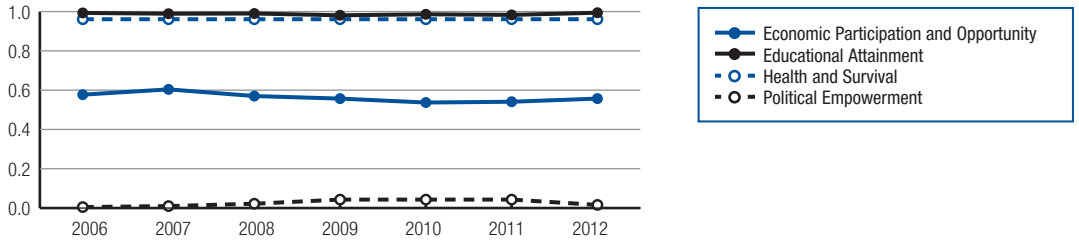
Political Empowerment	**130**	**0.016**	**0.195**			
Women in parliament	131	0.00	0.23	0	100	0.00
Women in ministerial positions	116	0.07	0.19	6	94	0.07
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Kuwait

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**109**	**0.632**	**106**	**0.557**	**60**	**0.994**	**111**	**0.961**	**130**	**0.016**
Gender Gap Index 2011 (out of 135 countries)	105	0.632	107	0.541	84	0.983	111	0.961	116	0.043
Gender Gap Index 2010 (out of 134 countries)	105	0.632	107	0.537	83	0.986	110	0.961	114	0.043
Gender Gap Index 2009 (out of 134 countries)	105	0.636	106	0.557	86	0.981	116	0.961	124	0.043
Gender Gap Index 2008 (out of 130 countries)	101	0.636	92	0.570	74	0.990	112	0.961	125	0.022
Gender Gap Index 2007 (out of 128 countries)	96	0.641	80	0.604	63	0.989	110	0.961	126	0.010
Gender Gap Index 2006 (out of 115 countries)	86	0.634	72	0.577	41	0.993	105	0.961	114	0.005

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 2
Male adult unemployment rate (% of male labour force) 2
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 23
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.58

Education

Female teachers, primary education (%) 90
Female teachers, secondary education (%) 55
Female teachers, tertiary education (%) 27
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 27
Early marriage (% women, aged 15–19) 5
Fertility rate (births per woman) 2.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 12
Antenatal care coverage, at least one visit (%) 93
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 14 [8-23]
Contraceptive prevalence, married women (%, any method) 52
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 10
Overall population sex ratio (male/female) 1.48

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.50
Year women received right to vote 2005
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 70 days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Private

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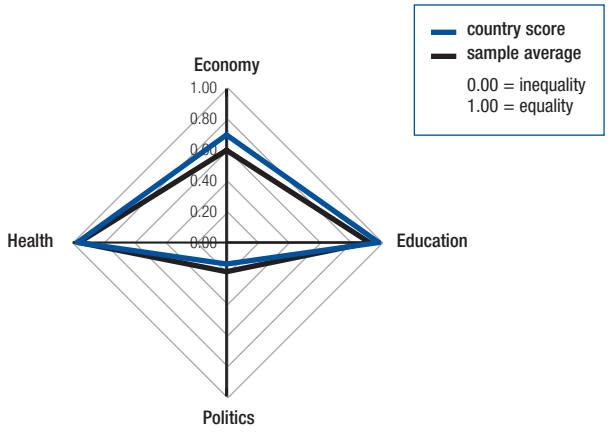
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality ratio with a 95% probability

Kyrgyz Republic

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**54**	**0.701**

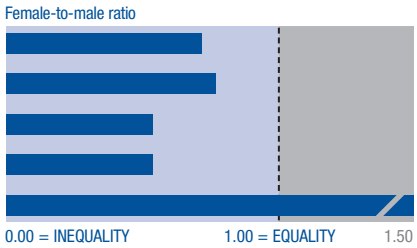
Key Indicators

Total population (millions)	5.51
Population growth (%)	1.19
GDP (US$ billions)	2.03
GDP (PPP) per capita	2,008

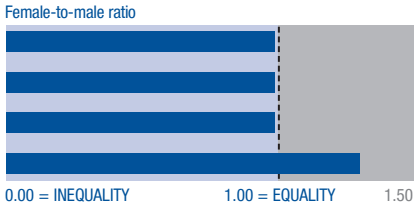


Gender Gap Subindexes

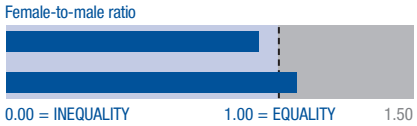
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**46**	**0.704**	**0.599**			
Labour force participation	84	0.72	0.68	59	83	0.72
Wage equality for similar work (survey)	11	0.77	0.64	—	—	0.77
Estimated earned income (PPP US$)	82	0.54	0.53	1,716	3,151	0.54
Legislators, senior officials and managers	34	0.54	0.25	35	65	0.54
Professional and technical workers	1	1.00	0.63	62	38	1.67



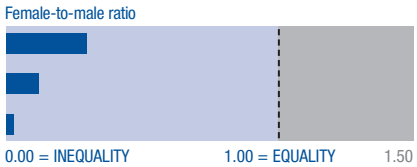
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**74**	**0.990**	**0.932**			
Literacy rate	60	0.99	0.87	99	100	0.99
Enrolment in primary education	106	0.99	0.97	87	88	0.99
Enrolment in secondary education	90	0.99	0.90	79	79	0.99
Enrolment in tertiary education	1	1.00	0.88	55	42	1.30



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**78**	**0.973**	**0.956**			
Sex ratio at birth (female/male)	121	0.93	0.92	—	—	0.93
Healthy life expectancy	1	1.06	1.04	59	55	1.07



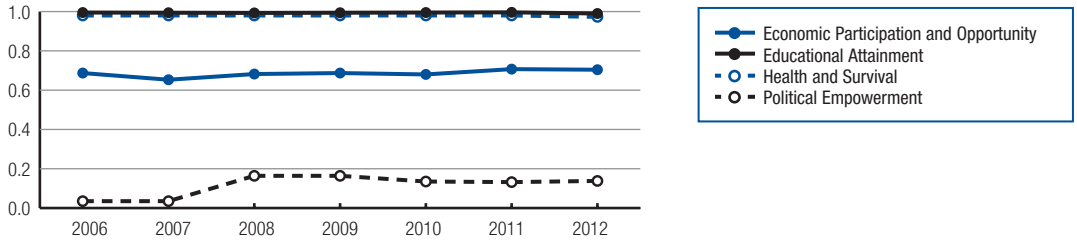
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**68**	**0.138**	**0.195**			
Women in parliament	46	0.30	0.23	23	77	0.30
Women in ministerial positions	93	0.12	0.19	11	89	0.12
Years with female head of state (last 50)	36	0.03	0.17	2	48	0.03



Kyrgyz Republic

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**54**	**0.701**	**46**	**0.704**	**74**	**0.990**	**78**	**0.973**	**68**	**0.138**
Gender Gap Index 2011 (out of 135 countries)	44	0.704	43	0.707	39	0.996	1	0.980	68	0.132
Gender Gap Index 2010 (out of 134 countries)	51	0.697	52	0.680	48	0.995	1	0.980	65	0.135
Gender Gap Index 2009 (out of 134 countries)	41	0.706	46	0.687	59	0.994	1	0.980	43	0.164
Gender Gap Index 2008 (out of 130 countries)	41	0.705	47	0.682	63	0.993	1	0.980	44	0.164
Gender Gap Index 2007 (out of 128 countries)	70	0.665	57	0.653	43	0.994	1	0.980	118	0.035
Gender Gap Index 2006 (out of 115 countries)	52	0.674	26	0.687	33	0.995	1	0.980	107	0.035

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 9
Male adult unemployment rate (% of male labour force) 7
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 51
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 60
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] 5.16

Education

Female teachers, primary education (%) 98
Female teachers, secondary education (%) 83
Female teachers, tertiary education (%) 59
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 22
Early marriage (% women, aged 15–19) 8
Fertility rate (births per woman) 2.70
Adolescent fertility rate (births per 1,000 girls aged 15-19) 30
Antenatal care coverage, at least one visit (%) 97
Births attended by skilled health personnel (%) 97
Maternal mortality ratio (per 100,000 live births)[4] ..... 71 [44-110]
Contraceptive prevalence, married women (%, any method) 48
Female HIV prevalence, aged 15–49 (%) 0.20
Male HIV prevalence, aged 15–49 (%) 0.40
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 33
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.50
Year women received right to vote 1918
Quota type ..... Reserved seats
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 126 calendar days
Maternity leave benefits (% of wages paid in covered period) ..... 100; benefits are adjusted periodically according to changes in cost of living
Provider of maternity coverage Employer covers first 10 working days; for the remainder, 10 times the benchmark amount is paid from social security fund
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

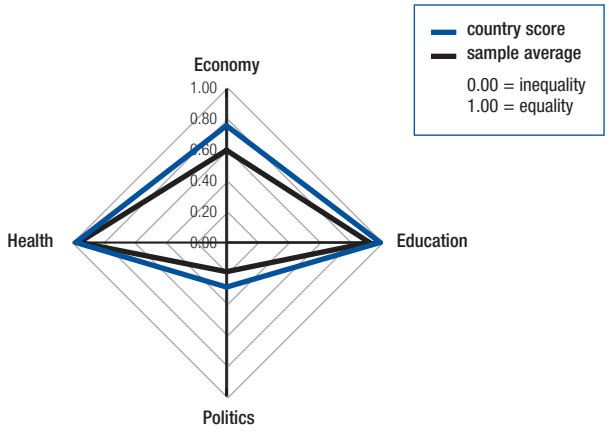
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Latvia

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**15**	**0.757**

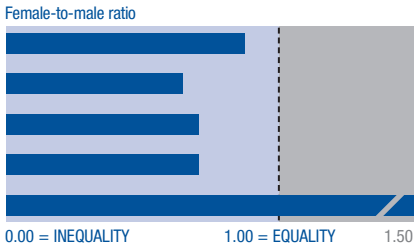
Key Indicators

Total population (millions)	2.22
Population growth (%)	-0.70
GDP (US$ billions)	11.22
GDP (PPP) per capita	12,948

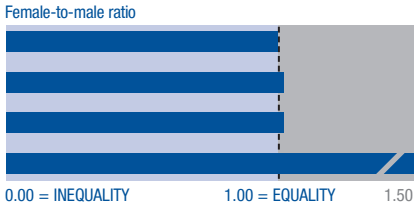


Gender Gap Subindexes

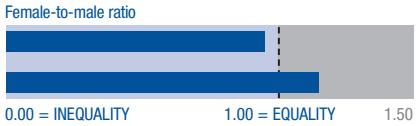
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**20**	**0.762**	**0.599**			
Labour force participation	28	0.88	0.68	70	79	0.88
Wage equality for similar work (survey)	69	0.65	0.64	—	—	0.65
Estimated earned income (PPP US$)	26	0.71	0.53	14,949	20,909	0.71
Legislators, senior officials and managers	11	0.71	0.25	41	59	0.71
Professional and technical workers	1	1.00	0.63	67	33	2.06



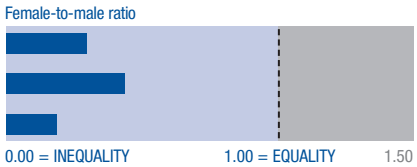
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	100	100	1.00
Enrolment in primary education	1	1.00	0.97	96	94	1.02
Enrolment in secondary education	1	1.00	0.90	84	83	1.02
Enrolment in tertiary education	1	1.00	0.88	77	44	1.75



Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	68	59	1.15



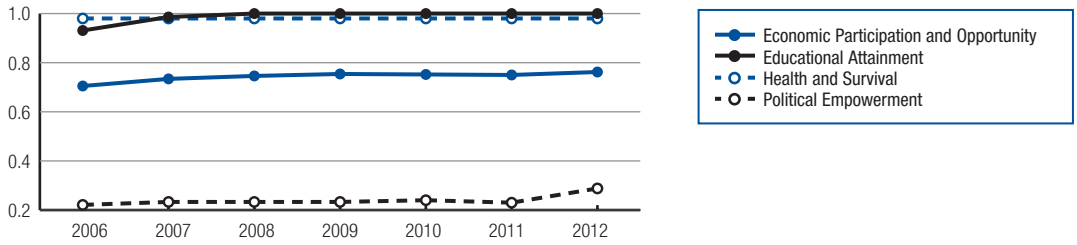
Political Empowerment	**26**	**0.288**	**0.195**			
Women in parliament	47	0.30	0.23	23	77	0.30
Women in ministerial positions	22	0.44	0.19	31	69	0.44
Years with female head of state (last 50)	11	0.19	0.17	8	42	0.19



Latvia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**15**	**0.757**	**20**	**0.762**	**1**	**1.000**	**1**	**0.980**	**26**	**0.288**
Gender Gap Index 2011 (out of 135 countries)	19	0.740	22	0.750	1	1.000	1	0.980	33	0.230
Gender Gap Index 2010 (out of 134 countries)	18	0.743	21	0.752	1	1.000	1	0.980	31	0.240
Gender Gap Index 2009 (out of 134 countries)	14	0.742	14	0.754	1	1.000	1	0.980	31	0.233
Gender Gap Index 2008 (out of 130 countries)	10	0.740	13	0.746	1	1.000	1	0.980	31	0.233
Gender Gap Index 2007 (out of 128 countries)	13	0.733	17	0.734	70	0.986	1	0.980	19	0.233
Gender Gap Index 2006 (out of 115 countries)	19	0.709	20	0.705	85	0.931	1	0.980	21	0.221

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 16
Male adult unemployment rate (% of male labour force) 22
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 54
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 46
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.93

Education

Female teachers, primary education (%) 94
Female teachers, secondary education (%) 83
Female teachers, tertiary education (%) 58
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 29
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 15
Antenatal care coverage, at least one visit (%) 97
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 34 [22-55]
Contraceptive prevalence, married women (%, any method) 68
Female HIV prevalence, aged 15–49 (%) 0.40
Male HIV prevalence, aged 15–49 (%) 0.90
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 8
Overall population sex ratio (male/female) 0.85

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1918
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

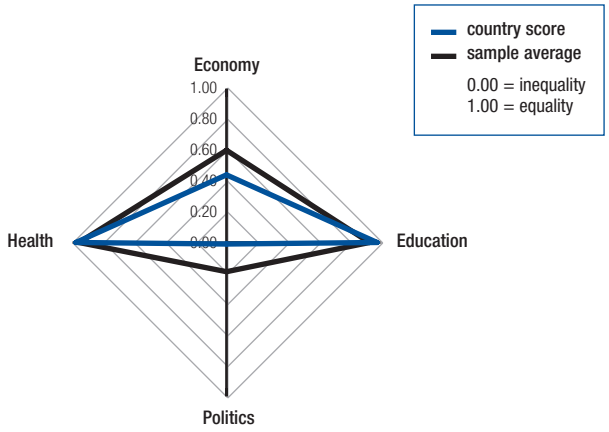
Length of maternity leave ..... 112 calendar days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... State Social Insurance Agency
Length of paternity leave ..... 10 calendar days
Paternity leave benefits (% of wages paid in covered period) ..... 80, up to a ceiling
Daycare options ..... Public daycare with allowance, private daycare without allowance, homecare with and without allowance

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

Lebanon

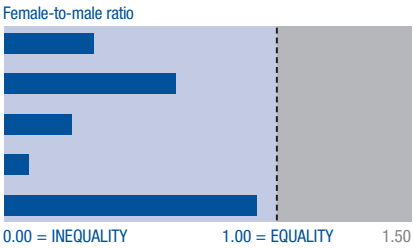
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**122**	**0.603**

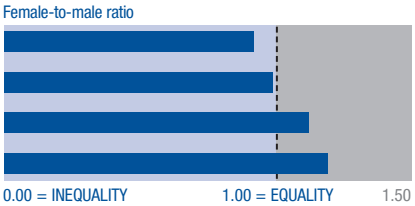
Key Indicators	
Total population (millions)	4.26
Population growth (%)	0.73
GDP (US$ billions)	28.52
GDP (PPP) per capita	12,621

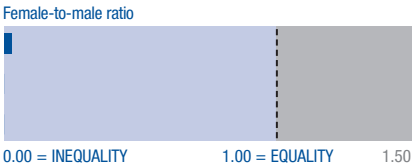


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**125**	**0.442**	**0.599**			
Labour force participation	128	0.33	0.68	25	75	0.33
Wage equality for similar work (survey)	84	0.63	0.64	—	—	0.63
Estimated earned income (PPP US$)	127	0.25	0.53	5,922	23,920	0.25
Legislators, senior officials and managers	107	0.09	0.25	8	92	0.09
Professional and technical workers	68	0.93	0.63	48	52	0.93
Educational Attainment	**86**	**0.980**	**0.932**			
Literacy rate	97	0.92	0.87	86	93	0.92
Enrolment in primary education	93	0.99	0.97	91	92	0.99
Enrolment in secondary education	1	1.00	0.90	79	71	1.12
Enrolment in tertiary education	1	1.00	0.88	59	49	1.19
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	64	60	1.07
Political Empowerment	**131**	**0.010**	**0.195**			
Women in parliament	125	0.03	0.23	3	97	0.03
Women in ministerial positions	125	0.00	0.19	0	100	0.00
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



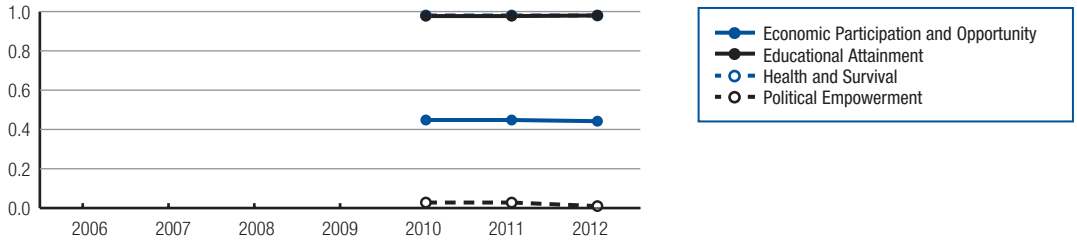




Lebanon

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**122**	**0.603**	**125**	**0.442**	**86**	**0.980**	**1**	**0.980**	**131**	**0.010**
Gender Gap Index 2011 (out of 135 countries)	118	0.608	123	0.448	90	0.977	1	0.980	128	0.028
Gender Gap Index 2010 (out of 134 countries)	116	0.608	124	0.448	91	0.977	1	0.980	127	0.028
Gender Gap Index 2009 (out of 134 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 10
Male adult unemployment rate (% of male labour force) 9
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 14
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 34
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.29

Education

Female teachers, primary education (%) 86
Female teachers, secondary education (%) 57
Female teachers, tertiary education (%) 41
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 27
Early marriage (% women, aged 15–19) 5
Fertility rate (births per woman) 1.80
Adolescent fertility rate (births per 1,000 girls aged 15-19) 18
Antenatal care coverage, at least one visit (%) 95
Births attended by skilled health personnel (%) 98
Maternal mortality ratio (per 100,000 live births)[4] ..... 25 [14-45]
Contraceptive prevalence, married women (%, any method) 58
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.20
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 19
Overall population sex ratio (male/female) 0.95

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.75
Year women received right to vote 1952
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 7 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... No
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Private daycare without allowance

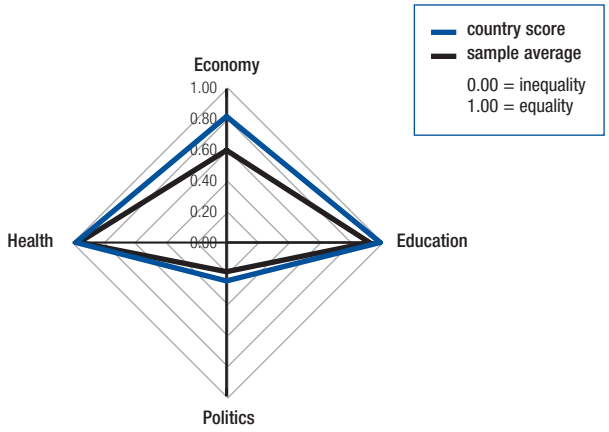
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Lesotho

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**14**	**0.761**

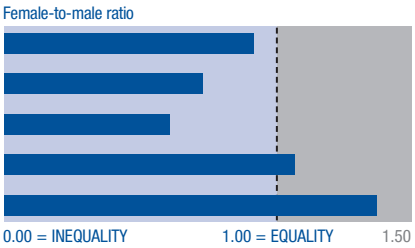
Key Indicators

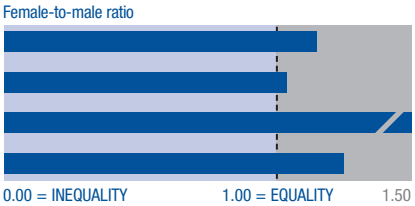
Total population (millions)	2.19
Population growth (%)	1.02
GDP (US$ billions)	1.08
GDP (PPP) per capita	1,437

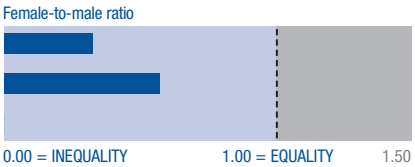


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**6**	**0.816**	**0.599**			
Labour force participation	11	0.92	0.68	72	79	0.92
Wage equality for similar work (survey)	30	0.73	0.64	—	—	0.73
Estimated earned income (PPP US$)	60	0.61	0.53	1,309	2,133	0.61
Legislators, senior officials and managers	1	1.00	0.25	52	48	1.07
Professional and technical workers	1	1.00	0.63	58	42	1.37
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	96	83	1.15
Enrolment in primary education	1	1.00	0.97	75	72	1.04
Enrolment in secondary education	1	1.00	0.90	37	23	1.62
Enrolment in tertiary education	1	1.00	0.88	4	3	1.25
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	1	1.06	1.04	41	38	1.08
Political Empowerment	**33**	**0.247**	**0.195**			
Women in parliament	36	0.33	0.23	25	75	0.33
Women in ministerial positions	15	0.58	0.19	37	63	0.58
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



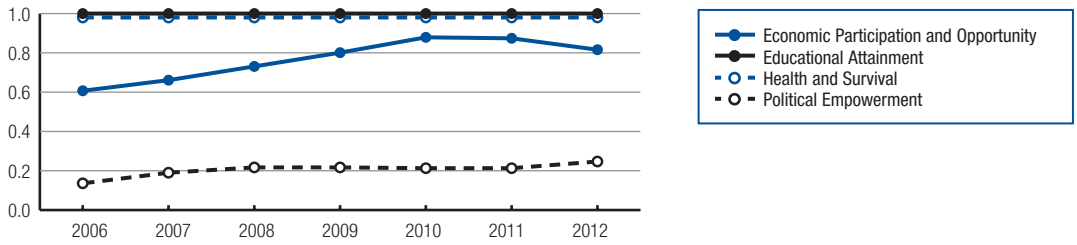




Lesotho

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**14**	**0.761**	**6**	**0.816**	**1**	**1.000**	**1**	**0.980**	**33**	**0.247**
Gender Gap Index 2011 (out of 135 countries)	9	0.767	2	0.874	1	1.000	1	0.980	35	0.213
Gender Gap Index 2010 (out of 134 countries)	8	0.768	1	0.879	1	1.000	1	0.980	34	0.213
Gender Gap Index 2009 (out of 134 countries)	10	0.750	4	0.801	1	1.000	1	0.980	34	0.217
Gender Gap Index 2008 (out of 130 countries)	16	0.732	21	0.731	1	1.000	1	0.980	33	0.217
Gender Gap Index 2007 (out of 128 countries)	26	0.708	53	0.661	1	1.000	1	0.980	27	0.190
Gender Gap Index 2006 (out of 115 countries)	43	0.681	61	0.607	1	1.000	1	0.980	41	0.136

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 28
Male adult unemployment rate (% of male labour force) 23
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 51
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 18
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 5.01

Education

Female teachers, primary education (%) 77
Female teachers, secondary education (%) 64
Female teachers, tertiary education (%) 47
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 9

Marriage and Childbearing

Singulate mean age at marriage for women (years) 22
Early marriage (% women, aged 15–19) 18
Fertility rate (births per woman) 3.20
Adolescent fertility rate (births per 1,000 girls aged 15-19) 92
Antenatal care coverage, at least one visit (%) 92
Births attended by skilled health personnel (%) 62
Maternal mortality ratio (per 100,000 live births)[4] ..... 620 [370-970]
Contraceptive prevalence, married women (%, any method) 47
Female HIV prevalence, aged 15–49 (%) 28.20
Male HIV prevalence, aged 15–49 (%) 18.50
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 65
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.75
Year women received right to vote 1965
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... No

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) ..... No legal obligation for paid leave but some employment contracts have provisions
Provider of maternity coverage ..... Employer
Length of paternity leave ..... No
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Private daycare without allowance

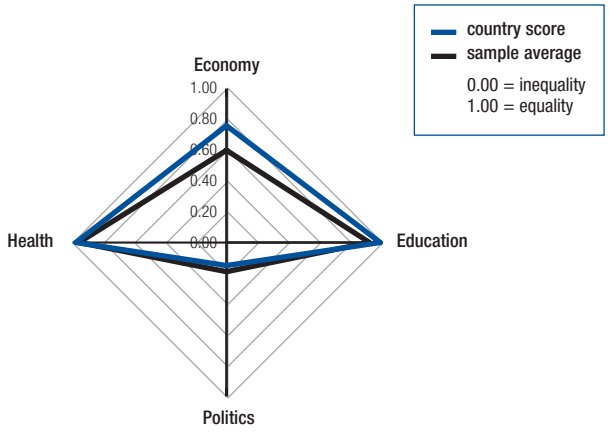
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Lithuania

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**34**	**0.719**

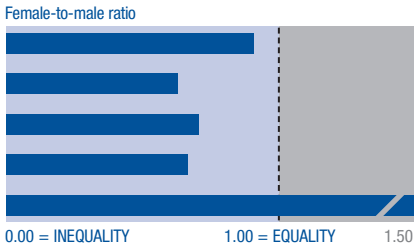
Key Indicators

Total population (millions)	3.20
Population growth (%)	-1.59
GDP (US$ billions)	17.53
GDP (PPP) per capita	15,534

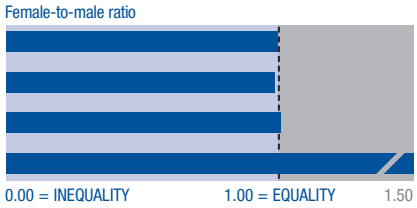


Gender Gap Subindexes

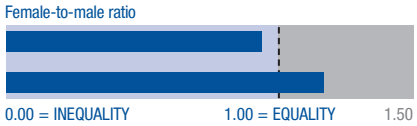
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**25**	**0.755**	**0.599**			
Labour force participation	19	0.91	0.68	65	71	0.91
Wage equality for similar work (survey)	86	0.63	0.64	—	—	0.63
Estimated earned income (PPP US$)	27	0.71	0.53	17,152	24,089	0.71
Legislators, senior officials and managers	16	0.67	0.25	40	60	0.67
Professional and technical workers	1	1.00	0.63	67	33	2.06



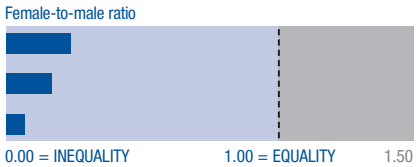
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**45**	**0.995**	**0.932**			
Literacy rate	1	1.00	0.87	100	100	1.00
Enrolment in primary education	92	0.99	0.97	92	93	0.99
Enrolment in secondary education	1	1.00	0.90	91	91	1.01
Enrolment in tertiary education	1	1.00	0.88	90	59	1.52



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**34**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	1	1.06	1.04	68	58	1.17



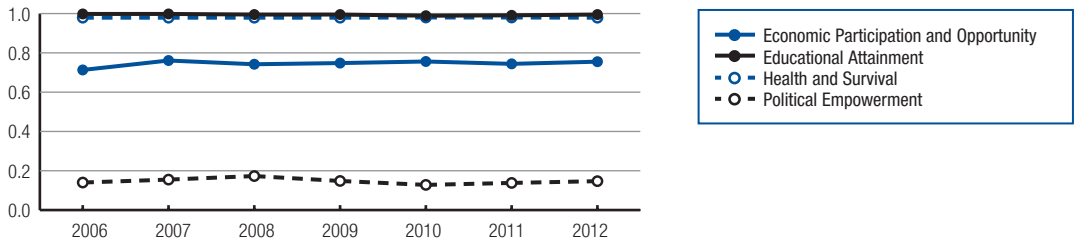
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**60**	**0.147**	**0.195**			
Women in parliament	67	0.24	0.23	19	81	0.24
Women in ministerial positions	70	0.17	0.19	14	86	0.17
Years with female head of state (last 50)	24	0.07	0.17	3	47	0.07



Lithuania

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**34**	**0.719**	**25**	**0.755**	**45**	**0.995**	**34**	**0.979**	**60**	**0.147**
Gender Gap Index 2011 (out of 135 countries)	37	0.713	26	0.744	60	0.991	1	0.980	65	0.138
Gender Gap Index 2010 (out of 134 countries)	35	0.713	17	0.756	68	0.989	1	0.980	66	0.128
Gender Gap Index 2009 (out of 134 countries)	30	0.718	18	0.748	54	0.995	41	0.979	54	0.148
Gender Gap Index 2008 (out of 130 countries)	23	0.722	17	0.742	53	0.995	38	0.979	40	0.173
Gender Gap Index 2007 (out of 128 countries)	14	0.723	7	0.761	29	0.998	37	0.979	38	0.155
Gender Gap Index 2006 (out of 115 countries)	21	0.708	15	0.713	24	0.998	36	0.979	39	0.140

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 14
Male adult unemployment rate (% of male labour force) 21
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 54
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 39
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.97

Education

Female teachers, primary education (%) 97
Female teachers, secondary education (%) 81
Female teachers, tertiary education (%) 55
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 27
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 20
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 8 [5-12]
Contraceptive prevalence, married women (%, any method) 51
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 5
Overall population sex ratio (male/female) 0.87

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1919
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 126 calendar days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... State Social Insurance Fund
Length of paternity leave ..... 4 weeks, from birth until child is 1 month old
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... —

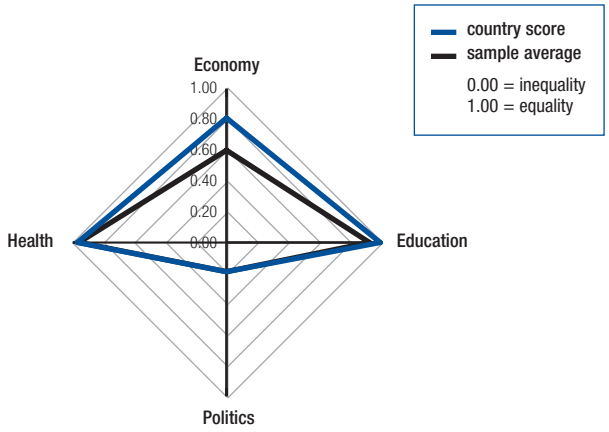
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Luxembourg

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**17**	**0.744**

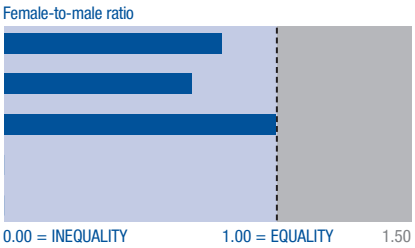
Key Indicators

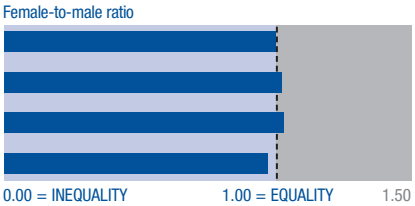
Total population (millions)	0.52
Population growth (%)	1.83
GDP (US$ billions)	26.52
GDP (PPP) per capita	68,742

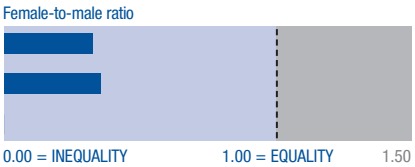


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**7**	**0.815**	**0.599**			
Labour force participation	57	0.80	0.68	59	74	0.80
Wage equality for similar work (survey)	51	0.69	0.64	—	—	0.69
Estimated earned income (PPP US$)	1	1.00	0.53	40,000	40,000	1.00
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—
Educational Attainment	**43**	**0.996**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	96	94	1.02
Enrolment in secondary education	1	1.00	0.90	86	84	1.03
Enrolment in tertiary education	95	0.97	0.88	10	11	0.97
Health and Survival	**85**	**0.972**	**0.956**			
Sex ratio at birth (female/male)	121	0.93	0.92	—	—	0.93
Healthy life expectancy	60	1.06	1.04	75	71	1.06
Political Empowerment	**39**	**0.193**	**0.195**			
Women in parliament	36	0.33	0.23	25	75	0.33
Women in ministerial positions	36	0.36	0.19	27	73	0.36
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



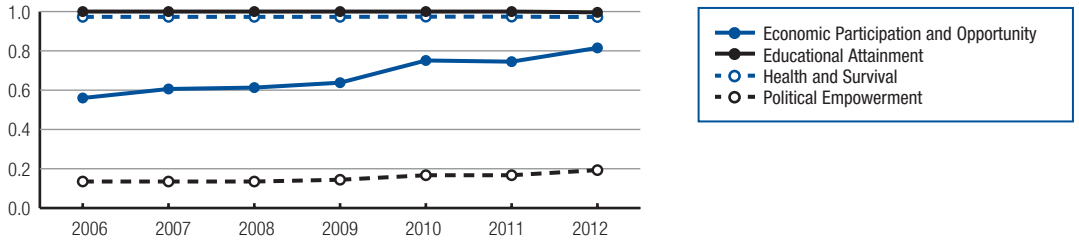




Luxembourg

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**17**	**0.744**	**7**	**0.815**	**43**	**0.996**	**85**	**0.972**	**39**	**0.193**
Gender Gap Index 2011 (out of 135 countries)	30	0.722	25	0.745	1	1.000	67	0.974	48	0.167
Gender Gap Index 2010 (out of 134 countries)	26	0.723	22	0.751	1	1.000	67	0.974	49	0.167
Gender Gap Index 2009 (out of 134 countries)	63	0.689	73	0.638	1	1.000	80	0.973	57	0.144
Gender Gap Index 2008 (out of 130 countries)	66	0.680	75	0.613	1	1.000	76	0.973	58	0.135
Gender Gap Index 2007 (out of 128 countries)	58	0.679	78	0.606	1	1.000	74	0.973	50	0.135
Gender Gap Index 2006 (out of 115 countries)	56	0.667	76	0.560	1	1.000	71	0.973	44	0.135

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 5
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 44
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.80

Education

Female teachers, primary education (%) 72
Female teachers, secondary education (%) 48
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 13

Marriage and Childbearing

Singulate mean age at marriage for women (years) 28
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.60
Adolescent fertility rate (births per 1,000 girls aged 15-19) 9
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 20 [4-93]
Contraceptive prevalence, married women (%, any method) ..... —
Female HIV prevalence, aged 15–49 (%) 0.20
Male HIV prevalence, aged 15–49 (%) 0.40
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 2
Overall population sex ratio (male/female) 0.99

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1919
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 16 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social insurance
Length of paternity leave ..... 2 days
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... Public and private daycare with allowance, homecare with and without allowance

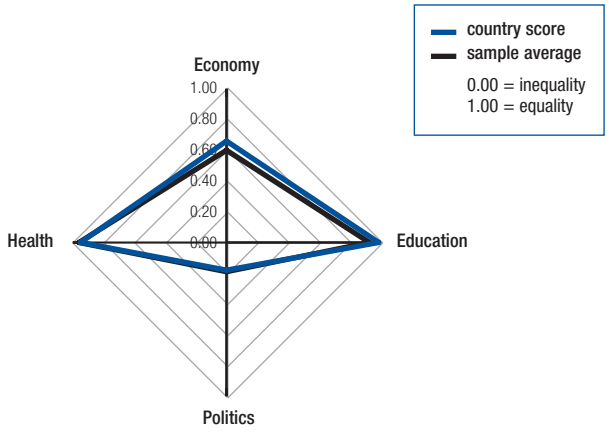
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Macedonia, FYR

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**61**	**0.697**

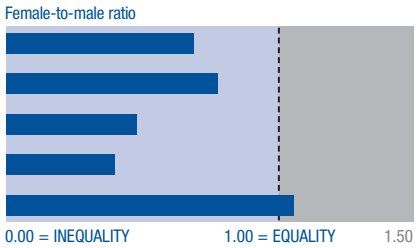
Key Indicators

Total population (millions)	2.06
Population growth (%)	0.18
GDP (US$ billions)	4.58
GDP (PPP) per capita	9,192

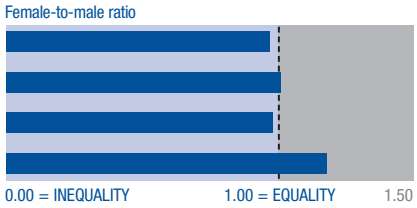


Gender Gap Subindexes

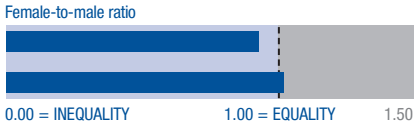
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**65**	**0.665**	**0.599**			
Labour force participation	88	0.69	0.68	51	74	0.69
Wage equality for similar work (survey)	7	0.78	0.64	—	—	0.78
Estimated earned income (PPP US$)	98	0.48	0.53	7,512	15,804	0.48
Legislators, senior officials and managers	64	0.40	0.25	29	71	0.40
Professional and technical workers	1	1.00	0.63	51	49	1.06



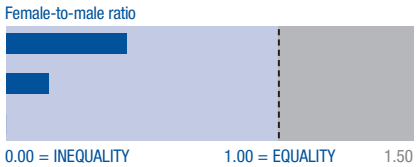
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**75**	**0.990**	**0.932**			
Literacy rate	79	0.97	0.87	96	99	0.97
Enrolment in primary education	1	1.00	0.97	89	87	1.01
Enrolment in secondary education	92	0.98	0.90	81	82	0.98
Enrolment in tertiary education	1	1.00	0.88	42	36	1.18



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**126**	**0.953**	**0.956**			
Sex ratio at birth (female/male)	128	0.93	0.92	—	—	0.93
Healthy life expectancy	115	1.02	1.04	66	65	1.02



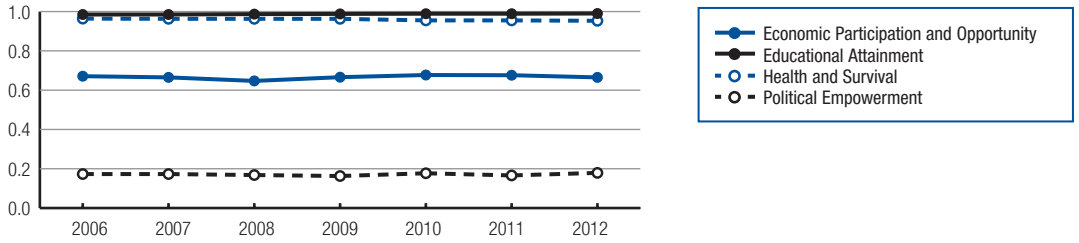
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**45**	**0.179**	**0.195**			
Women in parliament	26	0.45	0.23	31	69	0.45
Women in ministerial positions	77	0.16	0.19	14	86	0.16
Years with female head of state (last 50)	54	0.00	0.17	0	50	0.00



Macedonia, FYR

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**61**	**0.697**	**65**	**0.665**	**75**	**0.990**	**126**	**0.953**	**45**	**0.179**
Gender Gap Index 2011 (out of 135 countries)	53	0.697	53	0.676	71	0.989	125	0.955	49	0.166
Gender Gap Index 2010 (out of 134 countries)	49	0.700	53	0.677	72	0.989	124	0.955	43	0.177
Gender Gap Index 2009 (out of 134 countries)	53	0.695	59	0.666	79	0.988	115	0.963	44	0.163
Gender Gap Index 2008 (out of 130 countries)	53	0.691	63	0.647	79	0.987	111	0.963	42	0.168
Gender Gap Index 2007 (out of 128 countries)	35	0.697	51	0.665	72	0.985	109	0.963	30	0.173
Gender Gap Index 2006 (out of 115 countries)	28	0.698	31	0.671	64	0.985	101	0.964	28	0.173

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 32
Male adult unemployment rate (% of male labour force) 32
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 42
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 36
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 4
Ability of women to rise to positions of enterprise leadership[1] 5.26

Education

Female teachers, primary education (%) 79
Female teachers, secondary education (%) 56
Female teachers, tertiary education (%) 48
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 2
Fertility rate (births per woman) 1.40
Adolescent fertility rate (births per 1,000 girls aged 15-19) 20
Antenatal care coverage, at least one visit (%) 94
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 10 [3-31]
Contraceptive prevalence, married women (%, any method) 14
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) ..... —
Overall population sex ratio (male/female) 1.00

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1946
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

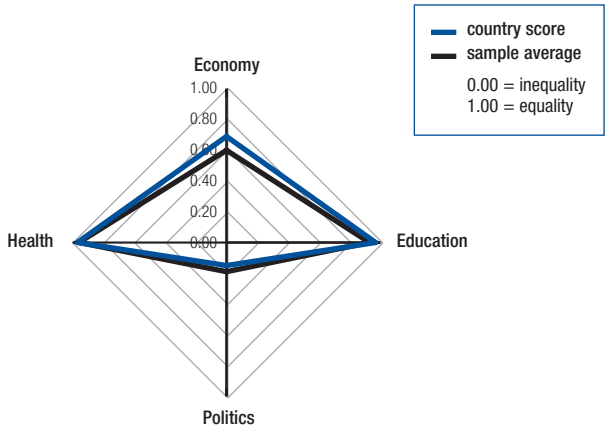
Length of maternity leave ..... 9 months
Maternity leave benefits (% of wages paid in covered period) ..... Paid amount not specified
Provider of maternity coverage ..... Health Insurance Fund
Length of paternity leave ..... 9 months (If mother does not use leave for birth and parenthood, father or adoptive parent is entitled to leave)
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... Public daycare assistance with and without allowance, private daycare assistance without allowance, homecare assistance without allowance

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

Madagascar

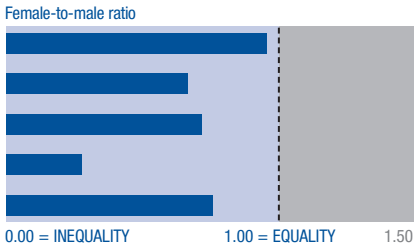
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**58**	**0.698**

Key Indicators	
Total population (millions)	21.32
Population growth (%)	2.89
GDP (US$ billions)	5.03
GDP (PPP) per capita	869

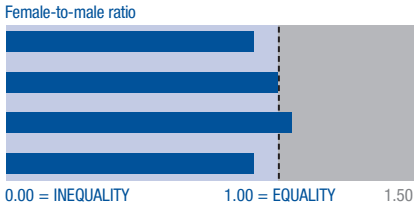


Gender Gap Subindexes

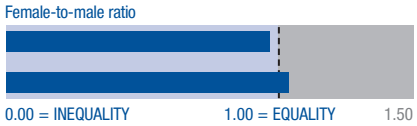
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**51**	**0.692**	**0.599**			
Labour force participation	5	0.96	0.68	86	89	0.96
Wage equality for similar work (survey)	59	0.67	0.64	—	—	0.67
Estimated earned income (PPP US$)	25	0.72	0.53	813	1,133	0.72
Legislators, senior officials and managers	84	0.28	0.25	22	78	0.28
Professional and technical workers	82	0.76	0.63	43	57	0.76



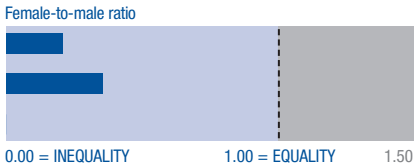
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**93**	**0.973**	**0.932**			
Literacy rate	98	0.91	0.87	62	67	0.91
Enrolment in primary education	1	1.00	0.97	79	79	1.00
Enrolment in secondary education	1	1.00	0.90	24	23	1.05
Enrolment in tertiary education	97	0.91	0.88	4	4	0.91



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**77**	**0.973**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	88	1.04	1.04	53	51	1.04



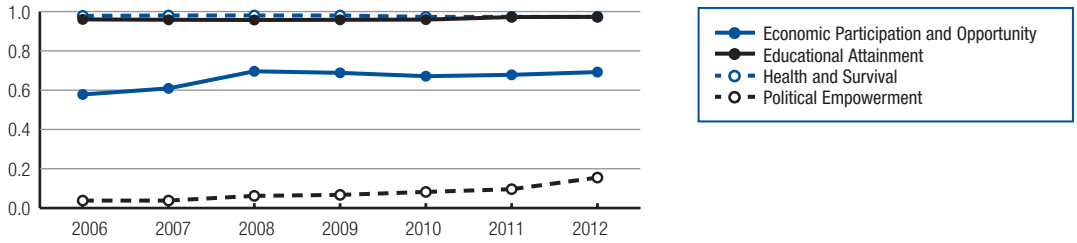
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**56**	**0.155**	**0.195**			
Women in parliament	73	0.21	0.23	18	83	0.21
Women in ministerial positions	37	0.36	0.19	26	74	0.36
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Madagascar

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**58**	**0.698**	**51**	**0.692**	**93**	**0.973**	**77**	**0.973**	**56**	**0.155**
Gender Gap Index 2011 (out of 135 countries)	71	0.680	52	0.678	91	0.972	81	0.973	93	0.096
Gender Gap Index 2010 (out of 134 countries)	80	0.671	58	0.671	98	0.959	78	0.973	95	0.082
Gender Gap Index 2009 (out of 134 countries)	77	0.673	45	0.688	98	0.958	1	0.980	108	0.067
Gender Gap Index 2008 (out of 130 countries)	74	0.674	38	0.696	94	0.957	1	0.980	111	0.062
Gender Gap Index 2007 (out of 128 countries)	89	0.646	76	0.609	89	0.958	1	0.980	116	0.038
Gender Gap Index 2006 (out of 115 countries)	84	0.639	71	0.578	76	0.960	49	0.978	104	0.038

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 4
Male adult unemployment rate (% of male labour force) 2
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 38
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) 50
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] 4.65

Education

Female teachers, primary education (%) 56
Female teachers, secondary education (%) 45
Female teachers, tertiary education (%) 30
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 20
Early marriage (% women, aged 15–19) 33
Fertility rate (births per woman) 4.70
Adolescent fertility rate (births per 1,000 girls aged 15-19) 147
Antenatal care coverage, at least one visit (%) 86
Births attended by skilled health personnel (%) 44
Maternal mortality ratio (per 100,000 live births)[4] ..... 240 [160-400]
Contraceptive prevalence, married women (%, any method) 40
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.30
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 43
Overall population sex ratio (male/female) 0.99

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1959
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

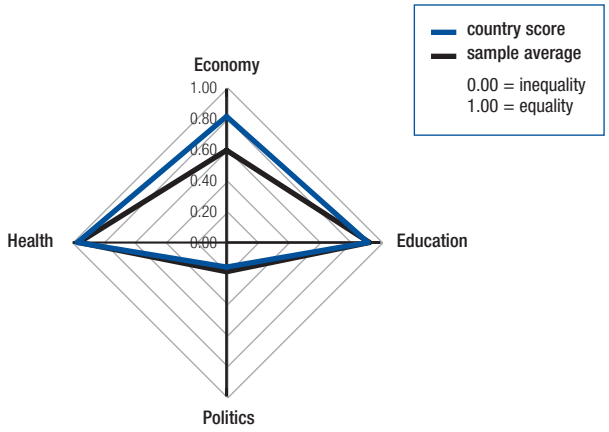
Length of maternity leave ..... 14 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... 50% social insurance, 50% employer
Length of paternity leave ..... Public sector, 15 days from birth; private sector, 3 days from birth
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... —

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

Malawi

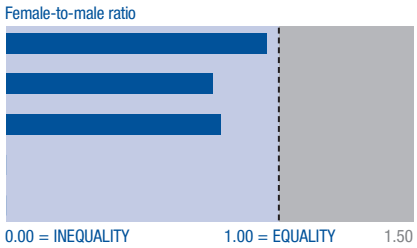
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**36**	**0.717**

Key Indicators	
Total population (millions)	15.38
Population growth (%)	3.13
GDP (US$ billions)	2.74
GDP (PPP) per capita	791

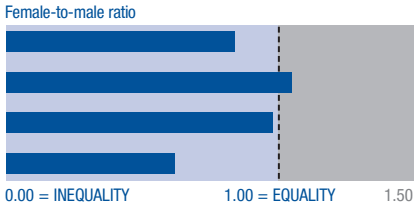


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**5**	**0.822**	**0.599**			
Labour force participation	7	0.96	0.68	74	78	0.96
Wage equality for similar work (survey)	18	0.76	0.64	—	—	0.76
Estimated earned income (PPP US$)	15	0.79	0.53	810	1,026	0.79
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—

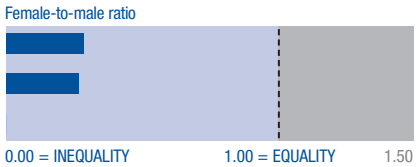


	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**111**	**0.919**	**0.932**			
Literacy rate	111	0.84	0.87	68	81	0.84
Enrolment in primary education	1	1.00	0.97	99	94	1.05
Enrolment in secondary education	93	0.98	0.90	27	28	0.98
Enrolment in tertiary education	118	0.62	0.88	1	1	0.62



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**102**	**0.968**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.99
Healthy life expectancy	106	1.02	1.04	44	43	1.02

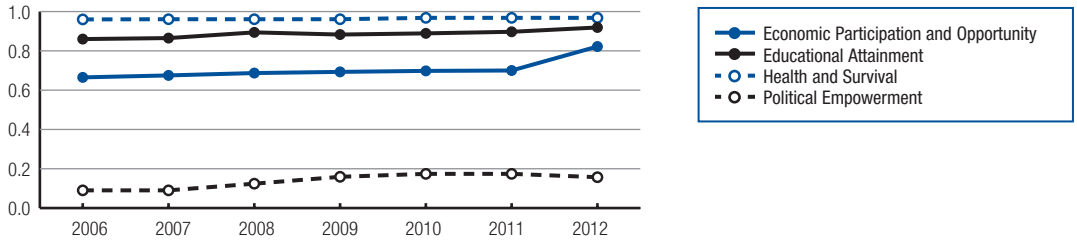
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**53**	**0.157**	**0.195**			
Women in parliament	51	0.29	0.23	22	78	0.29
Women in ministerial positions	45	0.27	0.19	21	79	0.27
Years with female head of state (last 50)	53	0.00	0.17	0	50	0.00



Malawi

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**36**	**0.717**	**5**	**0.822**	**111**	**0.919**	**102**	**0.968**	**53**	**0.157**
Gender Gap Index 2011 (out of 135 countries)	65	0.685	45	0.700	112	0.897	100	0.968	44	0.174
Gender Gap Index 2010 (out of 134 countries)	68	0.682	44	0.698	112	0.889	99	0.968	45	0.174
Gender Gap Index 2009 (out of 134 countries)	76	0.674	42	0.693	113	0.883	116	0.961	48	0.159
Gender Gap Index 2008 (out of 130 countries)	81	0.666	46	0.687	107	0.894	112	0.961	65	0.124
Gender Gap Index 2007 (out of 128 countries)	87	0.648	43	0.675	108	0.865	110	0.961	76	0.090
Gender Gap Index 2006 (out of 115 countries)	81	0.644	36	0.665	96	0.860	106	0.960	68	0.090

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 10
Male adult unemployment rate (% of male labour force) 5
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 11
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 24
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 5.11

Education

Female teachers, primary education (%) 40
Female teachers, secondary education (%) ..... —
Female teachers, tertiary education (%) 30
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 19
Early marriage (% women, aged 15–19) 36
Fertility rate (births per woman) 6.00
Adolescent fertility rate (births per 1,000 girls aged 15-19) 177
Antenatal care coverage, at least one visit (%) 95
Births attended by skilled health personnel (%) 71
Maternal mortality ratio (per 100,000 live births)[4] ..... 460 [290-710]
Contraceptive prevalence, married women (%, any method) 41
Female HIV prevalence, aged 15–49 (%) 13.20
Male HIV prevalence, aged 15–49 (%) 8.90
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 58
Overall population sex ratio (male/female) 1.00

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.05
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1961
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 8 weeks, every three years
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

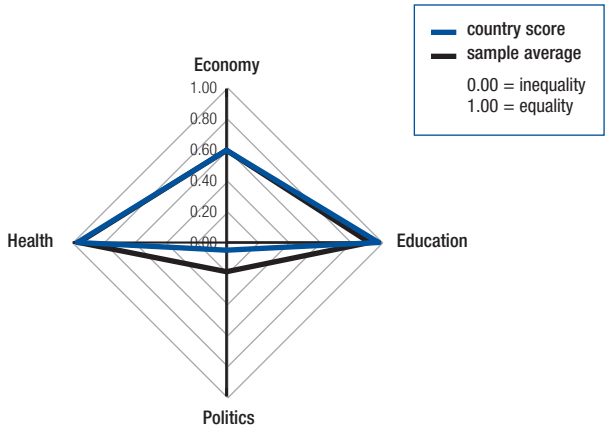
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Malaysia

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**100**	**0.654**

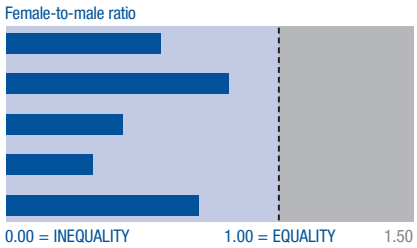
Key Indicators

Total population (millions)	28.86
Population growth (%)	1.60
GDP (US$ billions)	147.25
GDP (PPP) per capita	13,214

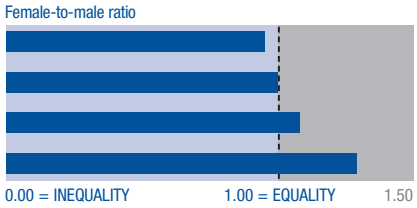


Gender Gap Subindexes

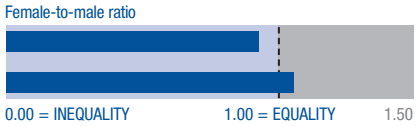
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**98**	**0.599**	**0.599**			
Labour force participation	106	0.57	0.68	47	82	0.57
Wage equality for similar work (survey)	2	0.82	0.64	—	—	0.82
Estimated earned income (PPP US$)	110	0.43	0.53	9,380	21,624	0.43
Legislators, senior officials and managers	75	0.32	0.25	24	76	0.32
Professional and technical workers	83	0.71	0.63	42	58	0.71



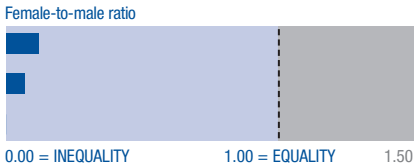
Educational Attainment	**72**	**0.991**	**0.932**			
Literacy rate	89	0.95	0.87	91	95	0.95
Enrolment in primary education	1	1.00	0.97	96	96	1.00
Enrolment in secondary education	1	1.00	0.90	71	65	1.08
Enrolment in tertiary education	1	1.00	0.88	45	35	1.29



Health and Survival	**78**	**0.973**	**0.956**			
Sex ratio at birth (female/male)	121	0.93	0.92	—	—	0.93
Healthy life expectancy	1	1.06	1.04	66	62	1.06



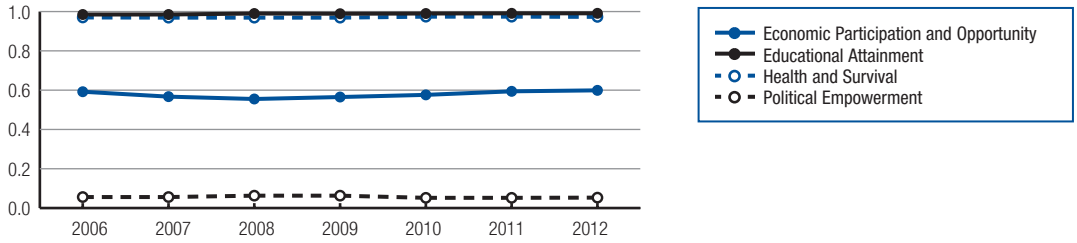
Political Empowerment	**120**	**0.053**	**0.195**			
Women in parliament	106	0.12	0.23	10	90	0.12
Women in ministerial positions	115	0.07	0.19	6	94	0.07
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Malaysia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**100**	**0.654**	**98**	**0.599**	**72**	**0.991**	**78**	**0.973**	**120**	**0.053**
Gender Gap Index 2011 (out of 135 countries)	97	0.653	95	0.594	65	0.991	78	0.974	115	0.052
Gender Gap Index 2010 (out of 134 countries)	98	0.648	99	0.576	65	0.990	76	0.974	110	0.052
Gender Gap Index 2009 (out of 134 countries)	100	0.647	103	0.565	77	0.989	103	0.969	113	0.063
Gender Gap Index 2008 (out of 130 countries)	96	0.644	100	0.555	75	0.990	98	0.969	109	0.063
Gender Gap Index 2007 (out of 128 countries)	92	0.644	93	0.567	71	0.985	97	0.969	101	0.056
Gender Gap Index 2006 (out of 115 countries)	72	0.651	68	0.592	63	0.985	80	0.970	90	0.056

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 4
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 39
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 13
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 5.74

Education

Female teachers, primary education (%) 69
Female teachers, secondary education (%) 67
Female teachers, tertiary education (%) 50
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 25
Early marriage (% women, aged 15–19) 5
Fertility rate (births per woman) 2.60
Adolescent fertility rate (births per 1,000 girls aged 15-19) 12
Antenatal care coverage, at least one visit (%) 83
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 29 [12-64]
Contraceptive prevalence, married women (%, any method) 55
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.80
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 5
Overall population sex ratio (male/female) 1.03

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1957
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

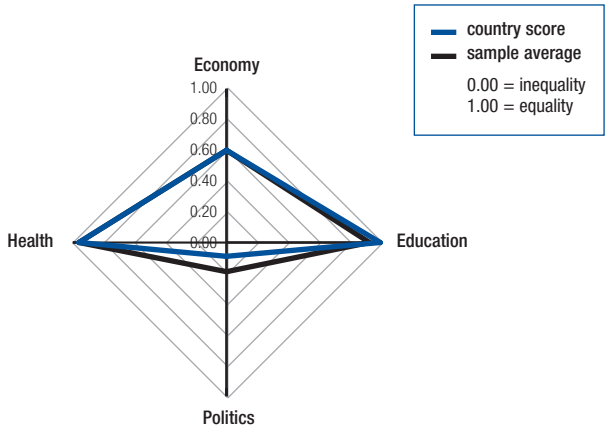
Length of maternity leave ..... 60 days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... Public sector, 1 week; private sector, none
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... Public daycare with allowance, private daycare without allowance, homecare without allowance

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

Maldives

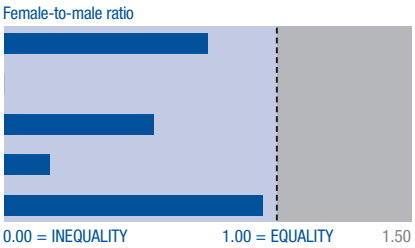
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**95**	**0.662**

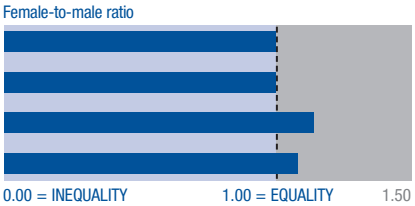
Key Indicators	
Total population (millions)	0.32
Population growth (%)	1.32
GDP (US$ billions)	1.28
GDP (PPP) per capita	7,642

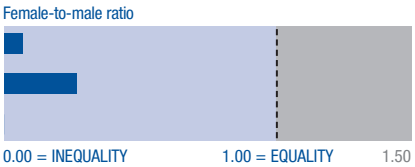


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**100**	**0.597**	**0.599**			
Labour force participation	73	0.75	0.68	59	79	0.75
Wage equality for similar work (survey)	—	—	0.64	—	—	—
Estimated earned income (PPP US$)	79	0.55	0.53	6,362	11,463	0.55
Legislators, senior officials and managers	93	0.17	0.25	14	86	0.17
Professional and technical workers	67	0.95	0.63	49	51	0.95
Educational Attainment	**26**	**0.999**	**0.932**			
Literacy rate	1	1.00	0.87	98	98	1.00
Enrolment in primary education	67	1.00	0.97	96	96	1.00
Enrolment in secondary education	1	1.00	0.90	52	46	1.14
Enrolment in tertiary education	1	1.00	0.88	13	12	1.08
Health and Survival	**111**	**0.961**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	118	1.00	1.04	64	64	1.00
Political Empowerment	**96**	**0.089**	**0.195**			
Women in parliament	122	0.07	0.23	7	94	0.07
Women in ministerial positions	44	0.27	0.19	21	79	0.27
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



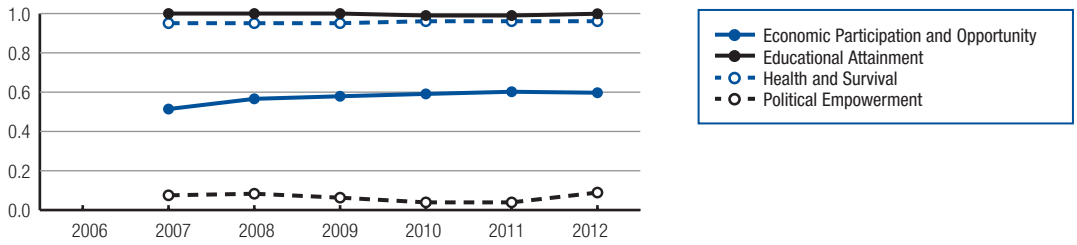




Maldives

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**95**	**0.662**	**100**	**0.597**	**26**	**0.999**	**111**	**0.961**	**96**	**0.089**
Gender Gap Index 2011 (out of 135 countries)	101	0.648	86	0.602	69	0.990	111	0.961	119	0.039
Gender Gap Index 2010 (out of 134 countries)	99	0.645	95	0.591	67	0.990	110	0.961	118	0.039
Gender Gap Index 2009 (out of 134 countries)	99	0.648	97	0.579	1	1.000	126	0.951	112	0.063
Gender Gap Index 2008 (out of 130 countries)	91	0.650	95	0.566	1	1.000	122	0.951	96	0.083
Gender Gap Index 2007 (out of 128 countries)	99	0.635	106	0.514	1	1.000	120	0.951	87	0.075
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 24
Male adult unemployment rate (% of male labour force) 8
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 30
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] ..... —

Education

Female teachers, primary education (%) 74
Female teachers, secondary education (%) 35
Female teachers, tertiary education (%) 67
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.80
Adolescent fertility rate (births per 1,000 girls aged 15-19) 15
Antenatal care coverage, at least one visit (%) 99
Births attended by skilled health personnel (%) 95
Maternal mortality ratio (per 100,000 live births)[4] ..... 60 [35-99]
Contraceptive prevalence, married women (%, any method) 35
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) ..... <0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 14
Overall population sex ratio (male/female) 1.02

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1932
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

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

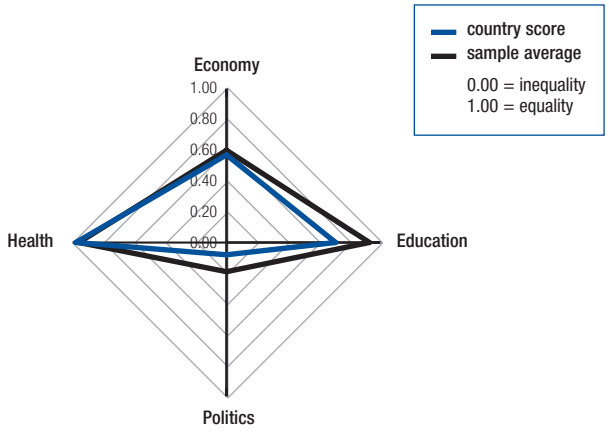
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Mali

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**128**	**0.584**

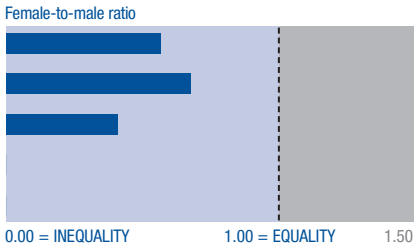
Key Indicators

Total population (millions)	15.84
Population growth (%)	3.04
GDP (US$ billions)	4.15
GDP (PPP) per capita	955

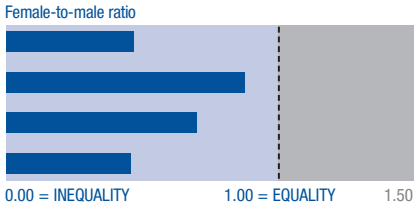


Gender Gap Subindexes

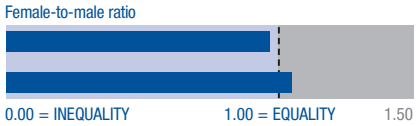
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**103**	**0.568**	**0.599**			
Labour force participation	108	0.57	0.68	39	68	0.57
Wage equality for similar work (survey)	53	0.68	0.64	—	—	0.68
Estimated earned income (PPP US$)	115	0.41	0.53	637	1,561	0.41
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—



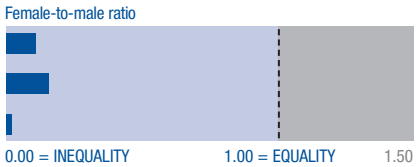
Educational Attainment	**132**	**0.709**	**0.932**			
Literacy rate	135	0.47	0.87	20	43	0.47
Enrolment in primary education	126	0.88	0.97	59	67	0.88
Enrolment in secondary education	127	0.70	0.90	25	36	0.70
Enrolment in tertiary education	127	0.46	0.88	4	8	0.46



Health and Survival	**57**	**0.976**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	67	1.05	1.04	43	41	1.05



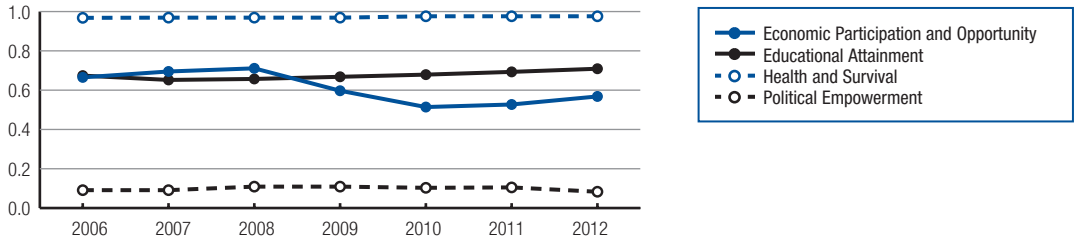
Political Empowerment	**101**	**0.083**	**0.195**			
Women in parliament	107	0.11	0.23	10	90	0.11
Women in ministerial positions	76	0.16	0.19	14	86	0.16
Years with female head of state (last 50)	40	0.02	0.17	1	49	0.02



Mali

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**128**	**0.584**	**103**	**0.568**	**132**	**0.709**	**57**	**0.976**	**101**	**0.083**
Gender Gap Index 2011 (out of 135 countries)	132	0.575	111	0.527	132	0.693	55	0.976	81	0.105
Gender Gap Index 2010 (out of 134 countries)	131	0.568	113	0.514	131	0.679	55	0.976	81	0.103
Gender Gap Index 2009 (out of 134 countries)	127	0.586	92	0.597	131	0.668	104	0.969	78	0.109
Gender Gap Index 2008 (out of 130 countries)	109	0.612	29	0.711	127	0.657	99	0.969	74	0.109
Gender Gap Index 2007 (out of 128 countries)	112	0.602	33	0.695	126	0.652	98	0.969	75	0.091
Gender Gap Index 2006 (out of 115 countries)	99	0.600	35	0.665	111	0.674	91	0.968	67	0.091

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 11
Male adult unemployment rate (% of male labour force) 7
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 35
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) 58
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 4.88

Education

Female teachers, primary education (%) 28
Female teachers, secondary education (%) 10
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 6
Male school life expectancy, primary to secondary (years) 8

Marriage and Childbearing

Singulate mean age at marriage for women (years) 18
Early marriage (% women, aged 15–19) 53
Fertility rate (births per woman) 6.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 190
Antenatal care coverage, at least one visit (%) 70
Births attended by skilled health personnel (%) 49
Maternal mortality ratio (per 100,000 live births)[4] ..... 540 [350-930]
Contraceptive prevalence, married women (%, any method) 8
Female HIV prevalence, aged 15–49 (%) 1.20
Male HIV prevalence, aged 15–49 (%) 0.70
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 99
Overall population sex ratio (male/female) 1.00

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 1.00
Female genital mutilation[2] 0.85
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 1.00
Year women received right to vote 1956
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

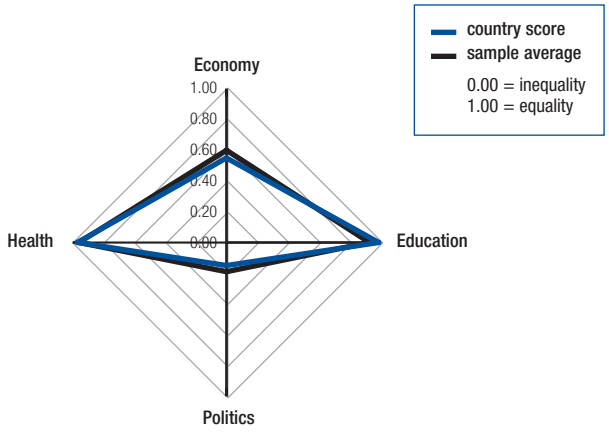
Length of maternity leave ..... 14 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security
Length of paternity leave ..... 3 days
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Malta

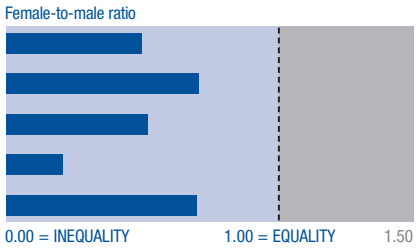
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**88**	**0.667**

Key Indicators	
Total population (millions)	0.42
Population growth (%)	0.48
GDP (US$ billions)	4.60
GDP (PPP) per capita	22,761

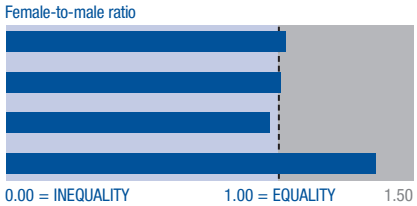


Gender Gap Subindexes

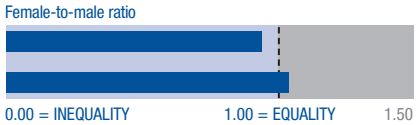
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**109**	**0.550**	**0.599**			
Labour force participation	118	0.50	0.68	39	78	0.50
Wage equality for similar work (survey)	40	0.71	0.64	—	—	0.71
Estimated earned income (PPP US$)	89	0.52	0.53	18,749	35,969	0.52
Legislators, senior officials and managers	88	0.21	0.25	17	83	0.21
Professional and technical workers	86	0.70	0.63	41	59	0.70



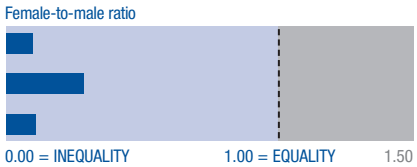
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**59**	**0.994**	**0.932**			
Literacy rate	1	1.00	0.87	94	91	1.03
Enrolment in primary education	1	1.00	0.97	94	93	1.01
Enrolment in secondary education	97	0.97	0.90	80	82	0.97
Enrolment in tertiary education	1	1.00	0.88	41	30	1.36



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**69**	**0.974**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	79	1.04	1.04	74	71	1.04



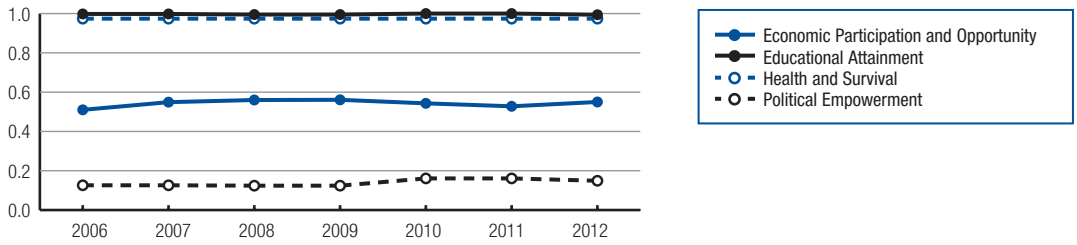
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**59**	**0.149**	**0.195**			
Women in parliament	112	0.10	0.23	9	91	0.10
Women in ministerial positions	42	0.29	0.19	22	78	0.29
Years with female head of state (last 50)	19	0.11	0.17	5	45	0.11



Malta

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**88**	**0.667**	**109**	**0.550**	**59**	**0.994**	**69**	**0.974**	**59**	**0.149**
Gender Gap Index 2011 (out of 135 countries)	83	0.666	110	0.528	1	1.000	72	0.974	52	0.161
Gender Gap Index 2010 (out of 134 countries)	83	0.670	104	0.543	1	1.000	72	0.974	51	0.161
Gender Gap Index 2009 (out of 134 countries)	88	0.664	105	0.561	47	0.995	77	0.974	69	0.124
Gender Gap Index 2008 (out of 130 countries)	83	0.663	98	0.560	47	0.995	74	0.974	64	0.124
Gender Gap Index 2007 (out of 128 countries)	76	0.661	99	0.549	31	0.998	72	0.974	54	0.126
Gender Gap Index 2006 (out of 115 countries)	71	0.652	91	0.510	26	0.998	65	0.974	48	0.126

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 7
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 36
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 4.87

Education

Female teachers, primary education (%) 85
Female teachers, secondary education (%) 60
Female teachers, tertiary education (%) 30
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 13

Marriage and Childbearing

Singulate mean age at marriage for women (years) 22
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 20
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 8 [5-14]
Contraceptive prevalence, married women (%, any method) 86
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 5
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1947
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 14 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 100 for the first 13 weeks; 14th week is unpaid
Provider of maternity coverage ..... Employer; social security (at a flat rate) for those not covered under the Employment and Industrial Relations Act
Length of paternity leave ..... 1-2 days (variable upon sectors)
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... Public and private daycare with allowance

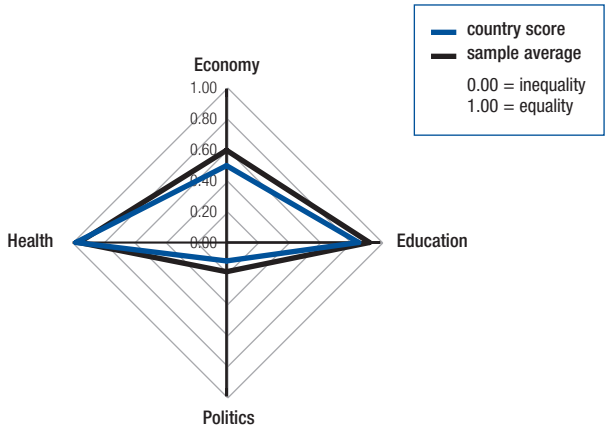
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Mauritania

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**119**	**0.613**

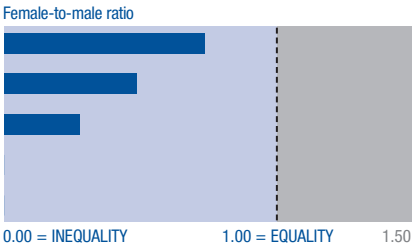
Key Indicators

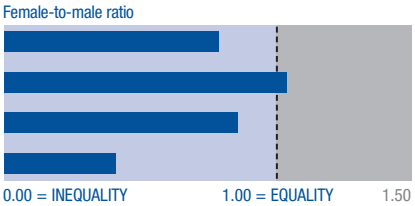
Total population (millions)	3.54
Population growth (%)	2.40
GDP (US$ billions)	2.11
GDP (PPP) per capita	2,203

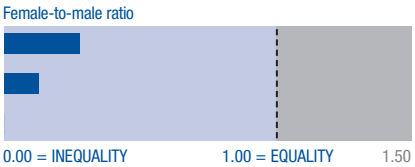


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**119**	**0.496**	**0.599**			
Labour force participation	75	0.74	0.68	61	82	0.74
Wage equality for similar work (survey)	125	0.49	0.64	—	—	0.49
Estimated earned income (PPP US$)	122	0.28	0.53	1,112	4,016	0.28
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—
Educational Attainment	**119**	**0.857**	**0.932**			
Literacy rate	117	0.79	0.87	51	65	0.79
Enrolment in primary education	1	1.00	0.97	76	72	1.04
Enrolment in secondary education	118	0.86	0.90	15	17	0.86
Enrolment in tertiary education	130	0.41	0.88	3	6	0.41
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	1	1.06	1.04	52	49	1.06
Political Empowerment	**82**	**0.120**	**0.195**			
Women in parliament	53	0.28	0.23	22	78	0.28
Women in ministerial positions	86	0.13	0.19	12	88	0.13
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



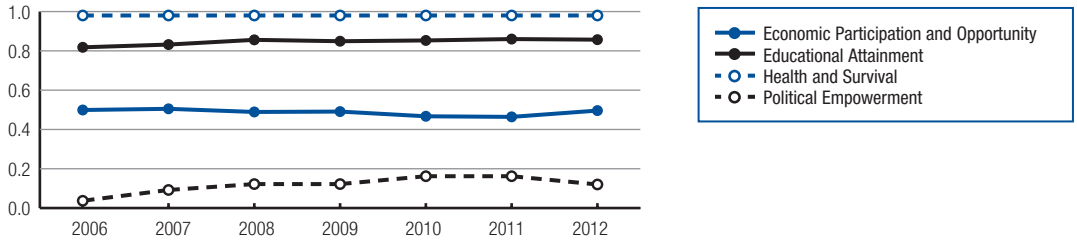




Mauritania

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**119**	**0.613**	**119**	**0.496**	**119**	**0.857**	**1**	**0.980**	**82**	**0.120**
Gender Gap Index 2011 (out of 135 countries)	114	0.616	120	0.464	117	0.860	1	0.980	51	0.162
Gender Gap Index 2010 (out of 134 countries)	113	0.615	118	0.467	118	0.853	1	0.980	50	0.162
Gender Gap Index 2009 (out of 134 countries)	119	0.610	117	0.491	120	0.849	1	0.980	71	0.122
Gender Gap Index 2008 (out of 130 countries)	110	0.612	108	0.489	113	0.856	1	0.980	66	0.122
Gender Gap Index 2007 (out of 128 countries)	111	0.602	108	0.505	114	0.832	1	0.980	74	0.092
Gender Gap Index 2006 (out of 115 countries)	106	0.583	93	0.499	103	0.818	1	0.980	106	0.037

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 41
Male adult unemployment rate (% of male labour force) 9
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 36
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) 17
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 3.94

Education

Female teachers, primary education (%) 36
Female teachers, secondary education (%) 10
Female teachers, tertiary education (%) 7
Female school life expectancy, primary to secondary (years) 8
Male school life expectancy, primary to secondary (years) 8

Marriage and Childbearing

Singulate mean age at marriage for women (years) 22
Early marriage (% women, aged 15–19) 28
Fertility rate (births per woman) 4.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 88
Antenatal care coverage, at least one visit (%) 72
Births attended by skilled health personnel (%) 57
Maternal mortality ratio (per 100,000 live births)[4] ..... 510 [280-990]
Contraceptive prevalence, married women (%, any method) 9
Female HIV prevalence, aged 15–49 (%) 0.50
Male HIV prevalence, aged 15–49 (%) 1.00
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 75
Overall population sex ratio (male/female) 1.01

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.72
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.50
Year women received right to vote 1961
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

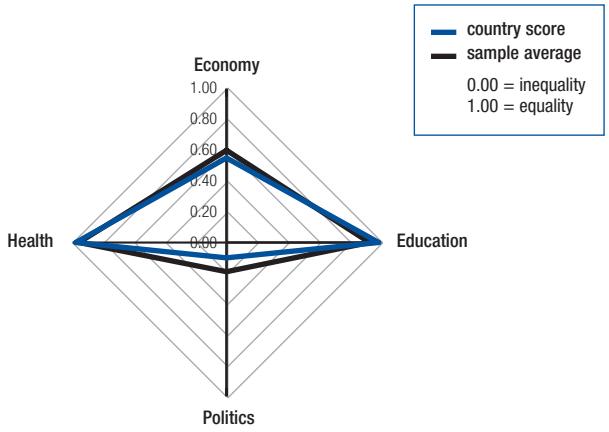
Length of maternity leave ..... 14 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... National Social Security Fund
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Mauritius

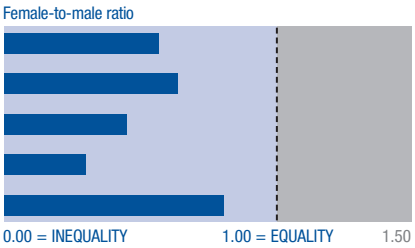
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**98**	**0.655**

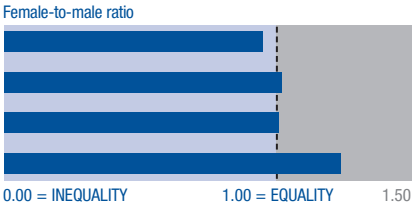
Key Indicators	
Total population (millions)	1.29
Population growth (%)	0.46
GDP (US$ billions)	6.64
GDP (PPP) per capita	12,286

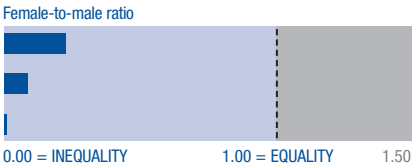


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**108**	**0.554**	**0.599**			
Labour force participation	107	0.57	0.68	45	80	0.57
Wage equality for similar work (survey)	78	0.64	0.64	—	—	0.64
Estimated earned income (PPP US$)	104	0.45	0.53	9,052	20,133	0.45
Legislators, senior officials and managers	80	0.30	0.25	23	77	0.30
Professional and technical workers	79	0.81	0.63	45	55	0.81
Educational Attainment	**73**	**0.990**	**0.932**			
Literacy rate	90	0.95	0.87	86	91	0.95
Enrolment in primary education	1	1.00	0.97	94	92	1.02
Enrolment in secondary education	1	1.00	0.90	74	74	1.01
Enrolment in tertiary education	1	1.00	0.88	28	22	1.24
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	65	61	1.07
Political Empowerment	**88**	**0.095**	**0.195**			
Women in parliament	70	0.23	0.23	19	81	0.23
Women in ministerial positions	107	0.09	0.19	8	92	0.09
Years with female head of state (last 50)	52	0.01	0.17	0	50	0.01



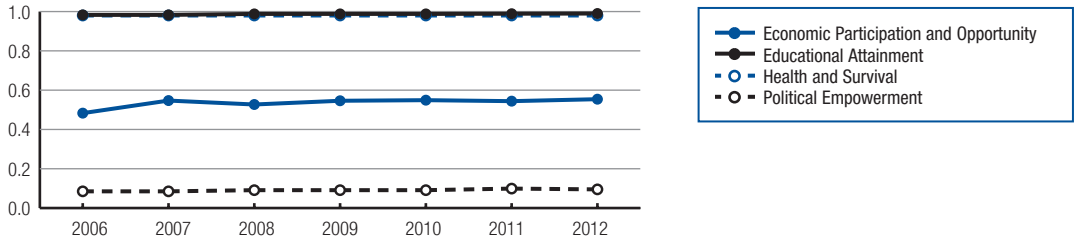




Mauritius

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**98**	**0.655**	**108**	**0.554**	**73**	**0.990**	**1**	**0.980**	**88**	**0.095**
Gender Gap Index 2011 (out of 135 countries)	95	0.653	105	0.544	74	0.989	1	0.980	86	0.099
Gender Gap Index 2010 (out of 134 countries)	95	0.652	103	0.549	76	0.988	1	0.980	91	0.091
Gender Gap Index 2009 (out of 134 countries)	96	0.651	109	0.546	80	0.988	1	0.980	92	0.091
Gender Gap Index 2008 (out of 130 countries)	95	0.647	103	0.527	77	0.988	1	0.980	90	0.091
Gender Gap Index 2007 (out of 128 countries)	85	0.649	100	0.547	75	0.983	1	0.980	82	0.085
Gender Gap Index 2006 (out of 115 countries)	88	0.633	95	0.483	65	0.983	1	0.980	73	0.085

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 13
Male adult unemployment rate (% of male labour force) 5
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 38
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 17
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 4
Ability of women to rise to positions of enterprise leadership[1] 4.43

Education

Female teachers, primary education (%) 70
Female teachers, secondary education (%) 58
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 10
Fertility rate (births per woman) 1.60
Adolescent fertility rate (births per 1,000 girls aged 15-19) 34
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 60 [39-91]
Contraceptive prevalence, married women (%, any method) 76
Female HIV prevalence, aged 15–49 (%) 0.60
Male HIV prevalence, aged 15–49 (%) 1.40
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 13
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.00
Year women received right to vote 1956
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

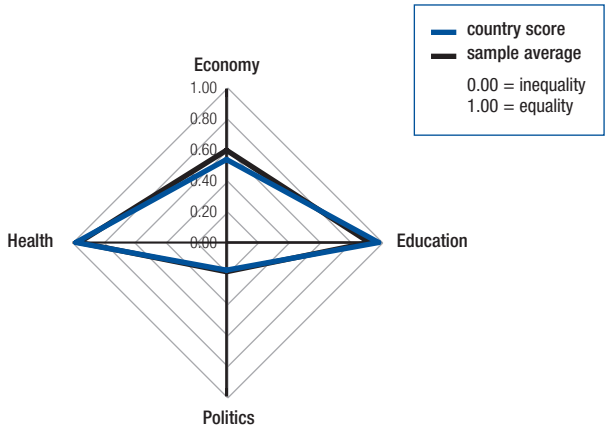
Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... Private sector, 5 continuous working days; public sector, normal casual leave plus up to 8 days leave from accumulated vacation
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... Public daycare without allowance; daycare centres are free of charge or apply nominal fees for needy households

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

Mexico

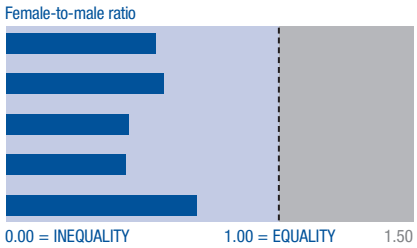
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**84**	**0.671**

Key Indicators	
Total population (millions)	114.79
Population growth (%)	1.23
GDP (US$ billions)	692.48
GDP (PPP) per capita	12,441

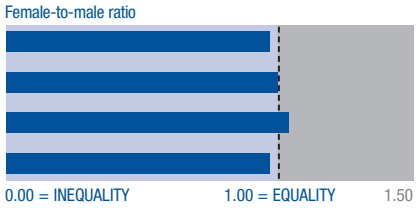


Gender Gap Subindexes

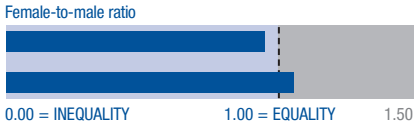
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**113**	**0.538**	**0.599**			
Labour force participation	112	0.55	0.68	46	84	0.55
Wage equality for similar work (survey)	104	0.58	0.64	—	—	0.58
Estimated earned income (PPP US$)	105	0.45	0.53	9,516	21,325	0.45
Legislators, senior officials and managers	52	0.44	0.25	31	69	0.44
Professional and technical workers	84	0.70	0.63	41	59	0.70



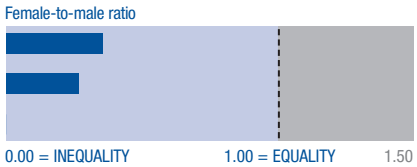
Educational Attainment	**69**	**0.991**	**0.932**			
Literacy rate	75	0.97	0.87	92	94	0.97
Enrolment in primary education	1	1.00	0.97	98	98	1.00
Enrolment in secondary education	1	1.00	0.90	73	70	1.04
Enrolment in tertiary education	94	0.97	0.88	28	28	0.97



Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	69	65	1.06



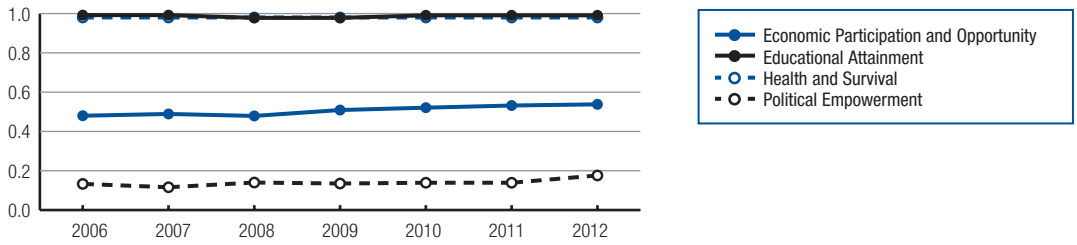
Political Empowerment	**48**	**0.176**	**0.195**			
Women in parliament	33	0.36	0.23	26	74	0.36
Women in ministerial positions	45	0.27	0.19	21	79	0.27
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Mexico

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**84**	**0.671**	**113**	**0.538**	**69**	**0.991**	**1**	**0.980**	**48**	**0.176**
Gender Gap Index 2011 (out of 135 countries)	89	0.660	109	0.532	61	0.991	1	0.980	63	0.139
Gender Gap Index 2010 (out of 134 countries)	91	0.658	110	0.521	61	0.991	1	0.980	61	0.139
Gender Gap Index 2009 (out of 134 countries)	98	0.650	114	0.509	90	0.978	1	0.980	65	0.135
Gender Gap Index 2008 (out of 130 countries)	97	0.644	112	0.479	86	0.978	1	0.980	55	0.140
Gender Gap Index 2007 (out of 128 countries)	93	0.644	109	0.489	49	0.992	1	0.980	57	0.116
Gender Gap Index 2006 (out of 115 countries)	75	0.646	98	0.480	45	0.992	1	0.980	45	0.133

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 5
Male adult unemployment rate (% of male labour force) 5
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 39
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 26
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 3.93

Education

Female teachers, primary education (%) 67
Female teachers, secondary education (%) 49
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 2.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 90
Antenatal care coverage, at least one visit (%) 96
Births attended by skilled health personnel (%) 95
Maternal mortality ratio (per 100,000 live births)[4] ..... 50 [44-56]
Contraceptive prevalence, married women (%, any method) 71
Female HIV prevalence, aged 15–49 (%) 0.20
Male HIV prevalence, aged 15–49 (%) 0.50
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 14
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1947
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security
Length of paternity leave ..... Federal law does not provide paternity leave though some federal institutions have related provisions
Paternity leave benefits (% of wages paid in covered period) ..... 100 (where paternity leave is available)
Daycare options ..... Public daycare with allowance, private daycare with and without allowance, homecare without allowance

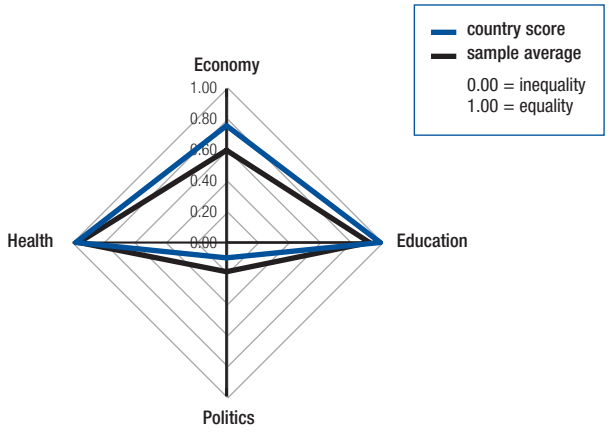
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Moldova

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**45**	**0.710**

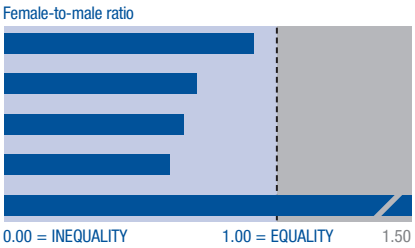
Key Indicators

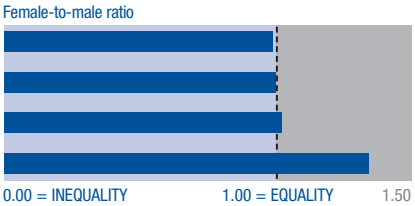
Total population (millions)	3.56
Population growth (%)	-0.10
GDP (US$ billions)	2.12
GDP (PPP) per capita	2,790

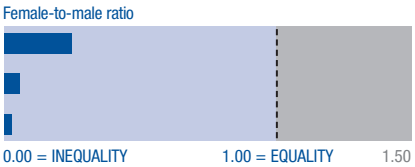


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**21**	**0.761**	**0.599**			
Labour force participation	10	0.92	0.68	53	57	0.92
Wage equality for similar work (survey)	42	0.71	0.64	—	—	0.71
Estimated earned income (PPP US$)	43	0.66	0.53	2,722	4,134	0.66
Legislators, senior officials and managers	22	0.61	0.25	38	62	0.61
Professional and technical workers	1	1.00	0.63	66	34	1.98
Educational Attainment	**42**	**0.996**	**0.932**			
Literacy rate	64	0.99	0.87	98	99	0.99
Enrolment in primary education	81	1.00	0.97	87	88	1.00
Enrolment in secondary education	1	1.00	0.90	79	78	1.02
Enrolment in tertiary education	1	1.00	0.88	44	33	1.34
Health and Survival	**34**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	1	1.06	1.04	63	58	1.09
Political Empowerment	**85**	**0.104**	**0.195**			
Women in parliament	63	0.25	0.23	20	80	0.25
Women in ministerial positions	118	0.06	0.19	6	94	0.06
Years with female head of state (last 50)	38	0.03	0.17	1	49	0.03



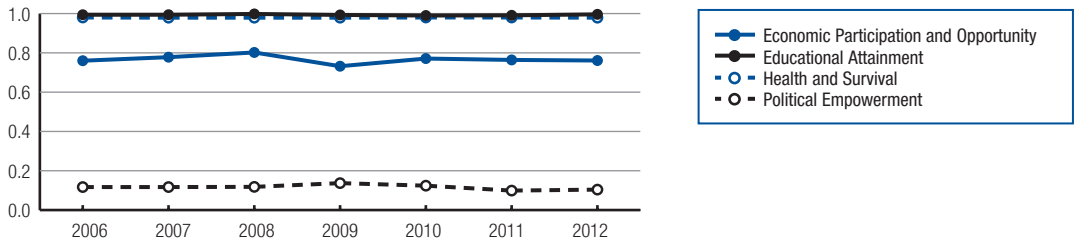




Moldova

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**45**	**0.710**	**21**	**0.761**	**42**	**0.996**	**34**	**0.979**	**85**	**0.104**
Gender Gap Index 2011 (out of 135 countries)	39	0.708	14	0.764	64	0.991	1	0.980	88	0.099
Gender Gap Index 2010 (out of 134 countries)	34	0.716	10	0.771	66	0.990	1	0.980	69	0.124
Gender Gap Index 2009 (out of 134 countries)	36	0.710	26	0.732	63	0.993	41	0.979	64	0.137
Gender Gap Index 2008 (out of 130 countries)	20	0.724	2	0.802	35	0.998	38	0.979	68	0.118
Gender Gap Index 2007 (out of 128 countries)	21	0.717	5	0.778	41	0.994	37	0.979	56	0.117
Gender Gap Index 2006 (out of 115 countries)	17	0.713	2	0.760	37	0.994	1	0.980	50	0.117

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 5
Male adult unemployment rate (% of male labour force) 8
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 55
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 53
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.84

Education

Female teachers, primary education (%) 98
Female teachers, secondary education (%) 77
Female teachers, tertiary education (%) 57
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 22
Early marriage (% women, aged 15–19) 11
Fertility rate (births per woman) 1.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 24
Antenatal care coverage, at least one visit (%) 98
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 41 [32-55]
Contraceptive prevalence, married women (%, any method) 68
Female HIV prevalence, aged 15–49 (%) 0.40
Male HIV prevalence, aged 15–49 (%) 0.50
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 16
Overall population sex ratio (male/female) 0.90

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1924, 1993
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 126 calendar days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social insurance
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Public daycare with and without allowance, homecare with and without allowance

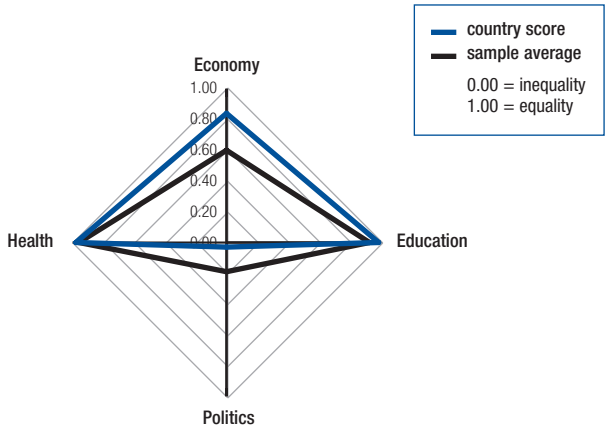
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Mongolia

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**44**	**0.711**

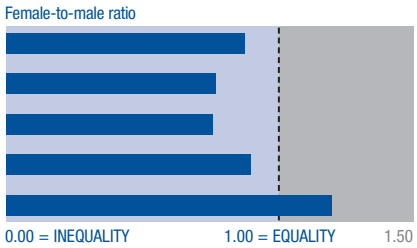
Key Indicators

Total population (millions)	2.80
Population growth (%)	1.62
GDP (US$ billions)	2.13
GDP (PPP) per capita	3,620

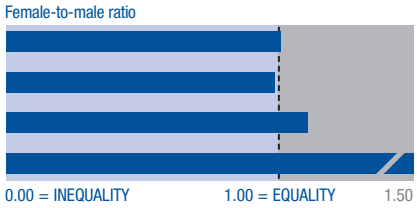


Gender Gap Subindexes

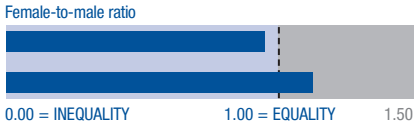
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**1**	**0.839**	**0.599**			
Labour force participation	27	0.88	0.68	71	80	0.88
Wage equality for similar work (survey)	9	0.77	0.64	—	—	0.77
Estimated earned income (PPP US$)	18	0.76	0.53	4,125	5,419	0.76
Legislators, senior officials and managers	6	0.90	0.25	47	53	0.90
Professional and technical workers	1	1.00	0.63	55	45	1.20



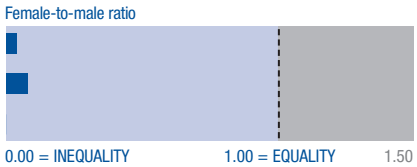
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**50**	**0.994**	**0.932**			
Literacy rate	1	1.00	0.87	98	97	1.01
Enrolment in primary education	100	0.99	0.97	98	99	0.99
Enrolment in secondary education	1	1.00	0.90	85	77	1.11
Enrolment in tertiary education	1	1.00	0.88	65	42	1.53



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	62	55	1.13



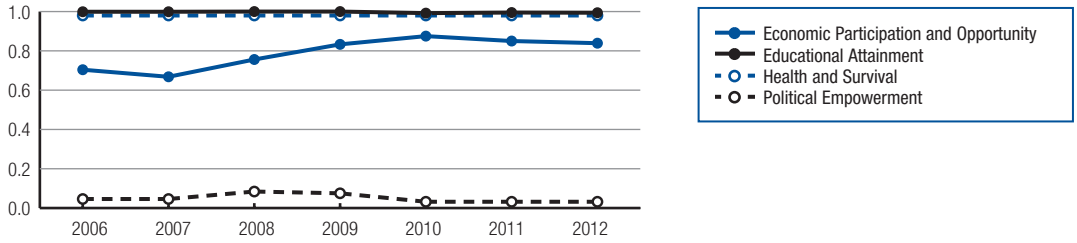
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**127**	**0.032**	**0.195**			
Women in parliament	124	0.04	0.23	4	96	0.04
Women in ministerial positions	109	0.08	0.19	7	93	0.08
Years with female head of state (last 50)	55	0.00	0.17	0	50	0.00



Mongolia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**44**	**0.711**	**1**	**0.839**	**50**	**0.994**	**1**	**0.980**	**127**	**0.032**
Gender Gap Index 2011 (out of 135 countries)	36	0.714	3	0.850	47	0.995	1	0.980	125	0.032
Gender Gap Index 2010 (out of 134 countries)	27	0.719	2	0.875	59	0.992	1	0.980	124	0.032
Gender Gap Index 2009 (out of 134 countries)	22	0.722	1	0.833	1	1.000	1	0.980	100	0.075
Gender Gap Index 2008 (out of 130 countries)	40	0.705	10	0.756	1	1.000	1	0.980	95	0.084
Gender Gap Index 2007 (out of 128 countries)	62	0.673	47	0.668	23	0.999	1	0.980	113	0.046
Gender Gap Index 2006 (out of 115 countries)	42	0.682	21	0.704	20	0.999	1	0.980	101	0.046

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 4
Male adult unemployment rate (% of male labour force) 3
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 53
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 52
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 4
Ability of women to rise to positions of enterprise leadership[1] 5.11

Education

Female teachers, primary education (%) 96
Female teachers, secondary education (%) 73
Female teachers, tertiary education (%) 57
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 24
Early marriage (% women, aged 15–19) 6
Fertility rate (births per woman) 2.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 20
Antenatal care coverage, at least one visit (%) 99
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 63 [27-140]
Contraceptive prevalence, married women (%, any method) 66
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) ..... <0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 26
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1924
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 120 days
Maternity leave benefits (% of wages paid in covered period) 70
Provider of maternity coverage ..... Social Insurance Fund
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

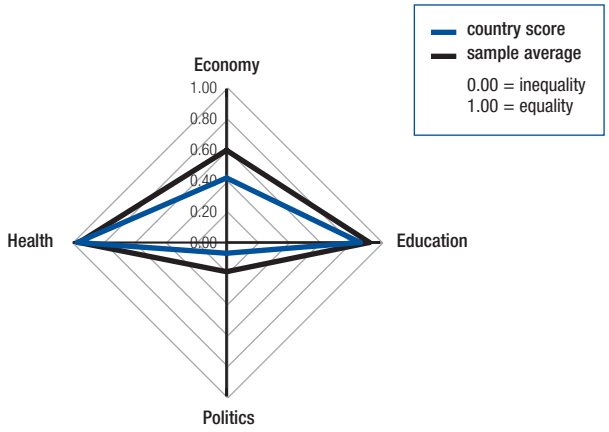
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Morocco

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**129**	**0.583**

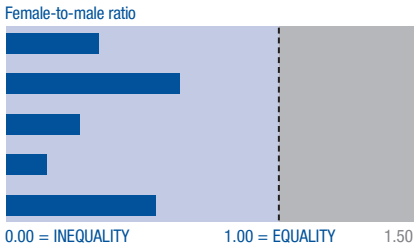
Key Indicators

Total population (millions)	32.27
Population growth (%)	1.00
GDP (US$ billions)	59.91
GDP (PPP) per capita	4,227

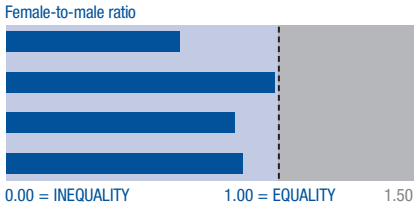


Gender Gap Subindexes

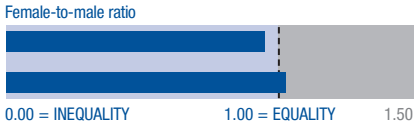
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**128**	**0.415**	**0.599**			
Labour force participation	126	0.34	0.68	28	84	0.34
Wage equality for similar work (survey)	75	0.64	0.64	—	—	0.64
Estimated earned income (PPP US$)	123	0.27	0.53	2,173	7,915	0.27
Legislators, senior officials and managers	98	0.15	0.25	13	87	0.15
Professional and technical workers	91	0.55	0.63	36	64	0.55



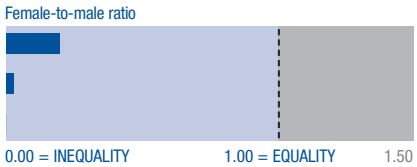
Educational Attainment	**115**	**0.874**	**0.932**			
Literacy rate	126	0.64	0.87	44	69	0.64
Enrolment in primary education	102	0.99	0.97	95	96	0.99
Enrolment in secondary education	119	0.84	0.90	32	38	0.84
Enrolment in tertiary education	102	0.87	0.88	12	14	0.87



Health and Survival	**88**	**0.971**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	92	1.03	1.04	63	61	1.03



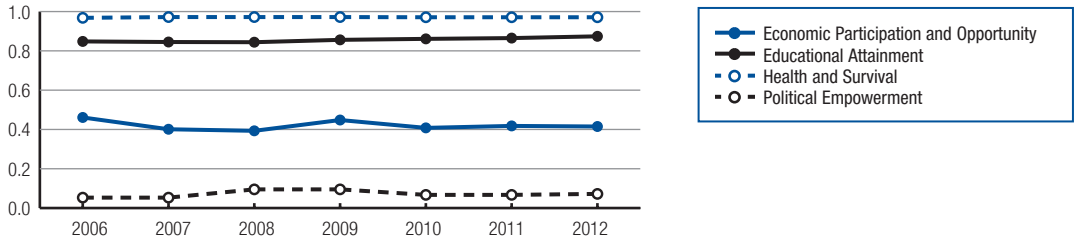
Political Empowerment	**108**	**0.072**	**0.195**			
Women in parliament	76	0.20	0.23	17	83	0.20
Women in ministerial positions	122	0.03	0.19	3	97	0.03
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Morocco

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**129**	**0.583**	**128**	**0.415**	**115**	**0.874**	**88**	**0.971**	**108**	**0.072**
Gender Gap Index 2011 (out of 135 countries)	129	0.580	128	0.418	115	0.865	87	0.971	102	0.067
Gender Gap Index 2010 (out of 134 countries)	127	0.577	127	0.408	116	0.861	85	0.971	103	0.067
Gender Gap Index 2009 (out of 134 countries)	124	0.593	125	0.448	118	0.856	90	0.972	90	0.095
Gender Gap Index 2008 (out of 130 countries)	125	0.576	127	0.393	117	0.844	85	0.972	86	0.095
Gender Gap Index 2007 (out of 128 countries)	122	0.568	121	0.401	113	0.845	84	0.972	103	0.053
Gender Gap Index 2006 (out of 115 countries)	107	0.583	102	0.461	99	0.848	90	0.968	92	0.053

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 11
Male adult unemployment rate (% of male labour force) 10
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 21
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 13
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.73

Education

Female teachers, primary education (%) 50
Female teachers, secondary education (%) 33
Female teachers, tertiary education (%) 17
Female school life expectancy, primary to secondary (years) 9
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 26
Early marriage (% women, aged 15–19) 11
Fertility rate (births per woman) 2.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 18
Antenatal care coverage, at least one visit (%) 80
Births attended by skilled health personnel (%) 74
Maternal mortality ratio (per 100,000 live births)[4] ..... 100 [62-170]
Contraceptive prevalence, married women (%, any method) 63
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.20
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 30
Overall population sex ratio (male/female) 0.96

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.75
Year women received right to vote 1959
Quota type ..... Reserved seats
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

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

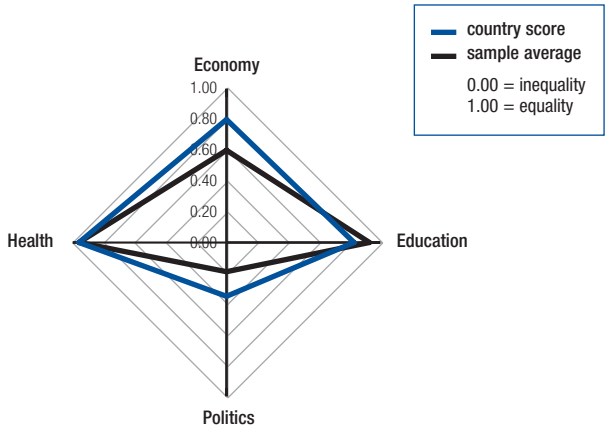
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Mozambique

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**23**	**0.735**

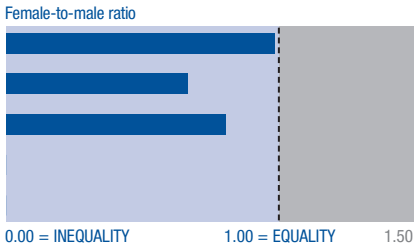
Key Indicators

Total population (millions)	23.93
Population growth (%)	2.30
GDP (US$ billions)	9.12
GDP (PPP) per capita	845

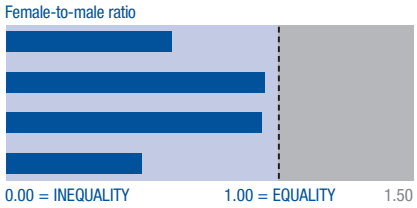


Gender Gap Subindexes

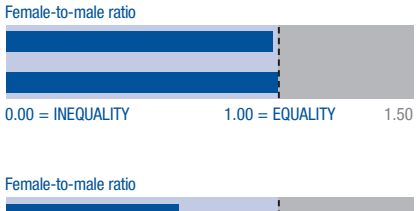
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**9**	**0.799**	**0.599**			
Labour force participation	3	0.99	0.68	86	87	0.99
Wage equality for similar work (survey)	60	0.67	0.64	—	—	0.67
Estimated earned income (PPP US$)	13	0.81	0.53	881	1,088	0.81
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—



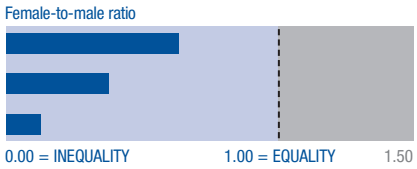
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**123**	**0.827**	**0.932**			
Literacy rate	128	0.61	0.87	43	71	0.61
Enrolment in primary education	119	0.95	0.97	87	92	0.95
Enrolment in secondary education	110	0.94	0.90	17	18	0.94
Enrolment in tertiary education	124	0.50	0.88	1	2	0.50



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**111**	**0.961**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.98
Healthy life expectancy	118	1.00	1.04	42	42	1.00



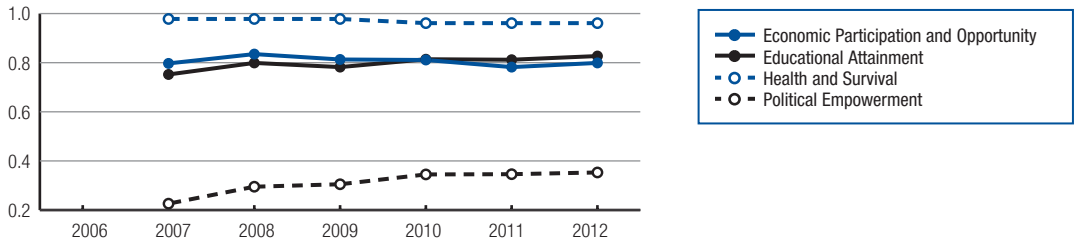
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**12**	**0.353**	**0.195**			
Women in parliament	9	0.64	0.23	39	61	0.64
Women in ministerial positions	30	0.38	0.19	28	72	0.38
Years with female head of state (last 50)	15	0.13	0.17	6	44	0.13



Mozambique

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**23**	**0.735**	**9**	**0.799**	**123**	**0.827**	**111**	**0.961**	**12**	**0.353**
Gender Gap Index 2011 (out of 135 countries)	26	0.725	9	0.782	124	0.812	111	0.961	12	0.346
Gender Gap Index 2010 (out of 134 countries)	22	0.733	5	0.811	123	0.814	110	0.961	11	0.345
Gender Gap Index 2009 (out of 134 countries)	26	0.720	3	0.813	126	0.782	62	0.978	15	0.305
Gender Gap Index 2008 (out of 130 countries)	18	0.727	1	0.835	121	0.799	59	0.978	17	0.295
Gender Gap Index 2007 (out of 128 countries)	43	0.688	1	0.797	120	0.752	57	0.978	22	0.226
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 1
Male adult unemployment rate (% of male labour force) 3
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 11
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) 24
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 4.78

Education

Female teachers, primary education (%) 39
Female teachers, secondary education (%) 18
Female teachers, tertiary education (%) 21
Female school life expectancy, primary to secondary (years) 9
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 19
Early marriage (% women, aged 15–19) 43
Fertility rate (births per woman) 4.90
Adolescent fertility rate (births per 1,000 girls aged 15-19) 185
Antenatal care coverage, at least one visit (%) 89
Births attended by skilled health personnel (%) 55
Maternal mortality ratio (per 100,000 live births)[4] ..... 490 [300-850]
Contraceptive prevalence, married women (%, any method) 17
Female HIV prevalence, aged 15–49 (%) 13.60
Male HIV prevalence, aged 15–49 (%) 9.20
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 92
Overall population sex ratio (male/female) 0.95

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1975
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 60 days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

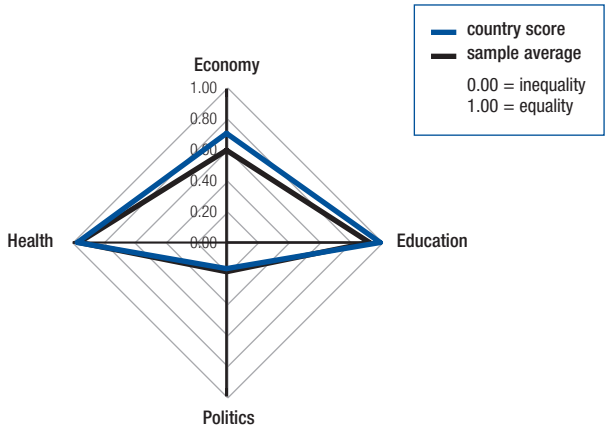
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Namibia

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**41**	**0.712**

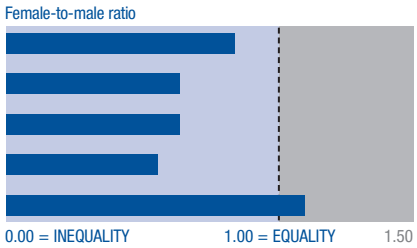
Key Indicators

Total population (millions)	2.32
Population growth (%)	1.82
GDP (US$ billions)	6.09
GDP (PPP) per capita	5,808

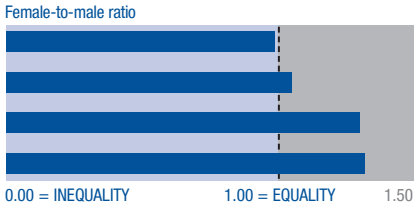


Gender Gap Subindexes

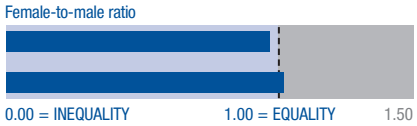
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**43**	**0.710**	**0.599**			
Labour force participation	47	0.84	0.68	53	64	0.84
Wage equality for similar work (survey)	79	0.64	0.64	—	—	0.64
Estimated earned income (PPP US$)	51	0.64	0.53	5,328	8,341	0.64
Legislators, senior officials and managers	32	0.56	0.25	36	64	0.56
Professional and technical workers	1	1.00	0.63	52	48	1.10



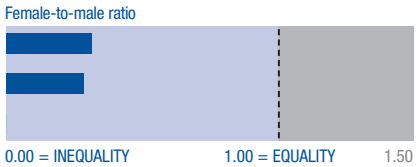
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**31**	**0.999**	**0.932**			
Literacy rate	61	0.99	0.87	88	89	0.99
Enrolment in primary education	1	1.00	0.97	88	83	1.05
Enrolment in secondary education	1	1.00	0.90	57	44	1.30
Enrolment in tertiary education	1	1.00	0.88	10	8	1.32



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**106**	**0.967**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	110	1.02	1.04	53	52	1.02



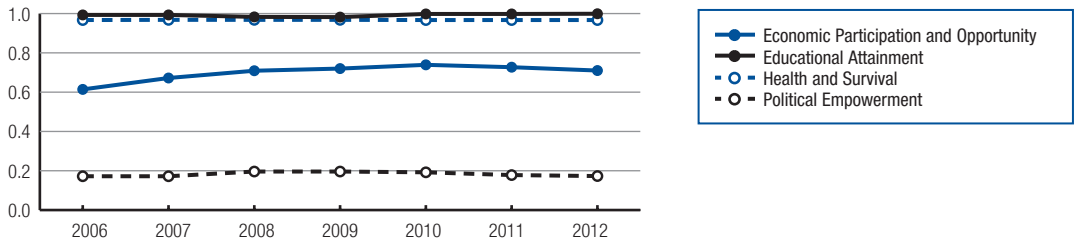
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**49**	**0.173**	**0.195**			
Women in parliament	40	0.32	0.23	24	76	0.32
Women in ministerial positions	40	0.29	0.19	23	77	0.29
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Namibia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**41**	**0.712**	**43**	**0.710**	**31**	**0.999**	**106**	**0.967**	**49**	**0.173**
Gender Gap Index 2011 (out of 135 countries)	32	0.718	31	0.727	34	0.998	105	0.967	41	0.178
Gender Gap Index 2010 (out of 134 countries)	25	0.724	27	0.739	34	0.998	104	0.967	38	0.192
Gender Gap Index 2009 (out of 134 countries)	32	0.717	32	0.720	85	0.982	108	0.968	38	0.196
Gender Gap Index 2008 (out of 130 countries)	30	0.714	30	0.709	83	0.983	104	0.968	36	0.196
Gender Gap Index 2007 (out of 128 countries)	29	0.701	44	0.672	46	0.993	103	0.968	31	0.172
Gender Gap Index 2006 (out of 115 countries)	38	0.686	57	0.614	43	0.993	93	0.967	29	0.172

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 43
Male adult unemployment rate (% of male labour force) 33
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 41
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 33
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.58

Education

Female teachers, primary education (%) 68
Female teachers, secondary education (%) 50
Female teachers, tertiary education (%) 41
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 28
Early marriage (% women, aged 15–19) 5
Fertility rate (births per woman) 3.20
Adolescent fertility rate (births per 1,000 girls aged 15-19) 74
Antenatal care coverage, at least one visit (%) 95
Births attended by skilled health personnel (%) 81
Maternal mortality ratio (per 100,000 live births)[4] ..... 200 [100-320]
Contraceptive prevalence, married women (%, any method) 55
Female HIV prevalence, aged 15–49 (%) 15.70
Male HIV prevalence, aged 15–49 (%) 10.50
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 29
Overall population sex ratio (male/female) 0.99

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1989
Quota type ..... Legislated candidate quotas at the sub-national level
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer and social security
Length of paternity leave ..... No
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

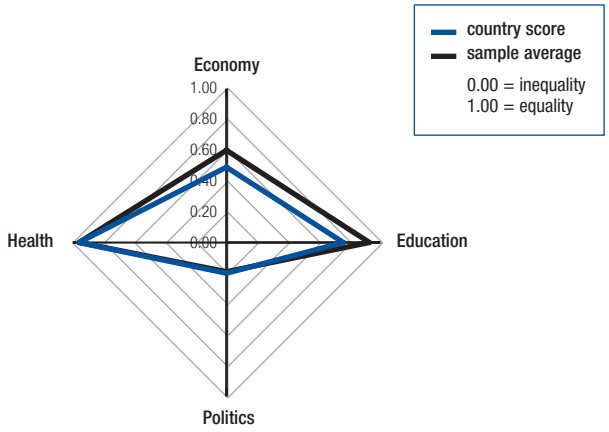
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Nepal

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**123**	**0.603**

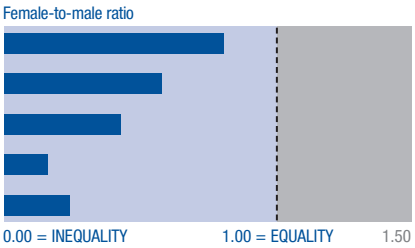
Key Indicators

Total population (millions)	30.49
Population growth (%)	1.77
GDP (US$ billions)	8.04
GDP (PPP) per capita	1,075

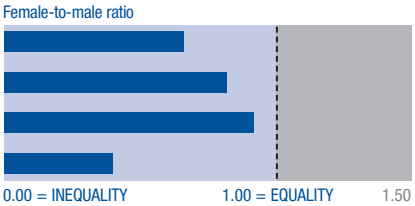


Gender Gap Subindexes

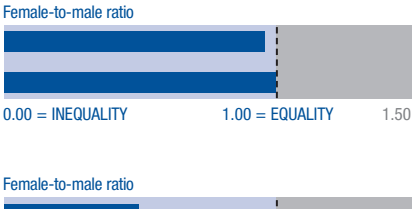
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**120**	**0.487**	**0.599**			
Labour force participation	56	0.81	0.68	66	82	0.81
Wage equality for similar work (survey)	103	0.58	0.64	—	—	0.58
Estimated earned income (PPP US$)	111	0.43	0.53	757	1,764	0.43
Legislators, senior officials and managers	95	0.16	0.25	14	86	0.16
Professional and technical workers	107	0.24	0.63	20	80	0.24



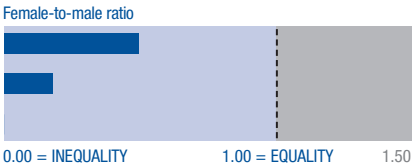
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**128**	**0.763**	**0.932**			
Literacy rate	125	0.66	0.87	48	73	0.66
Enrolment in primary education	132	0.82	0.97	64	78	0.82
Enrolment in secondary education	113	0.92	0.90	40	44	0.92
Enrolment in tertiary education	131	0.40	0.88	3	8	0.40



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**111**	**0.961**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.96
Healthy life expectancy	118	1.00	1.04	55	55	1.00



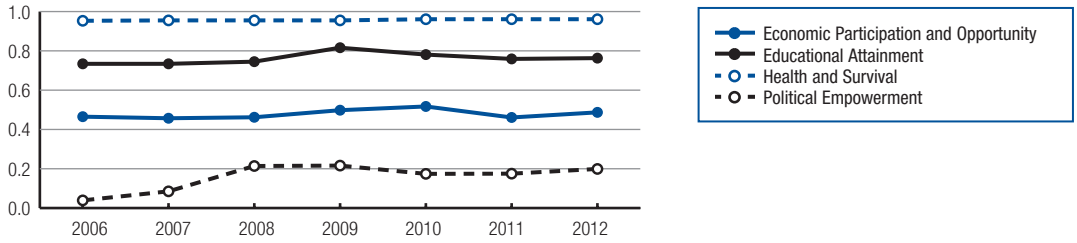
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**37**	**0.199**	**0.195**			
Women in parliament	17	0.50	0.23	33	67	0.50
Women in ministerial positions	67	0.18	0.19	15	85	0.18
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Nepal

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**123**	**0.603**	**120**	**0.487**	**128**	**0.763**	**111**	**0.961**	**37**	**0.199**
Gender Gap Index 2011 (out of 135 countries)	126	0.589	121	0.461	128	0.759	111	0.961	43	0.175
Gender Gap Index 2010 (out of 134 countries)	115	0.608	112	0.517	126	0.781	110	0.961	44	0.174
Gender Gap Index 2009 (out of 134 countries)	110	0.621	116	0.498	125	0.816	123	0.955	35	0.216
Gender Gap Index 2008 (out of 130 countries)	120	0.594	116	0.462	124	0.745	119	0.955	34	0.214
Gender Gap Index 2007 (out of 128 countries)	125	0.558	114	0.457	122	0.734	117	0.955	83	0.085
Gender Gap Index 2006 (out of 115 countries)	111	0.548	100	0.465	109	0.734	111	0.953	102	0.039

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 2
Male adult unemployment rate (% of male labour force) 3
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 14
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 27
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 4.18

Education

Female teachers, primary education (%) 40
Female teachers, secondary education (%) 15
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 8
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 19
Early marriage (% women, aged 15–19) 32
Fertility rate (births per woman) 2.70
Adolescent fertility rate (births per 1,000 girls aged 15-19) 106
Antenatal care coverage, at least one visit (%) 58
Births attended by skilled health personnel (%) 36
Maternal mortality ratio (per 100,000 live births)[4] ..... 170 [100-290]
Contraceptive prevalence, married women (%, any method) 48
Female HIV prevalence, aged 15–49 (%) 0.30
Male HIV prevalence, aged 15–49 (%) 0.50
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 41
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.50
Year women received right to vote 1951
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

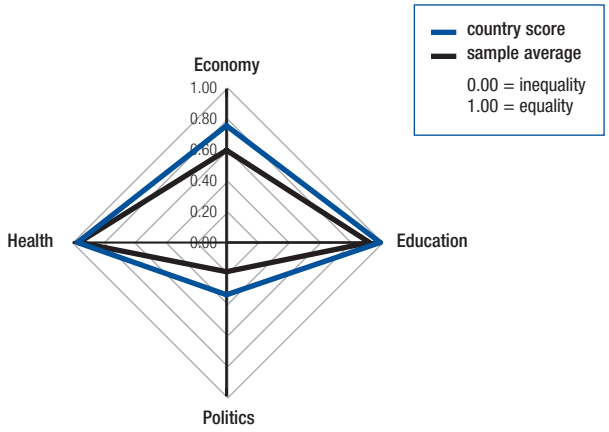
Length of maternity leave ..... 52 days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Netherlands

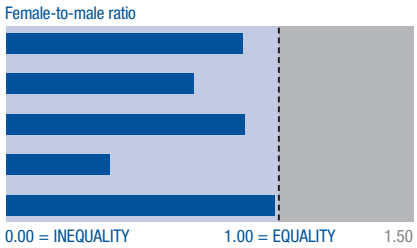
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**11**	**0.766**

Key Indicators	
Total population (millions)	16.70
Population growth (%)	0.51
GDP (US$ billions)	441.19
GDP (PPP) per capita	36,996

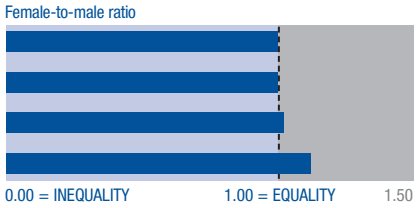


Gender Gap Subindexes

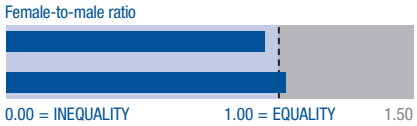
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**24**	**0.758**	**0.599**			
Labour force participation	38	0.87	0.68	74	85	0.87
Wage equality for similar work (survey)	50	0.69	0.64	—	—	0.69
Estimated earned income (PPP US$)	9	0.88	0.53	35,247	40,000	0.88
Legislators, senior officials and managers	70	0.38	0.25	27	73	0.38
Professional and technical workers	59	0.99	0.63	50	50	0.99



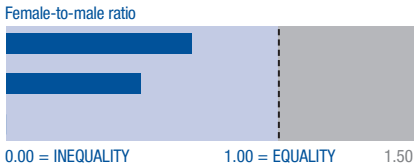
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	100	100	1.00
Enrolment in secondary education	1	1.00	0.90	88	87	1.02
Enrolment in tertiary education	1	1.00	0.88	66	59	1.12



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**94**	**0.970**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	98	1.03	1.04	74	72	1.03



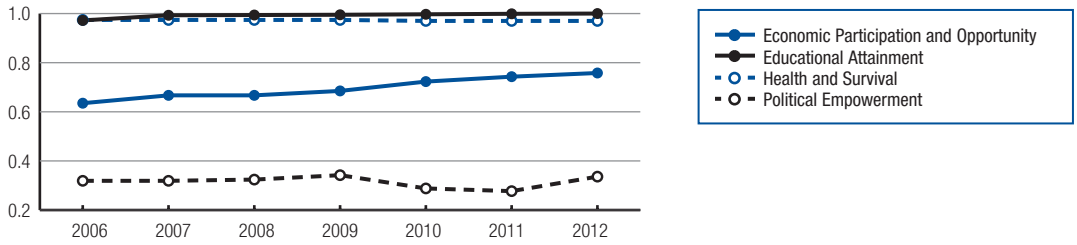
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**16**	**0.336**	**0.195**			
Women in parliament	5	0.69	0.23	41	59	0.69
Women in ministerial positions	17	0.50	0.19	33	67	0.50
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Netherlands

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**11**	**0.766**	**24**	**0.758**	**1**	**1.000**	**94**	**0.970**	**16**	**0.336**
Gender Gap Index 2011 (out of 135 countries)	15	0.747	27	0.743	32	0.999	92	0.970	26	0.277
Gender Gap Index 2010 (out of 134 countries)	17	0.744	31	0.723	39	0.997	91	0.970	25	0.288
Gender Gap Index 2009 (out of 134 countries)	11	0.749	49	0.685	51	0.995	75	0.974	10	0.342
Gender Gap Index 2008 (out of 130 countries)	9	0.740	51	0.667	59	0.994	72	0.974	12	0.324
Gender Gap Index 2007 (out of 128 countries)	12	0.738	49	0.667	44	0.993	70	0.974	11	0.319
Gender Gap Index 2006 (out of 115 countries)	12	0.725	51	0.635	73	0.972	67	0.974	10	0.319

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 5
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 48
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.96

Education

Female teachers, primary education (%) ..... —
Female teachers, secondary education (%) 49
Female teachers, tertiary education (%) 39
Female school life expectancy, primary to secondary (years) 14
Male school life expectancy, primary to secondary (years) 14

Marriage and Childbearing

Singulate mean age at marriage for women (years) 31
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.80
Adolescent fertility rate (births per 1,000 girls aged 15-19) 5
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 6 [4-7]
Contraceptive prevalence, married women (%, any method) 69
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.30
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 4
Overall population sex ratio (male/female) 0.99

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1919
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 16 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 100, up to ceiling
Provider of maternity coverage ..... Social insurance
Length of paternity leave ..... 2 days, within 4 weeks after birth
Paternity leave benefits (% of wages paid in covered period) ..... 100, no ceiling
Daycare options ..... Private daycare with and without allowance, homecare without allowance

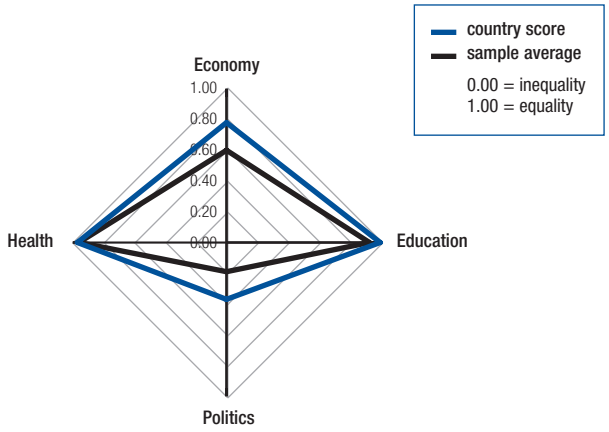
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

New Zealand

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**6**	**0.781**

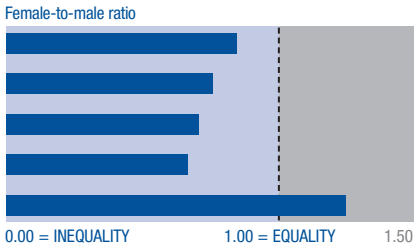
Key Indicators

Total population (millions)	4.41
Population growth (%)	1.20
GDP (US$ billions)	63.78
GDP (PPP) per capita	24,649

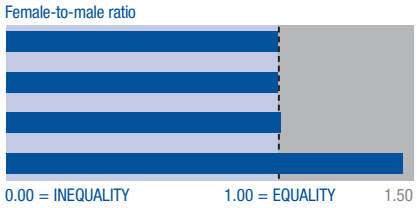


Gender Gap Subindexes

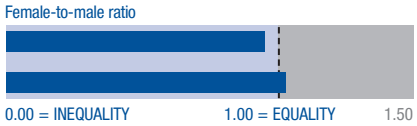
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**15**	**0.782**	**0.599**			
Labour force participation	42	0.85	0.68	72	85	0.85
Wage equality for similar work (survey)	16	0.76	0.64	—	—	0.76
Estimated earned income (PPP US$)	29	0.71	0.53	25,029	35,368	0.71
Legislators, senior officials and managers	17	0.67	0.25	40	60	0.67
Professional and technical workers	1	1.00	0.63	55	45	1.25



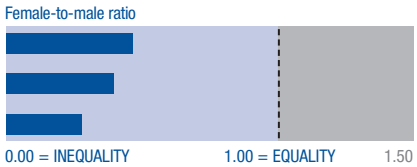
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	99	99	1.00
Enrolment in secondary education	1	1.00	0.90	95	94	1.01
Enrolment in tertiary education	1	1.00	0.88	99	67	1.46



Health and Survival	**94**	**0.970**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	98	1.03	1.04	74	72	1.03



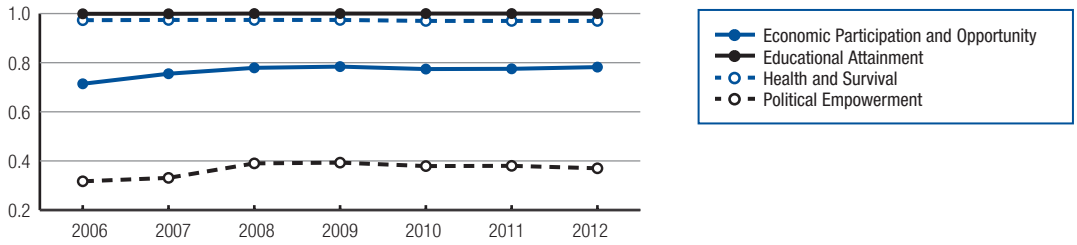
Political Empowerment	**9**	**0.370**	**0.195**			
Women in parliament	22	0.47	0.23	32	68	0.47
Women in ministerial positions	28	0.40	0.19	29	71	0.40
Years with female head of state (last 50)	9	0.28	0.17	11	39	0.28



New Zealand

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**6**	**0.781**	**15**	**0.782**	**1**	**1.000**	**94**	**0.970**	**9**	**0.370**
Gender Gap Index 2011 (out of 135 countries)	6	0.781	11	0.775	1	1.000	92	0.970	8	0.380
Gender Gap Index 2010 (out of 134 countries)	5	0.781	9	0.774	1	1.000	91	0.970	8	0.379
Gender Gap Index 2009 (out of 134 countries)	5	0.788	7	0.784	1	1.000	72	0.974	7	0.393
Gender Gap Index 2008 (out of 130 countries)	5	0.786	7	0.779	1	1.000	69	0.974	6	0.390
Gender Gap Index 2007 (out of 128 countries)	5	0.765	8	0.755	19	0.999	67	0.974	9	0.331
Gender Gap Index 2006 (out of 115 countries)	7	0.751	14	0.714	17	0.999	69	0.973	11	0.317

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 6
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 51
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 5.48

Education

Female teachers, primary education (%) 84
Female teachers, secondary education (%) 62
Female teachers, tertiary education (%) 51
Female school life expectancy, primary to secondary (years) 15
Male school life expectancy, primary to secondary (years) 14

Marriage and Childbearing

Singulate mean age at marriage for women (years) 26
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 2.20
Adolescent fertility rate (births per 1,000 girls aged 15-19) 34
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 96
Maternal mortality ratio (per 100,000 live births)[4] ..... 15 [9-26]
Contraceptive prevalence, married women (%, any method) 75
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 5
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1893
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 14 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 100, up to ceiling
Provider of maternity coverage ..... State funds (universal and social assistance system)
Length of paternity leave ..... 2 weeks; eligible male employees may also qualify for 14 weeks paid parental leave
Paternity leave benefits (% of wages paid in covered period) ..... Unpaid
Daycare options ..... Private daycare with allowance to ECE service and parents

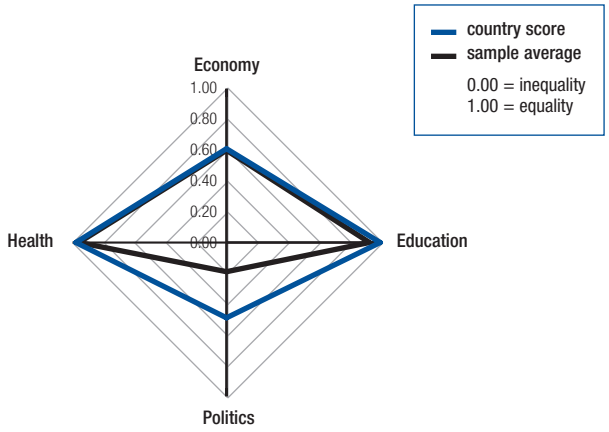
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Nicaragua

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**9**	**0.770**

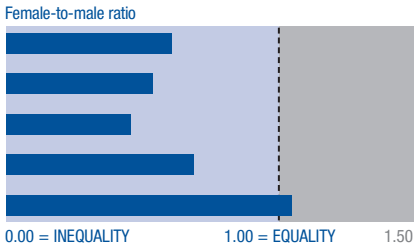
Key Indicators

Total population (millions)	5.87
Population growth (%)	1.36
GDP (US$ billions)	5.49
GDP (PPP) per capita	2,613

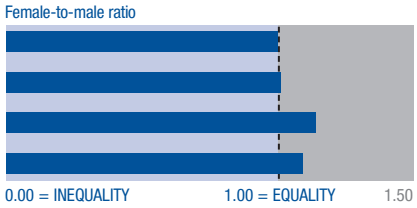


Gender Gap Subindexes

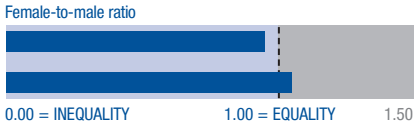
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**88**	**0.615**	**0.599**			
Labour force participation	98	0.61	0.68	50	81	0.61
Wage equality for similar work (survey)	118	0.54	0.64	—	—	0.54
Estimated earned income (PPP US$)	102	0.46	0.53	1,850	4,056	0.46
Legislators, senior officials and managers	13	0.69	0.25	41	59	0.69
Professional and technical workers	1	1.00	0.63	51	49	1.05



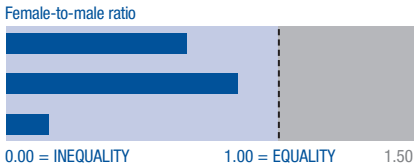
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**23**	**1.000**	**0.932**			
Literacy rate	52	1.00	0.87	78	78	1.00
Enrolment in primary education	1	1.00	0.97	93	92	1.01
Enrolment in secondary education	1	1.00	0.90	49	43	1.14
Enrolment in tertiary education	1	1.00	0.88	19	17	1.09



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**58**	**0.976**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	69	1.05	1.04	66	63	1.05



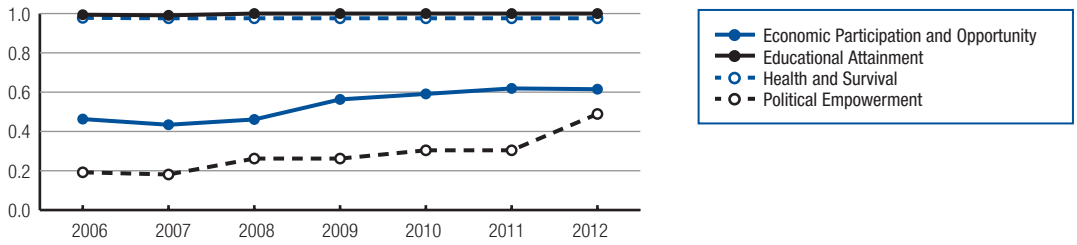
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**5**	**0.489**	**0.195**			
Women in parliament	6	0.67	0.23	40	60	0.67
Women in ministerial positions	6	0.86	0.19	46	54	0.86
Years with female head of state (last 50)	13	0.16	0.17	7	43	0.16



Nicaragua

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**9**	**0.770**	**88**	**0.615**	**23**	**1.000**	**58**	**0.976**	**5**	**0.489**
Gender Gap Index 2011 (out of 135 countries)	27	0.725	79	0.619	25	1.000	58	0.976	21	0.304
Gender Gap Index 2010 (out of 134 countries)	30	0.718	94	0.591	24	1.000	57	0.976	19	0.304
Gender Gap Index 2009 (out of 134 countries)	49	0.700	104	0.563	1	1.000	65	0.976	25	0.262
Gender Gap Index 2008 (out of 130 countries)	71	0.675	117	0.461	1	1.000	62	0.976	23	0.262
Gender Gap Index 2007 (out of 128 countries)	90	0.646	117	0.434	51	0.991	60	0.976	28	0.181
Gender Gap Index 2006 (out of 115 countries)	62	0.657	101	0.463	40	0.994	50	0.978	25	0.192

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 5
Male adult unemployment rate (% of male labour force) 5
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 38
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 62
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] 3.90

Education

Female teachers, primary education (%) 77
Female teachers, secondary education (%) 55
Female teachers, tertiary education (%) 46
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 21
Early marriage (% women, aged 15–19) 28
Fertility rate (births per woman) 2.60
Adolescent fertility rate (births per 1,000 girls aged 15-19) 109
Antenatal care coverage, at least one visit (%) 90
Births attended by skilled health personnel (%) 74
Maternal mortality ratio (per 100,000 live births)[4] ..... 95 [54-170]
Contraceptive prevalence, married women (%, any method) 72
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.30
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 23
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] ..... —
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1950
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 60
Provider of maternity coverage ..... Social security; employer, if mother not entitled to social security benefits
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

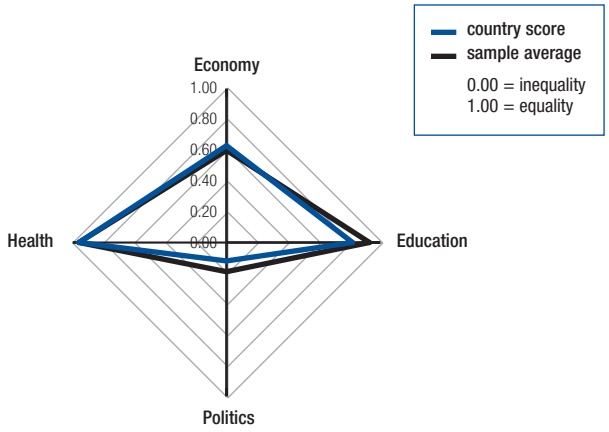
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Nigeria

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**110**	**0.631**

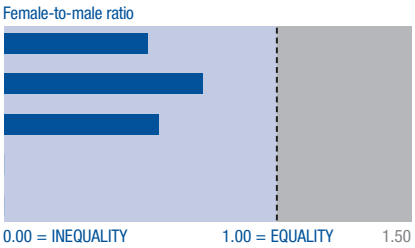
Key Indicators

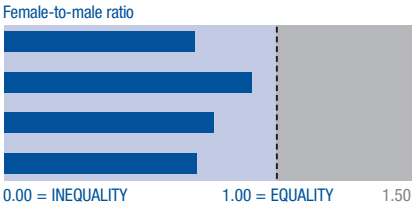
Total population (millions)	162.47
Population growth (%)	2.52
GDP (US$ billions)	86.28
GDP (PPP) per capita	2,152

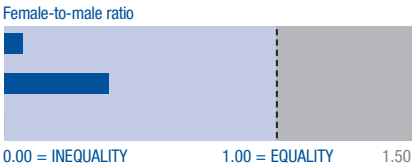


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**81**	**0.630**	**0.599**			
Labour force participation	115	0.53	0.68	40	75	0.53
Wage equality for similar work (survey)	33	0.73	0.64	—	—	0.73
Estimated earned income (PPP US$)	74	0.57	0.53	1,841	3,206	0.57
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—
Educational Attainment	**124**	**0.816**	**0.932**			
Literacy rate	122	0.70	0.87	50	72	0.70
Enrolment in primary education	124	0.91	0.97	55	60	0.91
Enrolment in secondary education	124	0.77	0.90	22	29	0.77
Enrolment in tertiary education	113	0.71	0.88	9	12	0.71
Health and Survival	**121**	**0.961**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	118	1.00	1.04	42	42	1.00
Political Empowerment	**83**	**0.119**	**0.195**			
Women in parliament	120	0.07	0.23	7	93	0.07
Women in ministerial positions	29	0.39	0.19	28	72	0.39
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



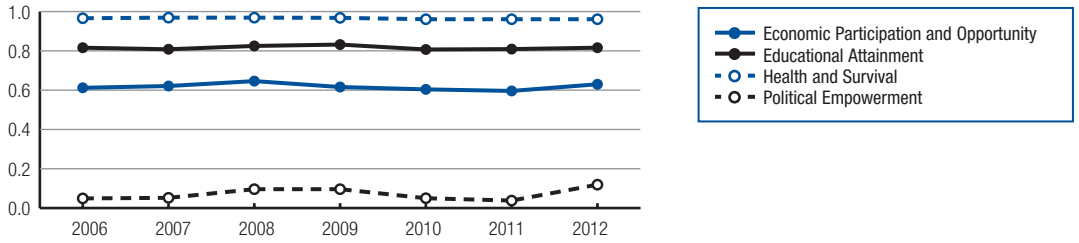




Nigeria

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**110**	**0.631**	**81**	**0.630**	**124**	**0.816**	**121**	**0.961**	**83**	**0.119**
Gender Gap Index 2011 (out of 135 countries)	120	0.601	93	0.596	125	0.809	121	0.961	121	0.038
Gender Gap Index 2010 (out of 134 countries)	118	0.606	86	0.604	124	0.807	120	0.961	111	0.050
Gender Gap Index 2009 (out of 134 countries)	108	0.628	83	0.616	123	0.832	109	0.968	89	0.096
Gender Gap Index 2008 (out of 130 countries)	102	0.634	64	0.646	120	0.825	101	0.969	84	0.096
Gender Gap Index 2007 (out of 128 countries)	107	0.612	72	0.621	118	0.808	100	0.969	106	0.052
Gender Gap Index 2006 (out of 115 countries)	94	0.610	59	0.612	104	0.816	99	0.966	99	0.049

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 4
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 21
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 20
Women's access to land ownership[2] 0.50
Women's access to credit[2] 1.00
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.99

Education

Female teachers, primary education (%) 48
Female teachers, secondary education (%) 46
Female teachers, tertiary education (%) 17
Female school life expectancy, primary to secondary (years) 7
Male school life expectancy, primary to secondary (years) 8

Marriage and Childbearing

Singulate mean age at marriage for women (years) 21
Early marriage (% women, aged 15–19) 33
Fertility rate (births per woman) 5.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 123
Antenatal care coverage, at least one visit (%) 53
Births attended by skilled health personnel (%) 34
Maternal mortality ratio (per 100,000 live births)[4] ..... 630 [370-1200]
Contraceptive prevalence, married women (%, any method) 15
Female HIV prevalence, aged 15–49 (%) 4.40
Male HIV prevalence, aged 15–49 (%) 2.90
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 88
Overall population sex ratio (male/female) 1.03

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.30
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.50
Year women received right to vote 1958
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

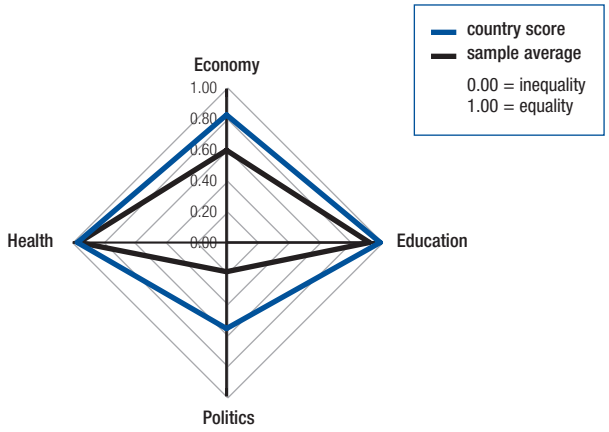
Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 50
Provider of maternity coverage ..... Employer
Length of paternity leave ..... No
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Public and private daycare assistance without allowance

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

Norway

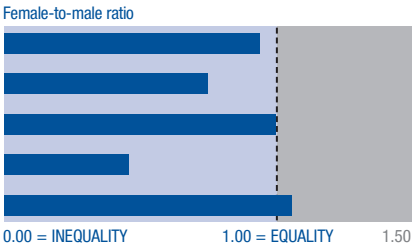
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**3**	**0.840**

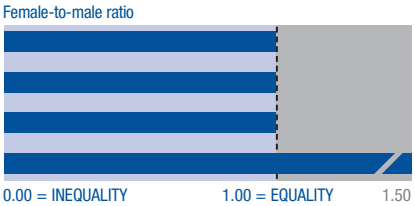
Key Indicators	
Total population (millions)	4.95
Population growth (%)	1.25
GDP (US$ billions)	195.42
GDP (PPP) per capita	46,908

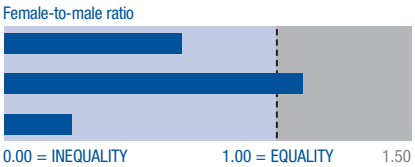


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**4**	**0.830**	**0.599**			
Labour force participation	9	0.94	0.68	76	81	0.94
Wage equality for similar work (survey)	21	0.75	0.64	—	—	0.75
Estimated earned income (PPP US$)	1	1.00	0.53	40,000	40,000	1.00
Legislators, senior officials and managers	50	0.46	0.25	31	69	0.46
Professional and technical workers	1	1.00	0.63	51	49	1.06
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	99	99	1.00
Enrolment in secondary education	1	1.00	0.90	94	94	1.00
Enrolment in tertiary education	1	1.00	0.88	93	57	1.63
Health and Survival	**94**	**0.970**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	98	1.03	1.04	74	72	1.03
Political Empowerment	**3**	**0.562**	**0.195**			
Women in parliament	8	0.66	0.23	40	60	0.66
Women in ministerial positions	1	1.00	0.19	53	47	1.11
Years with female head of state (last 50)	10	0.25	0.17	10	40	0.25



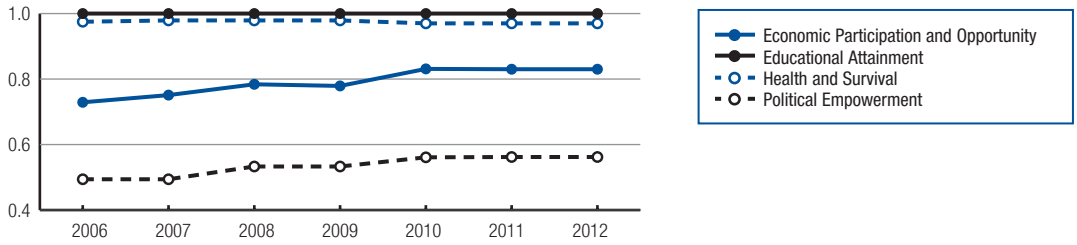




Norway

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**3**	**0.840**	**4**	**0.830**	**1**	**1.000**	**94**	**0.970**	**3**	**0.562**
Gender Gap Index 2011 (out of 135 countries)	2	0.840	5	0.830	1	1.000	92	0.970	3	0.562
Gender Gap Index 2010 (out of 134 countries)	2	0.840	3	0.831	1	1.000	91	0.970	3	0.561
Gender Gap Index 2009 (out of 134 countries)	3	0.823	8	0.779	26	1.000	56	0.979	3	0.533
Gender Gap Index 2008 (out of 130 countries)	1	0.824	6	0.784	1	1.000	53	0.979	2	0.533
Gender Gap Index 2007 (out of 128 countries)	2	0.806	10	0.751	17	1.000	51	0.979	3	0.494
Gender Gap Index 2006 (out of 115 countries)	2	0.799	11	0.729	15	1.000	61	0.975	2	0.494

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 3
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 49
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 5.81

Education

Female teachers, primary education (%) ..... —
Female teachers, secondary education (%) ..... —
Female teachers, tertiary education (%) 36
Female school life expectancy, primary to secondary (years) 14
Male school life expectancy, primary to secondary (years) 14

Marriage and Childbearing

Singulate mean age at marriage for women (years) 32
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.90
Adolescent fertility rate (births per 1,000 girls aged 15-19) 9
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 7 [4-12]
Contraceptive prevalence, married women (%, any method) 88
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.20
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 3
Overall population sex ratio (male/female) 1.00

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1913
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 46 or 56 weeks; mother must take at least 3 weeks immediately before birth and 9 weeks immediately after birth
Maternity leave benefits (% of wages paid in covered period) ..... Parental benefits are paid either at 100 for 46 weeks or at 80 for 56 weeks
Provider of maternity coverage ..... Social insurance
Length of paternity leave ..... 12 weeks after birth for babies born after 1 July 2011 (father's quota)
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... Public daycare with allowance

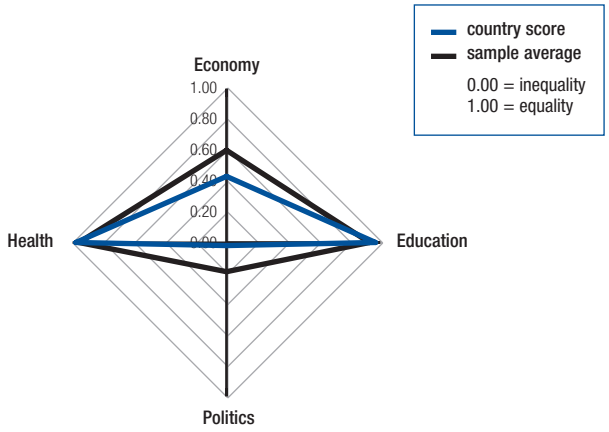
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Oman

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**125**	**0.599**

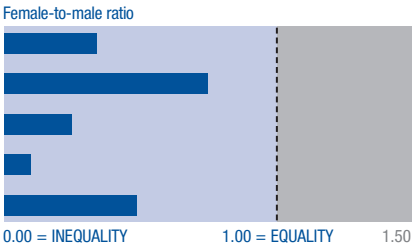
Key Indicators

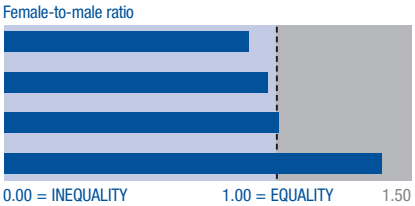
Total population (millions)	2.85
Population growth (%)	2.56
GDP (US$ billions)	30.35
GDP (PPP) per capita	24,226

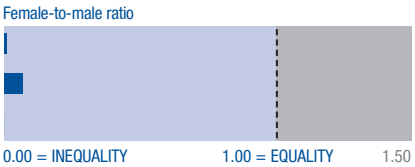


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**127**	**0.428**	**0.599**			
Labour force participation	127	0.34	0.68	27	79	0.34
Wage equality for similar work (survey)	20	0.75	0.64	—	—	0.75
Estimated earned income (PPP US$)	128	0.25	0.53	9,804	40,000	0.25
Legislators, senior officials and managers	105	0.10	0.25	9	91	0.10
Professional and technical workers	99	0.49	0.63	33	67	0.49
Educational Attainment	**96**	**0.968**	**0.932**			
Literacy rate	102	0.90	0.87	81	90	0.90
Enrolment in primary education	116	0.97	0.97	92	95	0.97
Enrolment in secondary education	1	1.00	0.90	90	89	1.01
Enrolment in tertiary education	1	1.00	0.88	29	21	1.39
Health and Survival	**62**	**0.976**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	72	1.05	1.04	67	64	1.05
Political Empowerment	**129**	**0.022**	**0.195**			
Women in parliament	129	0.01	0.23	1	99	0.01
Women in ministerial positions	112	0.07	0.19	7	93	0.07
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



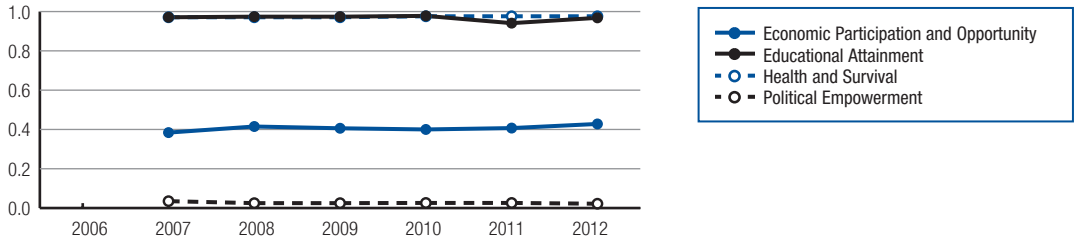




Oman

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**125**	**0.599**	**127**	**0.428**	**96**	**0.968**	**62**	**0.976**	**129**	**0.022**
Gender Gap Index 2011 (out of 135 countries)	127	0.587	130	0.407	99	0.941	62	0.976	129	0.026
Gender Gap Index 2010 (out of 134 countries)	122	0.595	129	0.400	90	0.978	61	0.976	128	0.026
Gender Gap Index 2009 (out of 134 countries)	123	0.594	128	0.406	93	0.974	95	0.971	128	0.025
Gender Gap Index 2008 (out of 130 countries)	118	0.596	122	0.415	89	0.974	90	0.971	123	0.025
Gender Gap Index 2007 (out of 128 countries)	119	0.590	125	0.384	83	0.971	89	0.971	119	0.035
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) ..... —
Male adult unemployment rate (% of male labour force) ..... —
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 22
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.99

Education

Female teachers, primary education (%) 64
Female teachers, secondary education (%) 58
Female teachers, tertiary education (%) 37
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 25
Early marriage (% women, aged 15–19) 4
Fertility rate (births per woman) 2.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 14
Antenatal care coverage, at least one visit (%) 99
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 32 [19-51]
Contraceptive prevalence, married women (%, any method) 32
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 8
Overall population sex ratio (male/female) 1.44

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 1.00
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 1.00
Year women received right to vote 1994, 2003
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... —
Maternity leave benefits (% of wages paid in covered period) ..... —
Provider of maternity coverage ..... —
Length of paternity leave ..... No
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Private daycare assistance without allowance

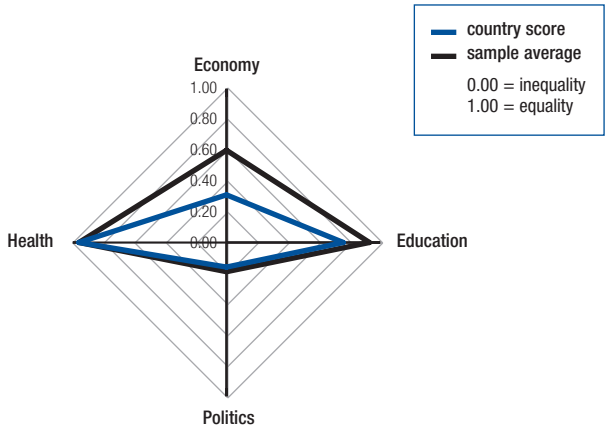
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Pakistan

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**134**	**0.548**

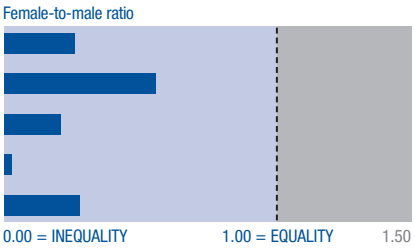
Key Indicators

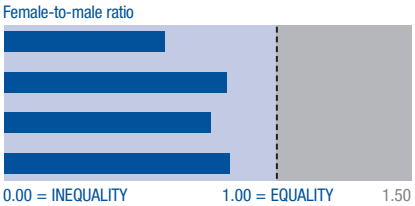
Total population (millions)	176.75
Population growth (%)	1.80
GDP (US$ billions)	116.06
GDP (PPP) per capita	2,411

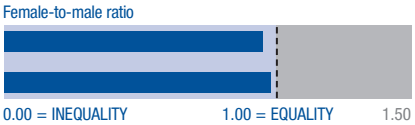


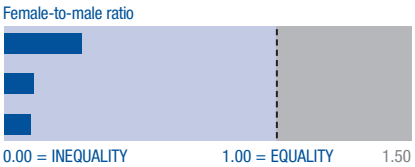
Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**134**	**0.310**	**0.599**			
Labour force participation	134	0.26	0.68	22	88	0.26
Wage equality for similar work (survey)	110	0.56	0.64	—	—	0.56
Estimated earned income (PPP US$)	131	0.21	0.53	940	4,528	0.21
Legislators, senior officials and managers	112	0.03	0.25	3	97	0.03
Professional and technical workers	105	0.28	0.63	22	78	0.28
Educational Attainment	**129**	**0.762**	**0.932**			
Literacy rate	131	0.59	0.87	40	69	0.59
Enrolment in primary education	133	0.82	0.97	67	81	0.82
Enrolment in secondary education	126	0.76	0.90	29	38	0.76
Enrolment in tertiary education	105	0.83	0.88	5	6	0.83
Health and Survival	**123**	**0.956**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	131	0.98	1.04	55	56	0.98
Political Empowerment	**52**	**0.164**	**0.195**			
Women in parliament	50	0.29	0.23	23	78	0.29
Women in ministerial positions	97	0.11	0.19	10	90	0.11
Years with female head of state (last 50)	20	0.10	0.17	5	45	0.10





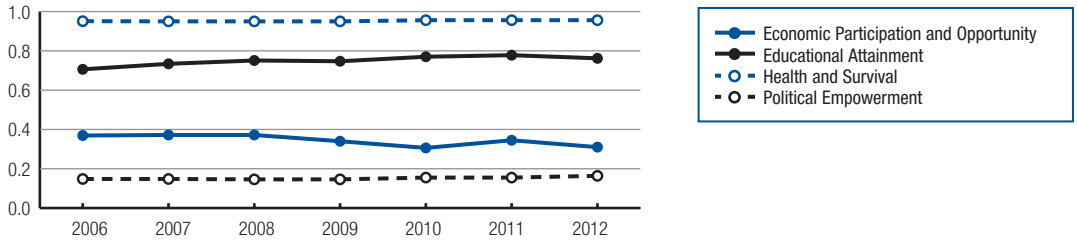




Pakistan

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**134**	**0.548**	**134**	**0.310**	**129**	**0.762**	**123**	**0.956**	**52**	**0.164**
Gender Gap Index 2011 (out of 135 countries)	133	0.558	134	0.345	127	0.778	123	0.956	54	0.155
Gender Gap Index 2010 (out of 134 countries)	132	0.546	133	0.306	127	0.770	122	0.956	52	0.155
Gender Gap Index 2009 (out of 134 countries)	132	0.546	132	0.340	128	0.747	128	0.950	55	0.146
Gender Gap Index 2008 (out of 130 countries)	127	0.555	128	0.372	123	0.751	123	0.950	50	0.146
Gender Gap Index 2007 (out of 128 countries)	126	0.551	126	0.372	123	0.734	121	0.950	43	0.148
Gender Gap Index 2006 (out of 115 countries)	112	0.543	112	0.369	110	0.706	112	0.951	37	0.148

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 9
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 13
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 7
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 4.09

Education

Female teachers, primary education (%) 48
Female teachers, secondary education (%) 51
Female teachers, tertiary education (%) 37
Female school life expectancy, primary to secondary (years) 6
Male school life expectancy, primary to secondary (years) 8

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 16
Fertility rate (births per woman) 3.40
Adolescent fertility rate (births per 1,000 girls aged 15-19) 16
Antenatal care coverage, at least one visit (%) 64
Births attended by skilled health personnel (%) 45
Maternal mortality ratio (per 100,000 live births)[4] ..... 260 [150-500]
Contraceptive prevalence, married women (%, any method) 27
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 70
Overall population sex ratio (male/female) 1.03

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.75
Year women received right to vote 1956
Quota type ..... Reserved seats
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

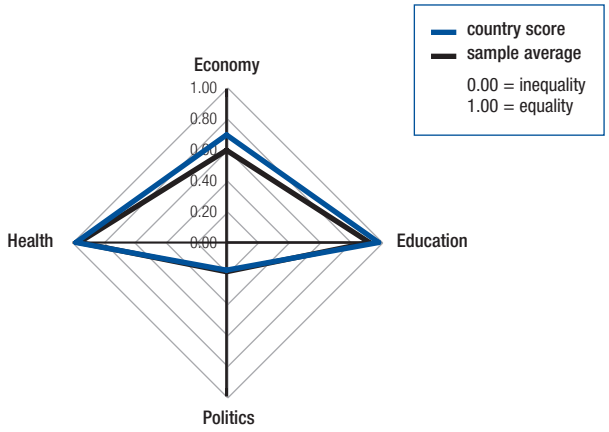
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Panama

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**40**	**0.712**

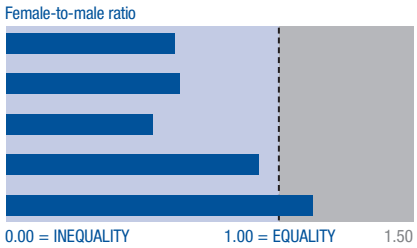
Key Indicators

Total population (millions)	3.57
Population growth (%)	1.57
GDP (US$ billions)	20.75
GDP (PPP) per capita	12,206

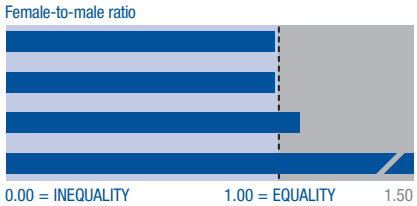


Gender Gap Subindexes

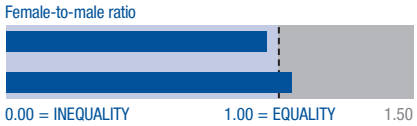
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**48**	**0.700**	**0.599**			
Labour force participation	97	0.62	0.68	53	85	0.62
Wage equality for similar work (survey)	82	0.64	0.64	—	—	0.64
Estimated earned income (PPP US$)	83	0.54	0.53	11,027	20,295	0.54
Legislators, senior officials and managers	5	0.93	0.25	48	52	0.93
Professional and technical workers	1	1.00	0.63	53	47	1.13



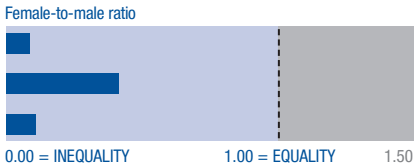
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**62**	**0.993**	**0.932**			
Literacy rate	68	0.99	0.87	93	95	0.99
Enrolment in primary education	95	0.99	0.97	97	99	0.99
Enrolment in secondary education	1	1.00	0.90	72	66	1.08
Enrolment in tertiary education	1	1.00	0.88	54	35	1.53



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**64**	**0.975**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.96
Healthy life expectancy	74	1.05	1.04	68	65	1.05



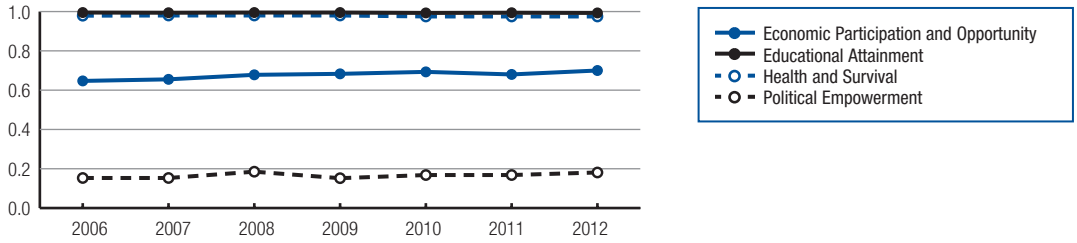
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**44**	**0.181**	**0.195**			
Women in parliament	114	0.09	0.23	9	92	0.09
Women in ministerial positions	25	0.42	0.19	29	71	0.42
Years with female head of state (last 50)	18	0.11	0.17	5	45	0.11



Panama

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**40**	**0.712**	**48**	**0.700**	**62**	**0.993**	**64**	**0.975**	**44**	**0.181**
Gender Gap Index 2011 (out of 135 countries)	40	0.704	51	0.680	54	0.994	65	0.975	47	0.168
Gender Gap Index 2010 (out of 134 countries)	39	0.707	47	0.693	55	0.993	65	0.975	48	0.168
Gender Gap Index 2009 (out of 134 countries)	43	0.702	51	0.683	52	0.995	1	0.980	52	0.152
Gender Gap Index 2008 (out of 130 countries)	34	0.710	49	0.678	54	0.995	1	0.980	38	0.185
Gender Gap Index 2007 (out of 128 countries)	38	0.695	54	0.655	40	0.994	1	0.980	40	0.153
Gender Gap Index 2006 (out of 115 countries)	31	0.693	44	0.647	35	0.995	47	0.979	35	0.153

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 9
Male adult unemployment rate (% of male labour force) 5
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 43
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 25
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.94

Education

Female teachers, primary education (%) 76
Female teachers, secondary education (%) 59
Female teachers, tertiary education (%) 47
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 22
Early marriage (% women, aged 15–19) 22
Fertility rate (births per woman) 2.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 87
Antenatal care coverage, at least one visit (%) 96
Births attended by skilled health personnel (%) 89
Maternal mortality ratio (per 100,000 live births)[4] ..... 92 [75-110]
Contraceptive prevalence, married women (%, any method) 58
Female HIV prevalence, aged 15–49 (%) 0.60
Male HIV prevalence, aged 15–49 (%) 1.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 17
Overall population sex ratio (male/female) 1.02

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.00
Year women received right to vote 1941, 1946
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 14 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social Insurance Fund, employer if mother not entitled to social security benefits
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

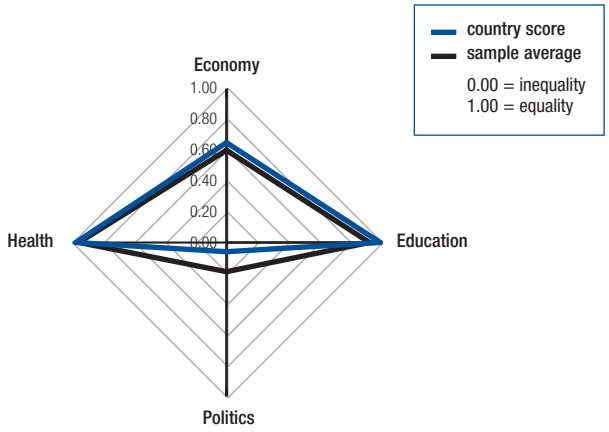
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Paraguay

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**83**	**0.671**

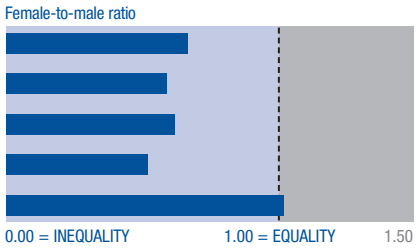
Key Indicators

Total population (millions)	6.57
Population growth (%)	1.76
GDP (US$ billions)	10.46
GDP (PPP) per capita	4,648

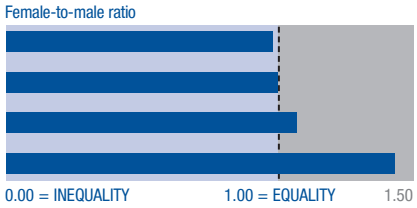


Gender Gap Subindexes

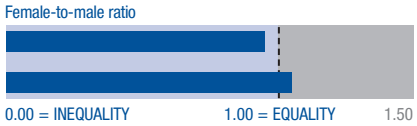
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**71**	**0.651**	**0.599**			
Labour force participation	90	0.67	0.68	59	88	0.67
Wage equality for similar work (survey)	100	0.59	0.64	—	—	0.59
Estimated earned income (PPP US$)	54	0.62	0.53	4,146	6,669	0.62
Legislators, senior officials and managers	37	0.52	0.25	34	66	0.52
Professional and technical workers	1	1.00	0.63	50	50	1.02



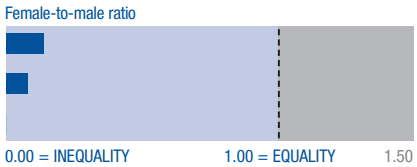
Educational Attainment	**44**	**0.995**	**0.932**			
Literacy rate	72	0.98	0.87	93	95	0.98
Enrolment in primary education	70	1.00	0.97	85	85	1.00
Enrolment in secondary education	1	1.00	0.90	62	58	1.07
Enrolment in tertiary education	1	1.00	0.88	43	30	1.43



Health and Survival	**58**	**0.976**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	69	1.05	1.04	66	63	1.05



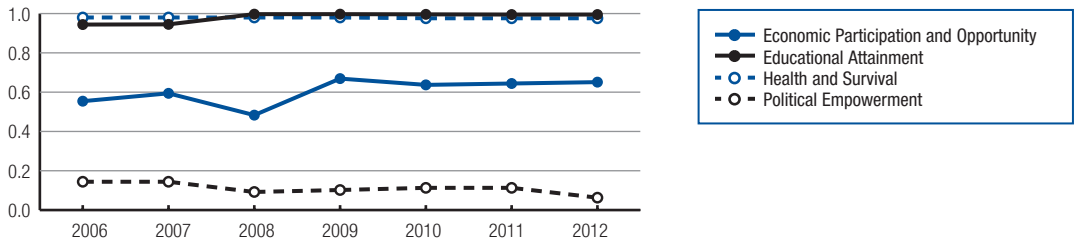
Political Empowerment	**115**	**0.063**	**0.195**			
Women in parliament	93	0.14	0.23	13	88	0.14
Women in ministerial positions	109	0.08	0.19	7	93	0.08
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Paraguay

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**83**	**0.671**	**71**	**0.651**	**44**	**0.995**	**58**	**0.976**	**115**	**0.063**
Gender Gap Index 2011 (out of 135 countries)	67	0.682	69	0.644	46	0.995	58	0.976	73	0.113
Gender Gap Index 2010 (out of 134 countries)	69	0.680	71	0.637	45	0.996	57	0.976	75	0.113
Gender Gap Index 2009 (out of 134 countries)	66	0.687	58	0.669	40	0.997	1	0.980	85	0.102
Gender Gap Index 2008 (out of 130 countries)	100	0.638	111	0.483	38	0.997	1	0.980	89	0.092
Gender Gap Index 2007 (out of 128 countries)	69	0.666	83	0.594	95	0.945	1	0.980	45	0.144
Gender Gap Index 2006 (out of 115 countries)	64	0.656	80	0.554	83	0.944	1	0.980	38	0.144

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 8
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 40
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 52
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 4.15

Education

Female teachers, primary education (%) 72
Female teachers, secondary education (%) 62
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 12
Fertility rate (births per woman) 3.00
Adolescent fertility rate (births per 1,000 girls aged 15-19) 65
Antenatal care coverage, at least one visit (%) 96
Births attended by skilled health personnel (%) 85
Maternal mortality ratio (per 100,000 live births)[4] ..... 99 [60-160]
Contraceptive prevalence, married women (%, any method) 79
Female HIV prevalence, aged 15–49 (%) 0.20
Male HIV prevalence, aged 15–49 (%) 0.40
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 21
Overall population sex ratio (male/female) 1.02

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1961
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

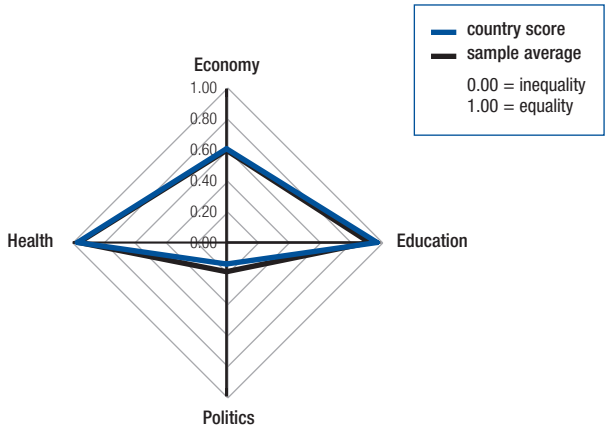
Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 50 for 9 weeks coverage
Provider of maternity coverage ..... Social security
Length of paternity leave ..... 3 days
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... Public and private daycare assistance with allowance, private daycare assistance without allowance

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

Peru

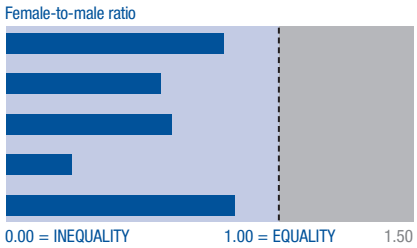
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**78**	**0.674**

Key Indicators	
Total population (millions)	29.40
Population growth (%)	1.08
GDP (US$ billions)	92.47
GDP (PPP) per capita	8,555

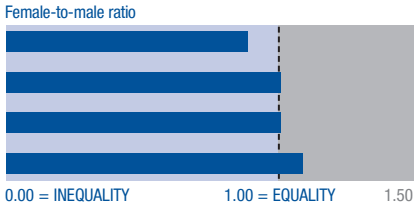


Gender Gap Subindexes

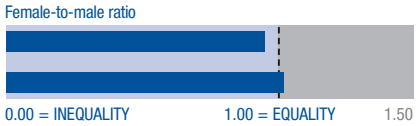
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**91**	**0.610**	**0.599**			
Labour force participation	59	0.80	0.68	62	78	0.80
Wage equality for similar work (survey)	105	0.57	0.64	—	—	0.57
Estimated earned income (PPP US$)	61	0.61	0.53	7,833	12,791	0.61
Legislators, senior officials and managers	86	0.24	0.25	19	81	0.24
Professional and technical workers	77	0.84	0.63	46	54	0.84



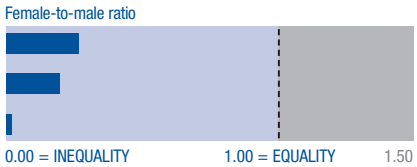
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**88**	**0.980**	**0.932**			
Literacy rate	103	0.89	0.87	85	95	0.89
Enrolment in primary education	1	1.00	0.97	96	95	1.01
Enrolment in secondary education	1	1.00	0.90	78	77	1.01
Enrolment in tertiary education	1	1.00	0.88	45	41	1.09



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**109**	**0.966**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	116	1.02	1.04	67	66	1.02



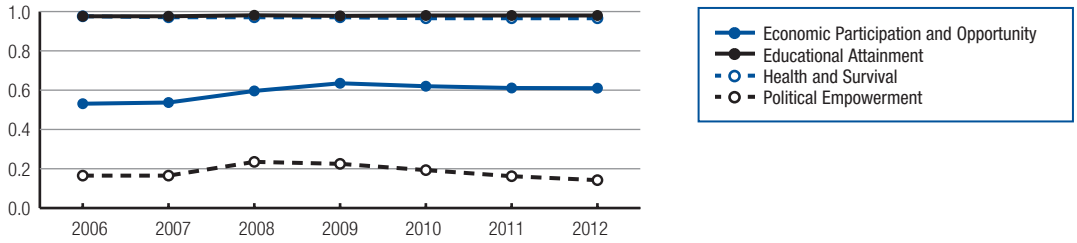
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**65**	**0.142**	**0.195**			
Women in parliament	56	0.27	0.23	22	79	0.27
Women in ministerial positions	61	0.20	0.19	17	83	0.20
Years with female head of state (last 50)	44	0.02	0.17	1	49	0.02



Peru

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**78**	**0.674**	**91**	**0.610**	**88**	**0.980**	**109**	**0.966**	**65**	**0.142**
Gender Gap Index 2011 (out of 135 countries)	73	0.680	85	0.611	88	0.980	108	0.966	50	0.162
Gender Gap Index 2010 (out of 134 countries)	60	0.690	81	0.620	89	0.980	107	0.966	37	0.193
Gender Gap Index 2009 (out of 134 countries)	44	0.702	76	0.635	89	0.978	91	0.971	33	0.225
Gender Gap Index 2008 (out of 130 countries)	48	0.696	83	0.596	84	0.981	86	0.971	29	0.235
Gender Gap Index 2007 (out of 128 countries)	75	0.662	103	0.537	80	0.976	85	0.971	34	0.165
Gender Gap Index 2006 (out of 115 countries)	60	0.662	86	0.531	71	0.976	58	0.976	31	0.165

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 9
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 38
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 29
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 4.19

Education

Female teachers, primary education (%) 66
Female teachers, secondary education (%) 44
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 25
Early marriage (% women, aged 15–19) 12
Fertility rate (births per woman) 2.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 69
Antenatal care coverage, at least one visit (%) 95
Births attended by skilled health personnel (%) 84
Maternal mortality ratio (per 100,000 live births)[4] ..... 67 [42-110]
Contraceptive prevalence, married women (%, any method) 73
Female HIV prevalence, aged 15–49 (%) 0.20
Male HIV prevalence, aged 15–49 (%) 0.60
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 15
Overall population sex ratio (male/female) 1.00

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1955
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 90 days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security system
Length of paternity leave ..... 4 consecutive working days between childbirth and date when mother/newborn are discharged from medical center
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... Public daycare assistance with allowance, private daycare assistance with and without allowance

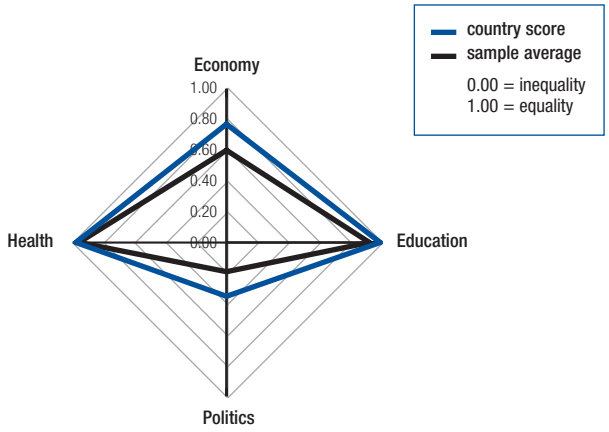
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Philippines

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**8**	**0.776**

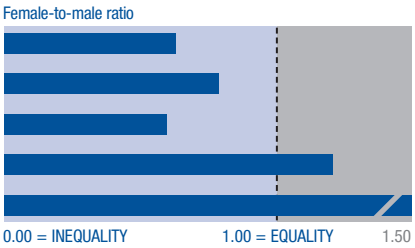
Key Indicators

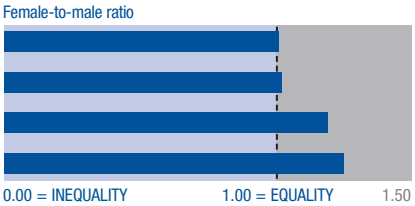
Total population (millions)	94.85
Population growth (%)	1.68
GDP (US$ billions)	129.02
GDP (PPP) per capita	3,560

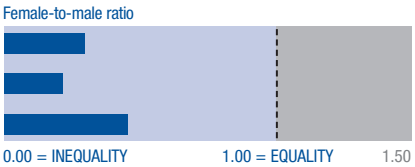


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**17**	**0.772**	**0.599**			
Labour force participation	94	0.63	0.68	51	80	0.63
Wage equality for similar work (survey)	6	0.79	0.64	—	—	0.79
Estimated earned income (PPP US$)	69	0.60	0.53	3,092	5,181	0.60
Legislators, senior officials and managers	1	1.00	0.25	55	45	1.21
Professional and technical workers	1	1.00	0.63	62	38	1.64
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	96	95	1.01
Enrolment in primary education	1	1.00	0.97	89	88	1.02
Enrolment in secondary education	1	1.00	0.90	67	56	1.19
Enrolment in tertiary education	1	1.00	0.88	32	26	1.25
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	64	59	1.08
Political Empowerment	**14**	**0.352**	**0.195**			
Women in parliament	48	0.30	0.23	23	77	0.30
Women in ministerial positions	54	0.22	0.19	18	82	0.22
Years with female head of state (last 50)	6	0.46	0.17	16	34	0.46



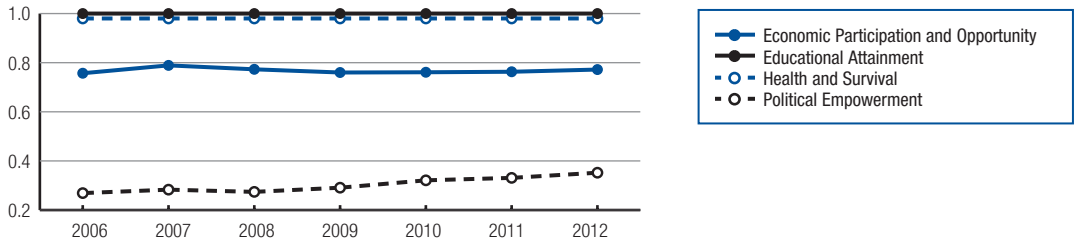




Philippines

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**8**	**0.776**	**17**	**0.772**	**1**	**1.000**	**1**	**0.980**	**14**	**0.352**
Gender Gap Index 2011 (out of 135 countries)	8	0.769	15	0.763	1	1.000	1	0.980	16	0.331
Gender Gap Index 2010 (out of 134 countries)	9	0.765	13	0.761	1	1.000	1	0.980	17	0.321
Gender Gap Index 2009 (out of 134 countries)	9	0.758	11	0.760	1	1.000	1	0.980	19	0.291
Gender Gap Index 2008 (out of 130 countries)	6	0.757	8	0.773	1	1.000	1	0.980	22	0.274
Gender Gap Index 2007 (out of 128 countries)	6	0.763	2	0.789	1	1.000	1	0.980	14	0.283
Gender Gap Index 2006 (out of 115 countries)	6	0.752	4	0.757	1	1.000	1	0.980	16	0.269

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 8
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 42
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 69
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 5.86

Education

Female teachers, primary education (%) 90
Female teachers, secondary education (%) 76
Female teachers, tertiary education (%) 56
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 9
Fertility rate (births per woman) 3.10
Adolescent fertility rate (births per 1,000 girls aged 15-19) 53
Antenatal care coverage, at least one visit (%) 91
Births attended by skilled health personnel (%) 62
Maternal mortality ratio (per 100,000 live births)[4] ..... 99 [66-140]
Contraceptive prevalence, married women (%, any method) 51
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) ..... <0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 23
Overall population sex ratio (male/female) 1.01

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1937
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

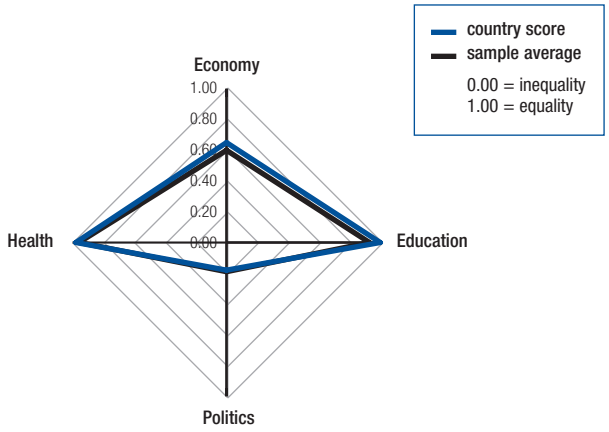
Length of maternity leave ..... 6 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security or employer
Length of paternity leave ..... 1 week after legitimate wife's childbirth
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... Public daycare without allowance

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

Poland

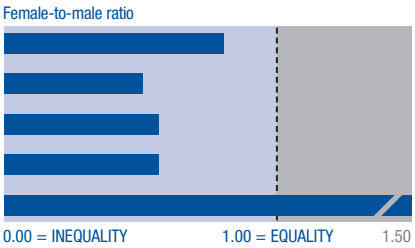
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**53**	**0.702**

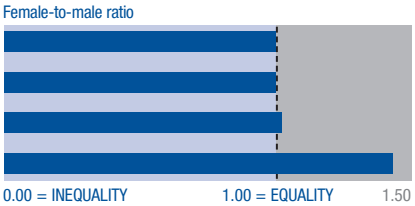
Key Indicators	
Total population (millions)	38.22
Population growth (%)	0.08
GDP (US$ billions)	251.09
GDP (PPP) per capita	17,352

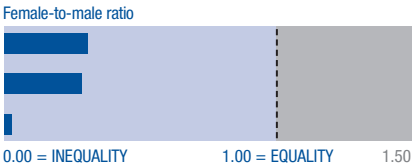


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**72**	**0.650**	**0.599**			
Labour force participation	55	0.81	0.68	56	70	0.81
Wage equality for similar work (survey)	123	0.51	0.64	—	—	0.51
Estimated earned income (PPP US$)	75	0.57	0.53	15,666	27,310	0.57
Legislators, senior officials and managers	29	0.57	0.25	36	64	0.57
Professional and technical workers	1	1.00	0.63	60	40	1.52
Educational Attainment	**34**	**0.998**	**0.932**			
Literacy rate	56	1.00	0.87	99	100	1.00
Enrolment in primary education	76	1.00	0.97	96	96	1.00
Enrolment in secondary education	1	1.00	0.90	92	90	1.02
Enrolment in tertiary education	1	1.00	0.88	83	58	1.43
Health and Survival	**34**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	1	1.06	1.04	70	64	1.09
Political Empowerment	**46**	**0.179**	**0.195**			
Women in parliament	44	0.31	0.23	24	76	0.31
Women in ministerial positions	42	0.29	0.19	22	78	0.29
Years with female head of state (last 50)	39	0.03	0.17	1	49	0.03



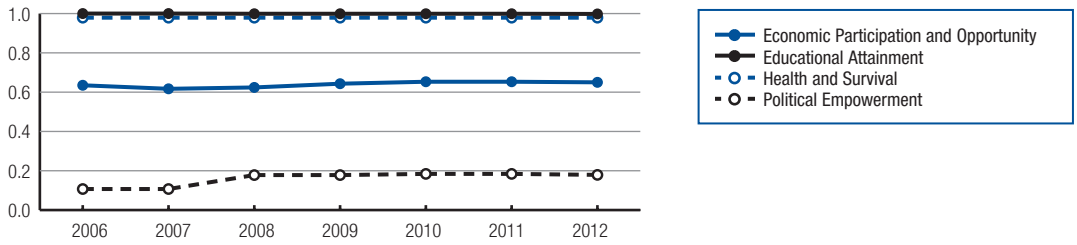




Poland

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**53**	**0.702**	**72**	**0.650**	**34**	**0.998**	**34**	**0.979**	**46**	**0.179**
Gender Gap Index 2011 (out of 135 countries)	42	0.704	65	0.653	28	0.999	48	0.979	40	0.184
Gender Gap Index 2010 (out of 134 countries)	43	0.704	63	0.653	29	0.999	46	0.979	41	0.184
Gender Gap Index 2009 (out of 134 countries)	50	0.700	71	0.643	33	0.999	41	0.979	40	0.178
Gender Gap Index 2008 (out of 130 countries)	49	0.695	73	0.624	30	0.999	38	0.979	39	0.178
Gender Gap Index 2007 (out of 128 countries)	60	0.676	74	0.617	1	1.000	37	0.979	63	0.107
Gender Gap Index 2006 (out of 115 countries)	44	0.680	50	0.635	13	1.000	36	0.979	58	0.107

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 10
Male adult unemployment rate (% of male labour force) 9
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 48
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 48
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 3.92

Education

Female teachers, primary education (%) 84
Female teachers, secondary education (%) 70
Female teachers, tertiary education (%) 43
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 25
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.40
Adolescent fertility rate (births per 1,000 girls aged 15-19) 16
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 5 [4-6]
Contraceptive prevalence, married women (%, any method) 73
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 5
Overall population sex ratio (male/female) 0.93

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1918
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 16 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social Insurance Fund
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

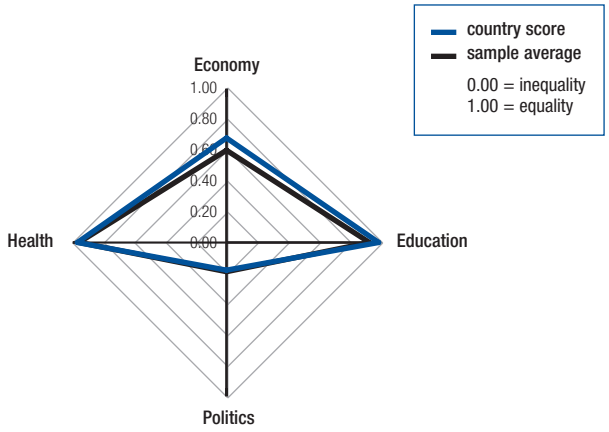
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Portugal

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**47**	**0.707**

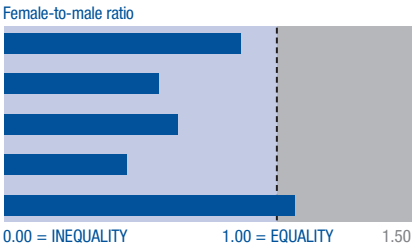
Key Indicators

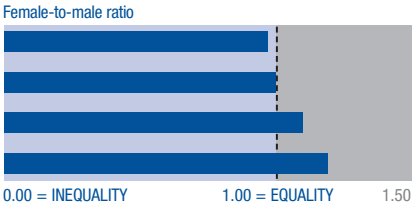
Total population (millions)	10.64
Population growth (%)	0.05
GDP (US$ billions)	124.94
GDP (PPP) per capita	21,660

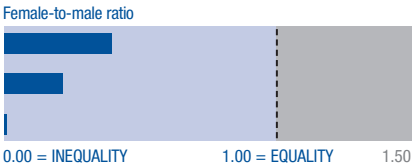


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**55**	**0.679**	**0.599**			
Labour force participation	36	0.87	0.68	69	79	0.87
Wage equality for similar work (survey)	107	0.57	0.64	—	—	0.57
Estimated earned income (PPP US$)	52	0.64	0.53	19,905	31,337	0.64
Legislators, senior officials and managers	51	0.45	0.25	31	69	0.45
Professional and technical workers	1	1.00	0.63	52	48	1.07
Educational Attainment	**57**	**0.994**	**0.932**			
Literacy rate	82	0.97	0.87	94	97	0.97
Enrolment in primary education	1	1.00	0.97	99	99	1.00
Enrolment in secondary education	1	1.00	0.90	86	78	1.10
Enrolment in tertiary education	1	1.00	0.88	68	57	1.19
Health and Survival	**83**	**0.972**	**0.956**			
Sex ratio at birth (female/male)	121	0.93	0.92	—	—	0.93
Healthy life expectancy	55	1.06	1.04	73	69	1.06
Political Empowerment	**43**	**0.183**	**0.195**			
Women in parliament	28	0.40	0.23	29	71	0.40
Women in ministerial positions	54	0.22	0.19	18	82	0.22
Years with female head of state (last 50)	47	0.01	0.17	0	50	0.01



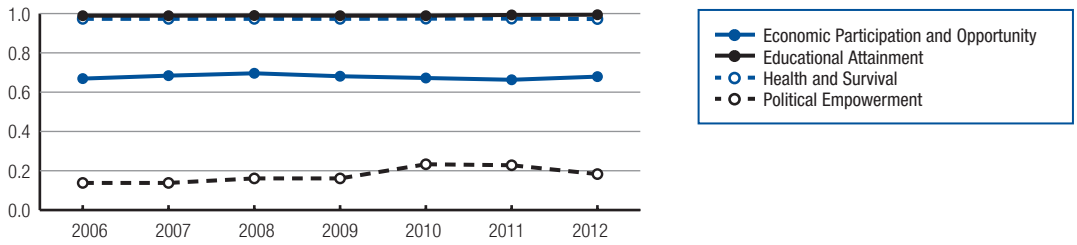




Portugal

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**47**	**0.707**	**55**	**0.679**	**57**	**0.994**	**83**	**0.972**	**43**	**0.183**
Gender Gap Index 2011 (out of 135 countries)	35	0.714	59	0.663	55	0.993	71	0.974	34	0.228
Gender Gap Index 2010 (out of 134 countries)	32	0.717	56	0.672	69	0.989	71	0.974	32	0.233
Gender Gap Index 2009 (out of 134 countries)	46	0.701	53	0.681	76	0.989	80	0.973	47	0.161
Gender Gap Index 2008 (out of 130 countries)	39	0.705	39	0.696	71	0.990	76	0.973	45	0.161
Gender Gap Index 2007 (out of 128 countries)	37	0.696	38	0.684	58	0.989	74	0.973	47	0.138
Gender Gap Index 2006 (out of 115 countries)	33	0.692	33	0.669	57	0.989	71	0.973	40	0.138

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 12
Male adult unemployment rate (% of male labour force) 10
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 49
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 51
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.08

Education

Female teachers, primary education (%) 80
Female teachers, secondary education (%) 69
Female teachers, tertiary education (%) 43
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 13

Marriage and Childbearing

Singulate mean age at marriage for women (years) 26
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 16
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 8 [5-11]
Contraceptive prevalence, married women (%, any method) 87
Female HIV prevalence, aged 15–49 (%) 0.40
Male HIV prevalence, aged 15–49 (%) 0.70
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 3
Overall population sex ratio (male/female) 0.94

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1931, 1976
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 120 or 150 days
Maternity leave benefits (% of wages paid in covered period) ..... 100 of average daily wages for 120-day option, 80 for 150-day option
Provider of maternity coverage ..... Social insurance
Length of paternity leave .. Compulsory period of 10 working days after birth; 5 consecutive days must be taken immediately after birth and 5 days within 30 days of birth; 10 additional working days may be added
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... Public daycare with allowance, private daycare with and without allowance

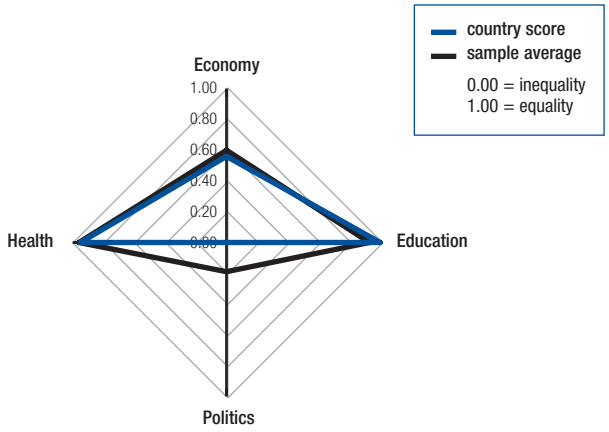
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Qatar

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**115**	**0.626**

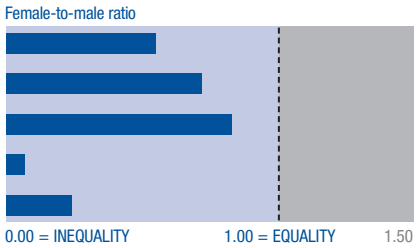
Key Indicators

Total population (millions)	1.87
Population growth (%)	9.60
GDP (US$ billions)	54.22
GDP (PPP) per capita	73,196

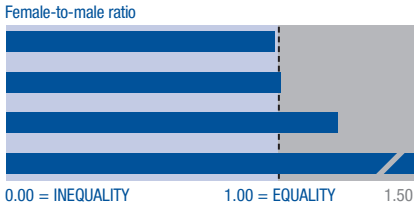


Gender Gap Subindexes

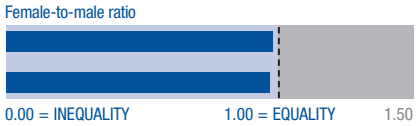
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**107**	**0.556**	**0.599**			
Labour force participation	113	0.55	0.68	51	93	0.55
Wage equality for similar work (survey)	36	0.72	0.64	—	—	0.72
Estimated earned income (PPP US$)	10	0.83	0.53	33,260	40,000	0.83
Legislators, senior officials and managers	110	0.07	0.25	7	93	0.07
Professional and technical workers	108	0.24	0.63	20	80	0.24



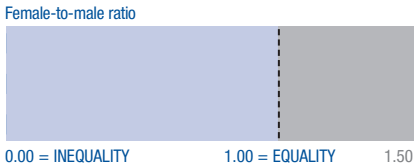
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**36**	**0.998**	**0.932**			
Literacy rate	65	0.99	0.87	95	97	0.99
Enrolment in primary education	1	1.00	0.97	92	92	1.01
Enrolment in secondary education	1	1.00	0.90	93	76	1.22
Enrolment in tertiary education	1	1.00	0.88	26	5	5.38



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**127**	**0.952**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.98
Healthy life expectancy	134	0.97	1.04	66	68	0.97



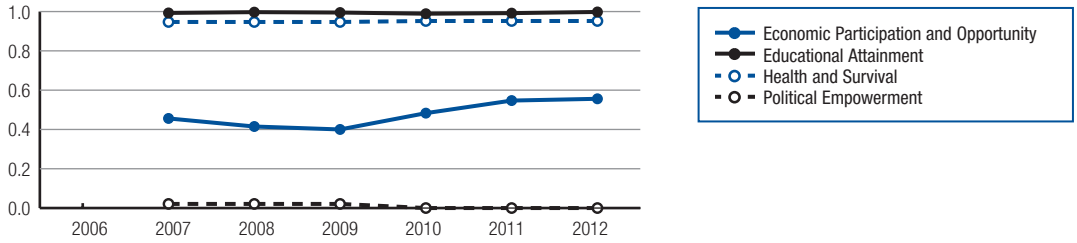
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**133**	**0.000**	**0.195**			
Women in parliament	131	0.00	0.23	0	100	0.00
Women in ministerial positions	125	0.00	0.19	0	100	0.00
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Qatar

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**115**	**0.626**	**107**	**0.556**	**36**	**0.998**	**127**	**0.952**	**133**	**0.000**
Gender Gap Index 2011 (out of 135 countries)	111	0.623	104	0.547	57	0.992	127	0.952	132	0.000
Gender Gap Index 2010 (out of 134 countries)	117	0.606	116	0.483	74	0.989	126	0.952	131	0.000
Gender Gap Index 2009 (out of 134 countries)	125	0.591	129	0.400	53	0.995	129	0.947	130	0.021
Gender Gap Index 2008 (out of 130 countries)	119	0.595	123	0.415	41	0.997	125	0.947	126	0.021
Gender Gap Index 2007 (out of 128 countries)	109	0.604	115	0.456	45	0.993	123	0.947	124	0.021
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 3
Male adult unemployment rate (% of male labour force) 0
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 12
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 4.70

Education

Female teachers, primary education (%) 89
Female teachers, secondary education (%) 55
Female teachers, tertiary education (%) 38
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 26
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 2.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 15
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 7 [3-16]
Contraceptive prevalence, married women (%, any method) 43
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) ..... <0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 7
Overall population sex ratio (male/female) 3.15

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 2003
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 50 days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

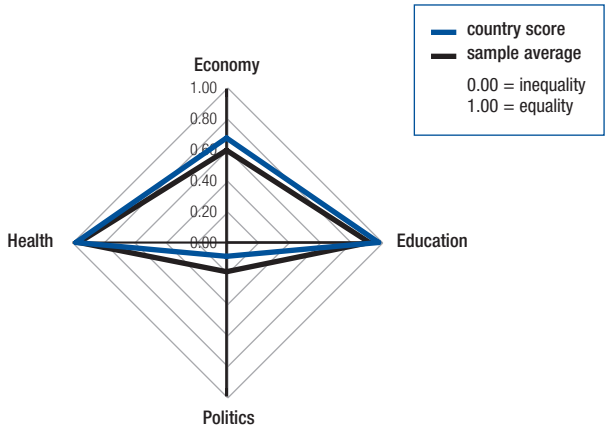
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Romania

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**67**	**0.686**

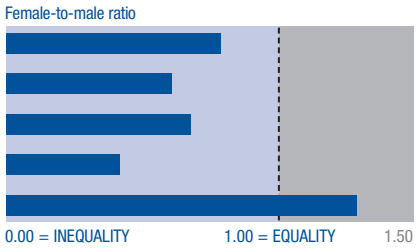
Key Indicators

Total population (millions)	21.39
Population growth (%)	-0.20
GDP (US$ billions)	56.53
GDP (PPP) per capita	10,921

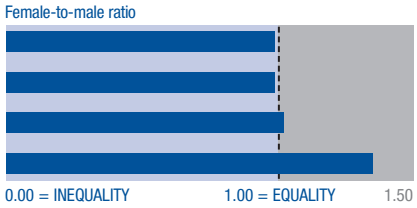


Gender Gap Subindexes

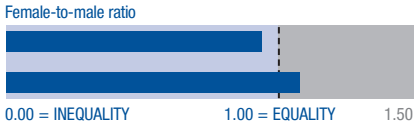
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**54**	**0.681**	**0.599**			
Labour force participation	62	0.79	0.68	54	68	0.79
Wage equality for similar work (survey)	95	0.61	0.64	—	—	0.61
Estimated earned income (PPP US$)	35	0.68	0.53	12,364	18,135	0.68
Legislators, senior officials and managers	62	0.42	0.25	29	71	0.42
Professional and technical workers	1	1.00	0.63	56	44	1.29



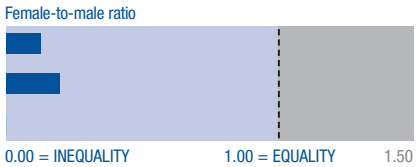
Educational Attainment	**52**	**0.994**	**0.932**			
Literacy rate	66	0.99	0.87	97	98	0.99
Enrolment in primary education	88	0.99	0.97	87	88	0.99
Enrolment in secondary education	1	1.00	0.90	83	82	1.02
Enrolment in tertiary education	1	1.00	0.88	68	50	1.35



Health and Survival	**34**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	1	1.06	1.04	68	63	1.08



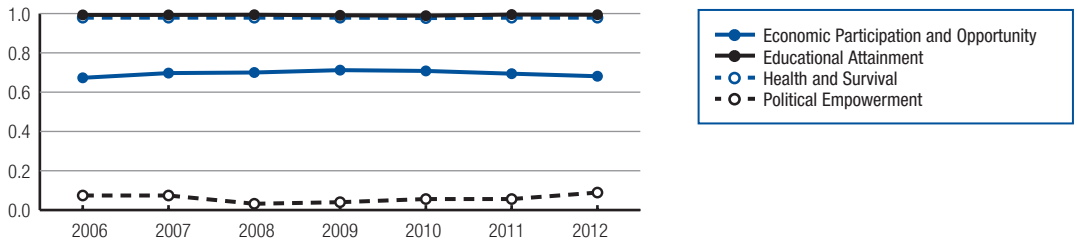
Political Empowerment	**97**	**0.089**	**0.195**			
Women in parliament	99	0.13	0.23	11	89	0.13
Women in ministerial positions	61	0.20	0.19	17	83	0.20
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Romania

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**67**	**0.686**	**54**	**0.681**	**52**	**0.994**	**34**	**0.979**	**97**	**0.089**
Gender Gap Index 2011 (out of 135 countries)	68	0.681	46	0.694	45	0.995	41	0.979	112	0.056
Gender Gap Index 2010 (out of 134 countries)	67	0.683	41	0.708	73	0.989	50	0.977	109	0.056
Gender Gap Index 2009 (out of 134 countries)	70	0.681	34	0.712	70	0.991	41	0.979	126	0.040
Gender Gap Index 2008 (out of 130 countries)	70	0.676	34	0.700	60	0.994	38	0.979	120	0.032
Gender Gap Index 2007 (out of 128 countries)	47	0.686	31	0.697	47	0.993	37	0.979	89	0.074
Gender Gap Index 2006 (out of 115 countries)	46	0.680	30	0.673	44	0.993	36	0.979	79	0.074

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 8
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 46
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 48
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 4
Ability of women to rise to positions of enterprise leadership[1] 4.46

Education

Female teachers, primary education (%) 86
Female teachers, secondary education (%) 68
Female teachers, tertiary education (%) 46
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 26
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.40
Adolescent fertility rate (births per 1,000 girls aged 15-19) 39
Antenatal care coverage, at least one visit (%) 94
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 27 [23-32]
Contraceptive prevalence, married women (%, any method) 70
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.20
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 11
Overall population sex ratio (male/female) 0.94

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1929, 1946
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 126 calendar days
Maternity leave benefits (% of wages paid in covered period) 85
Provider of maternity coverage ..... Social Insurance Fund
Length of paternity leave ..... 5 working days; up to 15 working days in special cases
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... Public and private daycare assistance with allowance, homecare assistance with and without allowance

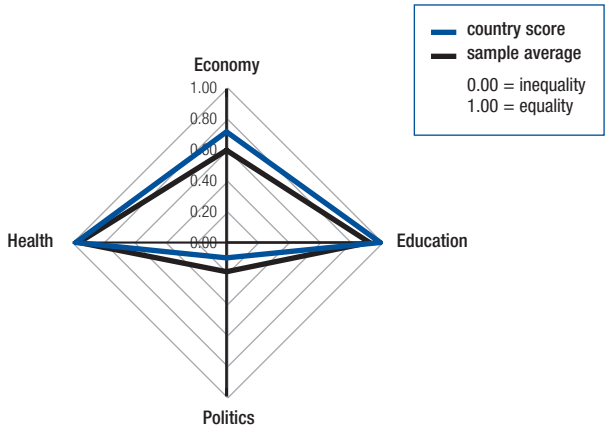
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Russian Federation

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**59**	**0.698**

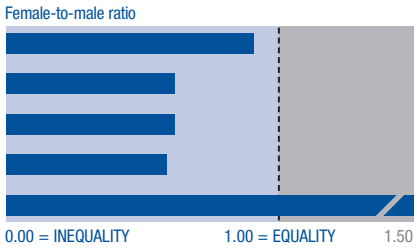
Key Indicators

Total population (millions)	141.93
Population growth (%)	-0.07
GDP (US$ billions)	414.36
GDP (PPP) per capita	14,183

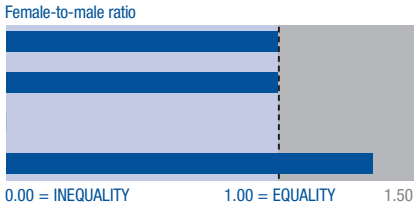


Gender Gap Subindexes

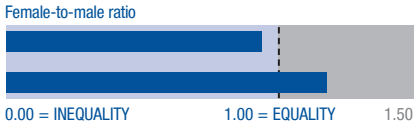
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**39**	**0.720**	**0.599**			
Labour force participation	17	0.91	0.68	69	76	0.91
Wage equality for similar work (survey)	89	0.62	0.64	—	—	0.62
Estimated earned income (PPP US$)	56	0.62	0.53	16,609	26,877	0.62
Legislators, senior officials and managers	24	0.59	0.25	37	63	0.59
Professional and technical workers	1	1.00	0.63	64	36	1.80



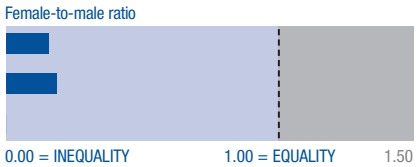
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**35**	**0.998**	**0.932**			
Literacy rate	53	1.00	0.87	99	100	1.00
Enrolment in primary education	72	1.00	0.97	93	93	1.00
Enrolment in secondary education	—	—	0.90	—	—	—
Enrolment in tertiary education	1	1.00	0.88	87	65	1.35



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**34**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	1	1.06	1.04	65	55	1.18



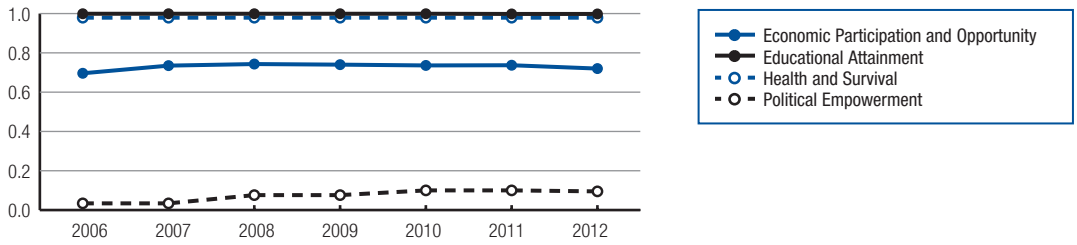
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**90**	**0.095**	**0.195**			
Women in parliament	88	0.16	0.23	14	86	0.16
Women in ministerial positions	64	0.19	0.19	16	84	0.19
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Russian Federation

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**59**	**0.698**	**39**	**0.720**	**35**	**0.998**	**34**	**0.979**	**90**	**0.095**
Gender Gap Index 2011 (out of 135 countries)	43	0.704	29	0.737	33	0.998	41	0.979	84	0.100
Gender Gap Index 2010 (out of 134 countries)	45	0.704	28	0.736	26	0.999	40	0.979	85	0.100
Gender Gap Index 2009 (out of 134 countries)	51	0.699	24	0.740	29	0.999	41	0.979	99	0.076
Gender Gap Index 2008 (out of 130 countries)	42	0.699	16	0.743	28	0.999	38	0.979	100	0.076
Gender Gap Index 2007 (out of 128 countries)	45	0.687	16	0.735	22	0.999	37	0.979	120	0.034
Gender Gap Index 2006 (out of 115 countries)	49	0.677	22	0.696	19	0.999	36	0.979	108	0.034

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 8
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 51
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 33
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.06

Education

Female teachers, primary education (%) 98
Female teachers, secondary education (%) 81
Female teachers, tertiary education (%) 56
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 24
Early marriage (% women, aged 15–19) 8
Fertility rate (births per woman) 1.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 30
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 34 [26-42]
Contraceptive prevalence, married women (%, any method) 80
Female HIV prevalence, aged 15–49 (%) 1.10
Male HIV prevalence, aged 15–49 (%) 1.00
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 9
Overall population sex ratio (male/female) 0.86

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.75
Year women received right to vote 1918
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 140 calendar days
Maternity leave benefits (% of wages paid in covered period) ..... 100 up to ceiling, plus lump sum birth grant
Provider of maternity coverage ..... Social Insurance Fund
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... 100, up to a ceiling
Daycare options ..... Public daycare with and without allowance, homecare with allowance

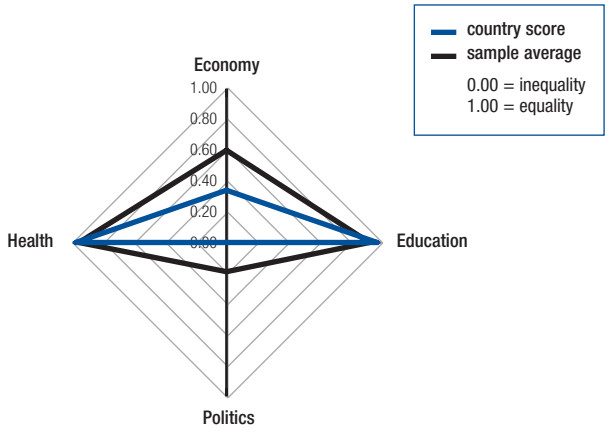
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Saudi Arabia

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**131**	**0.573**

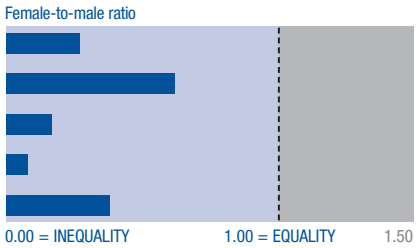
Key Indicators

Total population (millions)	28.08
Population growth (%)	2.36
GDP (US$ billions)	258.71
GDP (PPP) per capita	20,374

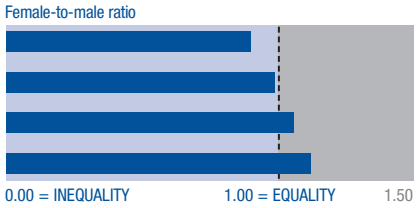


Gender Gap Subindexes

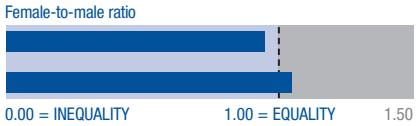
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**133**	**0.340**	**0.599**			
Labour force participation	132	0.27	0.68	22	82	0.27
Wage equality for similar work (survey)	94	0.62	0.64	—	—	0.62
Estimated earned income (PPP US$)	132	0.17	0.53	6,652	38,856	0.17
Legislators, senior officials and managers	109	0.08	0.25	7	93	0.08
Professional and technical workers	102	0.38	0.63	28	72	0.38



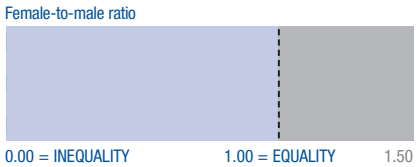
Educational Attainment	**91**	**0.976**	**0.932**			
Literacy rate	101	0.90	0.87	81	90	0.90
Enrolment in primary education	98	0.99	0.97	89	90	0.99
Enrolment in secondary education	1	1.00	0.90	83	78	1.06
Enrolment in tertiary education	1	1.00	0.88	39	35	1.12



Health and Survival	**55**	**0.976**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	65	1.05	1.04	64	61	1.05



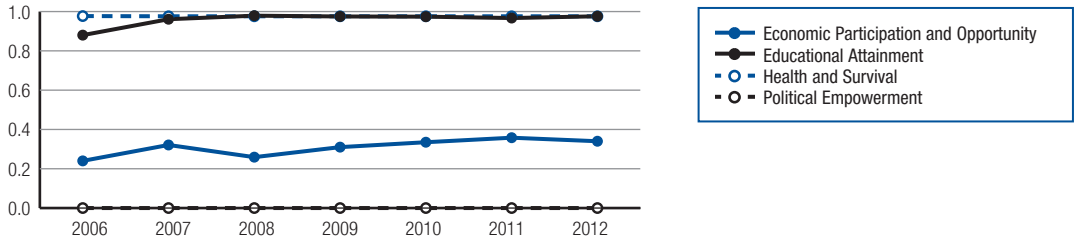
Political Empowerment	**133**	**0.000**	**0.195**			
Women in parliament	131	0.00	0.23	0	100	0.00
Women in ministerial positions	125	0.00	0.19	0	100	0.00
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Saudi Arabia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**131**	**0.573**	**133**	**0.340**	**91**	**0.976**	**55**	**0.976**	**133**	**0.000**
Gender Gap Index 2011 (out of 135 countries)	131	0.575	133	0.358	92	0.967	53	0.976	132	0.000
Gender Gap Index 2010 (out of 134 countries)	129	0.571	132	0.335	92	0.974	53	0.976	131	0.000
Gender Gap Index 2009 (out of 134 countries)	130	0.565	133	0.310	92	0.975	65	0.976	134	0.000
Gender Gap Index 2008 (out of 130 countries)	128	0.554	129	0.259	85	0.979	62	0.976	130	0.000
Gender Gap Index 2007 (out of 128 countries)	124	0.565	127	0.321	87	0.961	60	0.976	128	0.000
Gender Gap Index 2006 (out of 115 countries)	114	0.524	115	0.240	93	0.880	54	0.977	115	0.000

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 16
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 16
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 3.69

Education

Female teachers, primary education (%) 50
Female teachers, secondary education (%) 52
Female teachers, tertiary education (%) 37
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 13

Marriage and Childbearing

Singulate mean age at marriage for women (years) 25
Early marriage (% women, aged 15–19) 4
Fertility rate (births per woman) 2.80
Adolescent fertility rate (births per 1,000 girls aged 15-19) 7
Antenatal care coverage, at least one visit (%) 97
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 24 [13-45]
Contraceptive prevalence, married women (%, any method) 24
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 15
Overall population sex ratio (male/female) 1.23

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 1.00
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.75
Year women received right to vote ..... —
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 10 weeks
Maternity leave benefits (% of wages paid in covered period) .... 50 if working for one to three years, 100 if working for three or more years
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

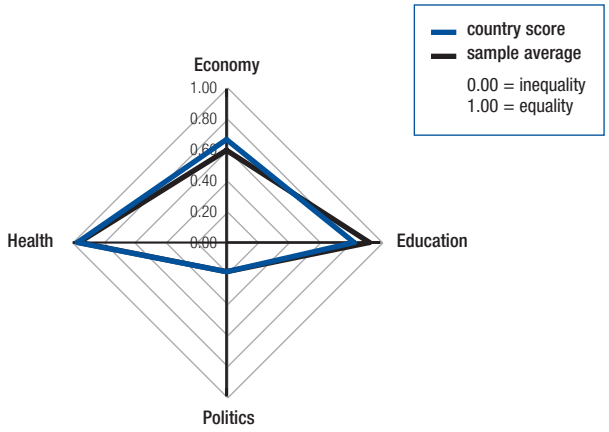
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Senegal

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**90**	**0.666**

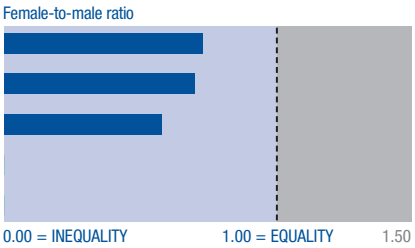
Key Indicators

Total population (millions)	12.77
Population growth (%)	2.66
GDP (US$ billions)	6.98
GDP (PPP) per capita	1,736

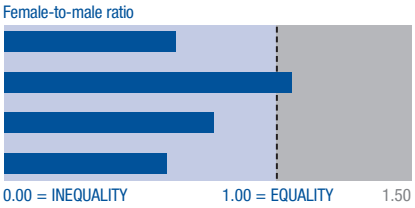


Gender Gap Subindexes

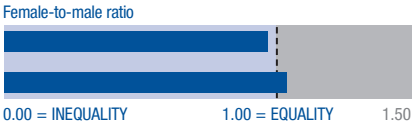
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**59**	**0.674**	**0.599**			
Labour force participation	79	0.73	0.68	66	90	0.73
Wage equality for similar work (survey)	43	0.70	0.64	—	—	0.70
Estimated earned income (PPP US$)	72	0.58	0.53	1,455	2,515	0.58
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—



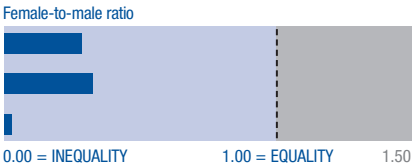
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**122**	**0.827**	**0.932**			
Literacy rate	127	0.63	0.87	39	62	0.63
Enrolment in primary education	1	1.00	0.97	78	73	1.06
Enrolment in secondary education	125	0.77	0.90	19	24	0.77
Enrolment in tertiary education	120	0.60	0.88	6	10	0.60



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**75**	**0.973**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	87	1.04	1.04	52	50	1.04



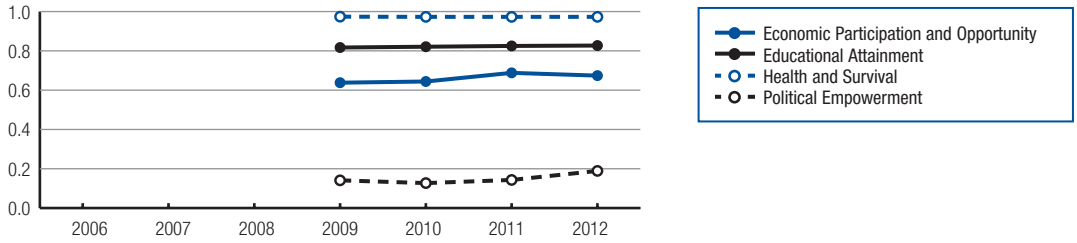
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**41**	**0.189**	**0.195**			
Women in parliament	49	0.29	0.23	23	77	0.29
Women in ministerial positions	38	0.33	0.19	25	75	0.33
Years with female head of state (last 50)	35	0.03	0.17	2	48	0.03



Senegal

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**90**	**0.666**	**59**	**0.674**	**122**	**0.827**	**75**	**0.973**	**41**	**0.189**
Gender Gap Index 2011 (out of 135 countries)	92	0.657	47	0.688	123	0.825	80	0.973	58	0.143
Gender Gap Index 2010 (out of 134 countries)	101	0.641	65	0.644	122	0.821	77	0.973	68	0.127
Gender Gap Index 2009 (out of 134 countries)	102	0.643	74	0.638	124	0.817	76	0.974	59	0.141
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 14
Male adult unemployment rate (% of male labour force) 8
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 11
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 26
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 5.19

Education

Female teachers, primary education (%) 31
Female teachers, secondary education (%) 17
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 8
Male school life expectancy, primary to secondary (years) 8

Marriage and Childbearing

Singulate mean age at marriage for women (years) 21
Early marriage (% women, aged 15–19) 30
Fertility rate (births per woman) 4.80
Adolescent fertility rate (births per 1,000 girls aged 15-19) 96
Antenatal care coverage, at least one visit (%) 93
Births attended by skilled health personnel (%) 65
Maternal mortality ratio (per 100,000 live births)[4] ..... 370 [230-640]
Contraceptive prevalence, married women (%, any method) 12
Female HIV prevalence, aged 15–49 (%) 1.00
Male HIV prevalence, aged 15–49 (%) 0.70
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 50
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.28
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1945
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

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

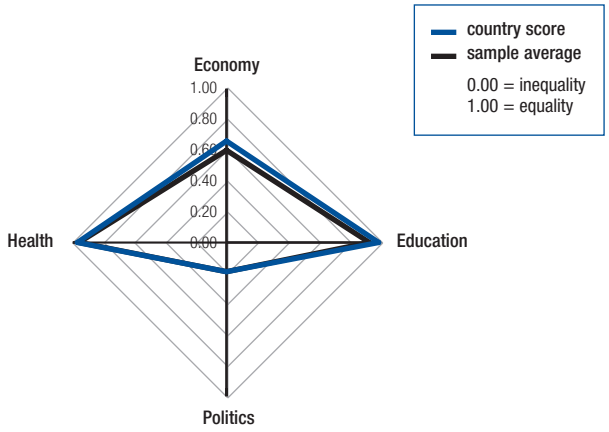
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Serbia

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**50**	**0.704**

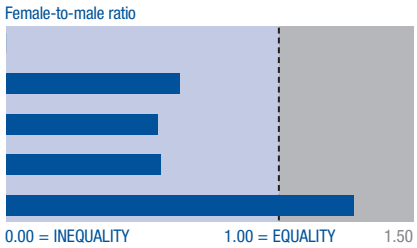
Key Indicators

Total population (millions)	7.26
Population growth (%)	-0.40
GDP (US$ billions)	8.71
GDP (PPP) per capita	9,598

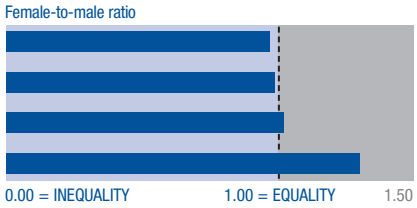


Gender Gap Subindexes

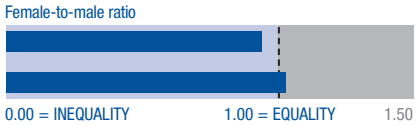
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**67**	**0.660**	**0.599**			
Labour force participation	—	—	0.68	—	—	—
Wage equality for similar work (survey)	76	0.64	0.64	—	—	0.64
Estimated earned income (PPP US$)	78	0.56	0.53	8,604	15,302	0.56
Legislators, senior officials and managers	28	0.57	0.25	36	64	0.57
Professional and technical workers	1	1.00	0.63	56	44	1.28



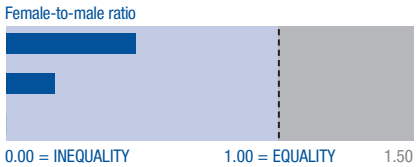
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**61**	**0.993**	**0.932**			
Literacy rate	74	0.97	0.87	97	99	0.97
Enrolment in primary education	82	0.99	0.97	92	93	0.99
Enrolment in secondary education	1	1.00	0.90	91	89	1.02
Enrolment in tertiary education	1	1.00	0.88	56	43	1.30



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**91**	**0.970**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	95	1.03	1.04	66	64	1.03



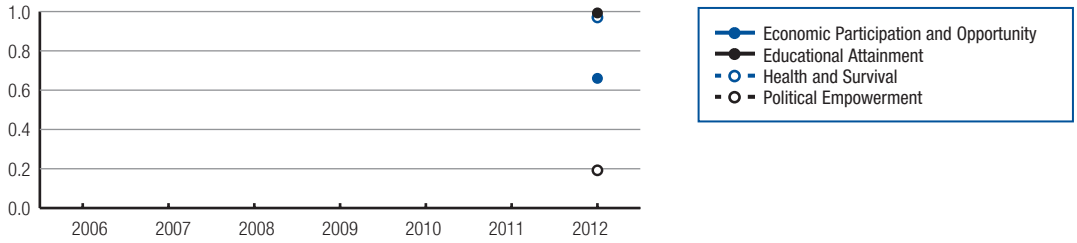
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**40**	**0.192**	**0.195**			
Women in parliament	19	0.48	0.23	32	68	0.48
Women in ministerial positions	69	0.18	0.19	15	85	0.18
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Serbia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**50**	**0.704**	**67**	**0.660**	**61**	**0.993**	**91**	**0.970**	**40**	**0.192**
Gender Gap Index 2011 (out of 135 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2010 (out of 134 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2009 (out of 134 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 20
Male adult unemployment rate (% of male labour force) 18
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 44
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 29
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 4.51

Education

Female teachers, primary education (%) 90
Female teachers, secondary education (%) 64
Female teachers, tertiary education (%) 46
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 26
Early marriage (% women, aged 15–19) 5
Fertility rate (births per woman) 1.60
Adolescent fertility rate (births per 1,000 girls aged 15-19) 22
Antenatal care coverage, at least one visit (%) 98
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 12 [9-17]
Contraceptive prevalence, married women (%, any method) 41
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 6
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1946
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

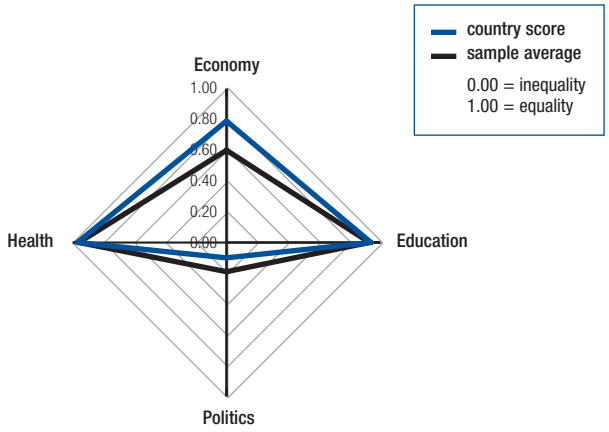
Length of maternity leave ..... 365 days
Maternity leave benefits (% of wages paid in covered period) ..... 100 for first 6 months, 60 from 6th to 9th month, 30 for last 3 months
Provider of maternity coverage ..... Social insurance
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Singapore

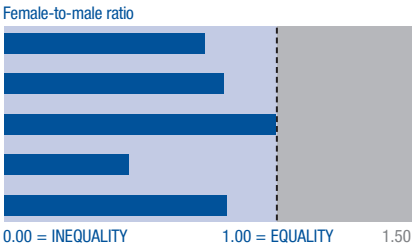
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**55**	**0.699**

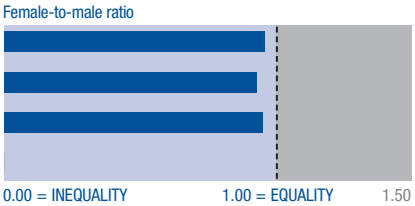
Key Indicators	
Total population (millions)	5.18
Population growth (%)	1.77
GDP (US$ billions)	165.18
GDP (PPP) per capita	51,966

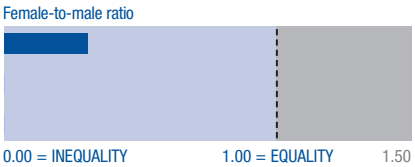


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**13**	**0.788**	**0.599**			
Labour force participation	76	0.74	0.68	60	82	0.74
Wage equality for similar work (survey)	3	0.81	0.64	—	—	0.81
Estimated earned income (PPP US$)	1	1.00	0.53	40,000	40,000	1.00
Legislators, senior officials and managers	49	0.46	0.25	31	69	0.46
Professional and technical workers	78	0.82	0.63	45	55	0.82
Educational Attainment	**104**	**0.941**	**0.932**			
Literacy rate	87	0.96	0.87	94	98	0.96
Enrolment in primary education	123	0.93	0.97	—	—	0.93
Enrolment in secondary education	107	0.95	0.90	—	—	0.95
Enrolment in tertiary education	—	—	0.88	—	—	—
Health and Survival	**85**	**0.972**	**0.956**			
Sex ratio at birth (female/male)	121	0.93	0.92	—	—	0.93
Healthy life expectancy	60	1.06	1.04	75	71	1.06
Political Empowerment	**89**	**0.095**	**0.195**			
Women in parliament	45	0.31	0.23	24	77	0.31
Women in ministerial positions	125	0.00	0.19	0	100	0.00
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



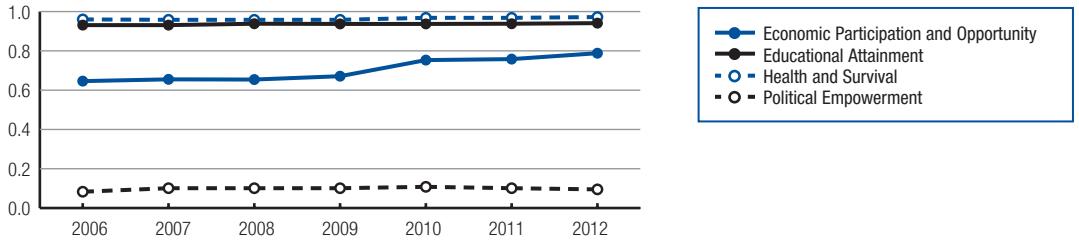




Singapore

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**55**	**0.699**	**13**	**0.788**	**104**	**0.941**	**85**	**0.972**	**89**	**0.095**
Gender Gap Index 2011 (out of 135 countries)	57	0.691	16	0.758	100	0.938	101	0.968	83	0.101
Gender Gap Index 2010 (out of 134 countries)	56	0.691	20	0.753	103	0.937	100	0.968	79	0.108
Gender Gap Index 2009 (out of 134 countries)	84	0.666	57	0.671	102	0.937	121	0.958	86	0.101
Gender Gap Index 2008 (out of 130 countries)	84	0.663	58	0.654	98	0.938	117	0.958	81	0.101
Gender Gap Index 2007 (out of 128 countries)	77	0.661	55	0.655	98	0.931	115	0.958	71	0.101
Gender Gap Index 2006 (out of 115 countries)	65	0.655	45	0.646	86	0.931	107	0.960	75	0.083

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 5
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 45
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 5.74

Education

Female teachers, primary education (%) 81
Female teachers, secondary education (%) 66
Female teachers, tertiary education (%) 35
Female school life expectancy, primary to secondary (years) ..... —
Male school life expectancy, primary to secondary (years) ..... —

Marriage and Childbearing

Singulate mean age at marriage for women (years) 27
Early marriage (% women, aged 15–19) 1
Fertility rate (births per woman) 1.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 5
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 3 [2-7]
Contraceptive prevalence, married women (%, any method) 62
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 2
Overall population sex ratio (male/female) 1.02

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.00
Year women received right to vote 1947
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... No

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer and government (first 8 weeks paid by employer, last 4 weeks by government up to a ceiling; for the third and subsequent births, full 12 weeks paid by government up to a ceiling)
Length of paternity leave ..... No statutory entitlement; 3 days for public sector fathers on birth of the first 4 children
Paternity leave benefits (% of wages paid in covered period) ..... 100, public sector
Daycare options ..... Private daycare assistance with and without allowance

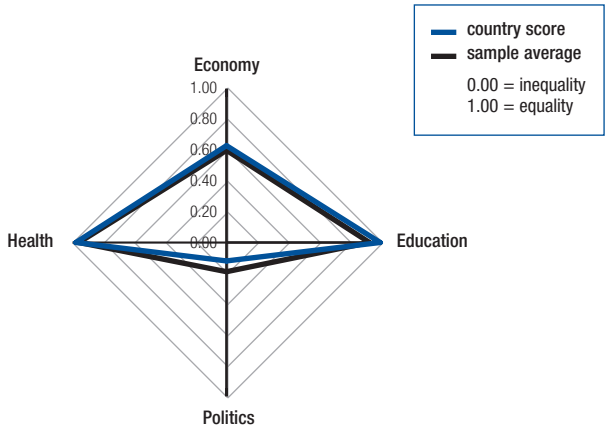
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Slovak Republic

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**70**	**0.682**

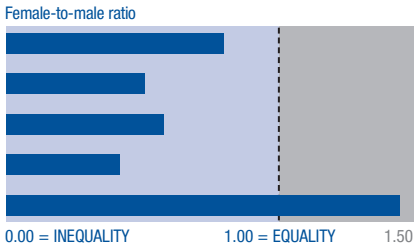
Key Indicators

Total population (millions)	5.44
Population growth (%)	0.21
GDP (US$ billions)	45.86
GDP (PPP) per capita	20,164

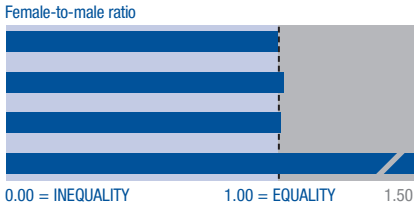


Gender Gap Subindexes

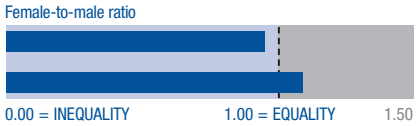
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**82**	**0.628**	**0.599**			
Labour force participation	58	0.80	0.68	62	77	0.80
Wage equality for similar work (survey)	124	0.51	0.64	—	—	0.51
Estimated earned income (PPP US$)	73	0.58	0.53	17,988	31,243	0.58
Legislators, senior officials and managers	60	0.42	0.25	30	70	0.42
Professional and technical workers	1	1.00	0.63	59	41	1.45



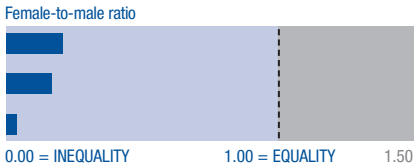
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	85	83	1.02
Enrolment in secondary education	1	1.00	0.90	—	—	1.01
Enrolment in tertiary education	1	1.00	0.88	67	42	1.59



Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	70	64	1.09



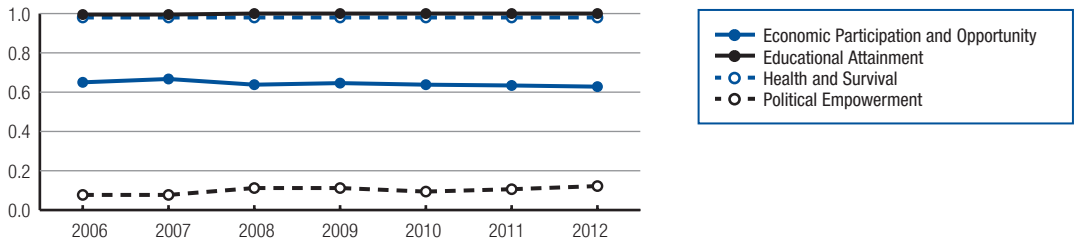
Political Empowerment	**80**	**0.122**	**0.195**			
Women in parliament	75	0.21	0.23	17	83	0.21
Women in ministerial positions	70	0.17	0.19	14	86	0.17
Years with female head of state (last 50)	34	0.04	0.17	2	48	0.04



Slovak Republic

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**70**	**0.682**	**82**	**0.628**	**1**	**1.000**	**1**	**0.980**	**80**	**0.122**
Gender Gap Index 2011 (out of 135 countries)	72	0.680	73	0.634	1	1.000	1	0.980	79	0.106
Gender Gap Index 2010 (out of 134 countries)	71	0.678	70	0.638	1	1.000	1	0.980	89	0.094
Gender Gap Index 2009 (out of 134 countries)	68	0.685	68	0.646	1	1.000	1	0.980	75	0.112
Gender Gap Index 2008 (out of 130 countries)	64	0.682	66	0.638	1	1.000	1	0.980	71	0.112
Gender Gap Index 2007 (out of 128 countries)	54	0.680	50	0.667	37	0.995	1	0.980	86	0.077
Gender Gap Index 2006 (out of 115 countries)	50	0.676	43	0.650	34	0.995	1	0.980	77	0.077

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 15
Male adult unemployment rate (% of male labour force) 14
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 49
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 30
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.19

Education

Female teachers, primary education (%) 89
Female teachers, secondary education (%) 75
Female teachers, tertiary education (%) 44
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 28
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 22
Antenatal care coverage, at least one visit (%) 97
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 6 [4-10]
Contraceptive prevalence, married women (%, any method) 80
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) ..... <0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 7
Overall population sex ratio (male/female) 0.95

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1920
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 28 weeks
Maternity leave benefits (% of wages paid in covered period) 55
Provider of maternity coverage ..... Social Insurance Fund
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Public and private daycare with and without allowance, homecare without allowance

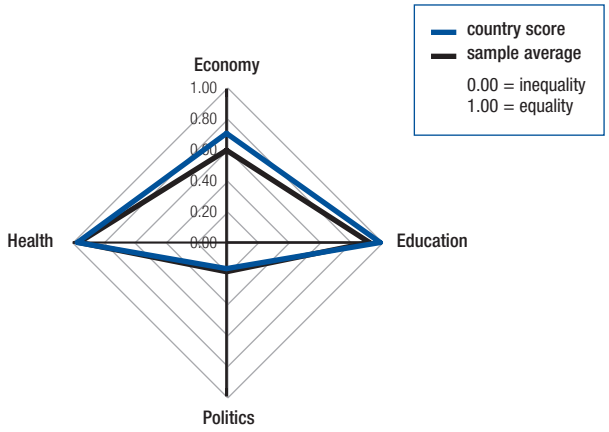
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Slovenia

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**38**	**0.713**

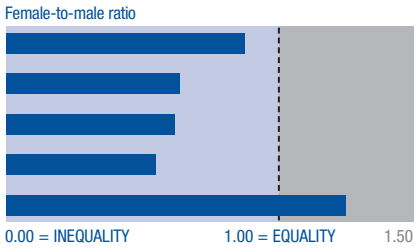
Key Indicators

Total population (millions)	2.05
Population growth (%)	0.44
GDP (US$ billions)	26.08
GDP (PPP) per capita	25,048

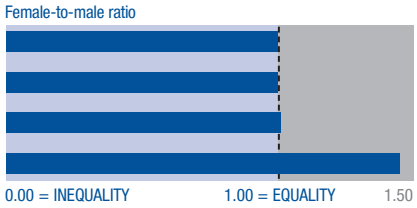


Gender Gap Subindexes

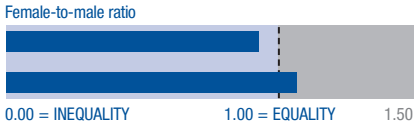
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**41**	**0.714**	**0.599**			
Labour force participation	25	0.88	0.68	67	75	0.88
Wage equality for similar work (survey)	77	0.64	0.64	—	—	0.64
Estimated earned income (PPP US$)	55	0.62	0.53	21,221	34,194	0.62
Legislators, senior officials and managers	33	0.55	0.25	35	65	0.55
Professional and technical workers	1	1.00	0.63	56	44	1.25



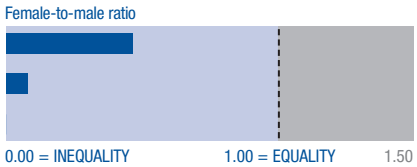
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**33**	**0.998**	**0.932**			
Literacy rate	44	1.00	0.87	100	100	1.00
Enrolment in primary education	79	1.00	0.97	97	97	1.00
Enrolment in secondary education	1	1.00	0.90	92	91	1.01
Enrolment in tertiary education	1	1.00	0.88	103	71	1.45



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**78**	**0.973**	**0.956**			
Sex ratio at birth (female/male)	121	0.93	0.92	—	—	0.93
Healthy life expectancy	1	1.06	1.04	74	69	1.07



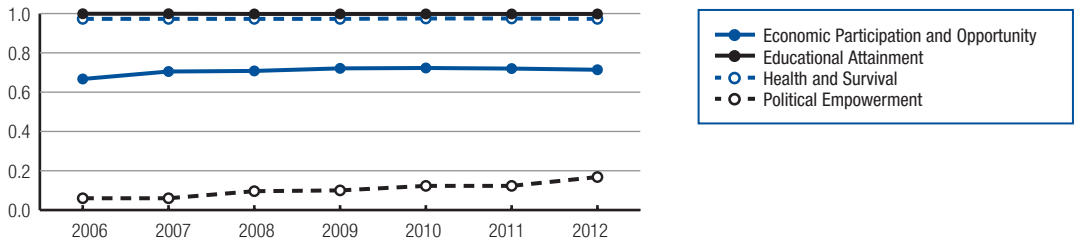
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**50**	**0.168**	**0.195**			
Women in parliament	22	0.47	0.23	32	68	0.47
Women in ministerial positions	108	0.08	0.19	8	92	0.08
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Slovenia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**38**	**0.713**	**41**	**0.714**	**33**	**0.998**	**78**	**0.973**	**50**	**0.168**
Gender Gap Index 2011 (out of 135 countries)	41	0.704	34	0.720	36	0.998	64	0.975	71	0.123
Gender Gap Index 2010 (out of 134 countries)	42	0.705	32	0.723	36	0.998	63	0.975	70	0.123
Gender Gap Index 2009 (out of 134 countries)	52	0.698	31	0.721	36	0.998	80	0.973	87	0.100
Gender Gap Index 2008 (out of 130 countries)	51	0.694	31	0.708	36	0.998	76	0.973	85	0.096
Gender Gap Index 2007 (out of 128 countries)	49	0.684	27	0.705	18	0.999	74	0.973	99	0.060
Gender Gap Index 2006 (out of 115 countries)	51	0.675	34	0.667	22	0.999	71	0.973	88	0.060

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 7
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 48
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 42
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.73

Education

Female teachers, primary education (%) 98
Female teachers, secondary education (%) 72
Female teachers, tertiary education (%) 37
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 13

Marriage and Childbearing

Singulate mean age at marriage for women (years) 31
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.40
Adolescent fertility rate (births per 1,000 girls aged 15-19) 5
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 12 [5-30]
Contraceptive prevalence, married women (%, any method) 79
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) 0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 2
Overall population sex ratio (male/female) 0.96

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1946
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

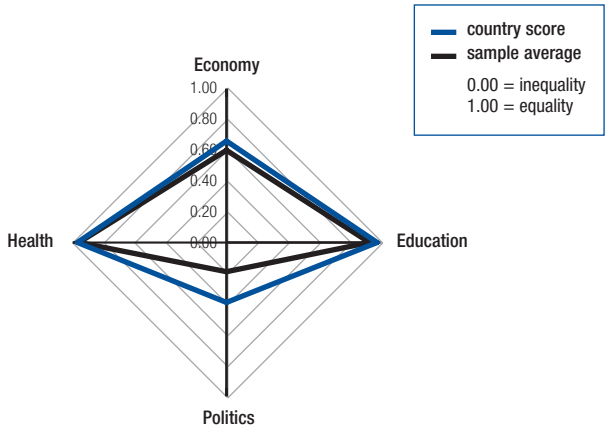
Length of maternity leave ..... 105 calendar days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... State
Length of paternity leave ..... 90 days; 15 days paid, 75 days unpaid
Paternity leave benefits (% of wages paid in covered period) ..... 100 with a minimum value and a ceiling
Daycare options ..... Public daycare with allowance, private daycare with and without allowance, homecare without allowance

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

South Africa

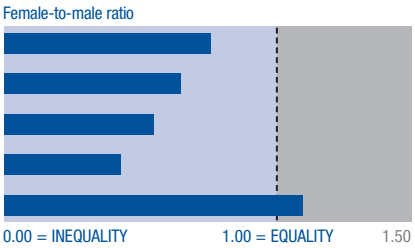
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**16**	**0.750**

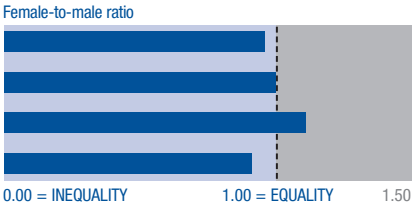
Key Indicators	
Total population (millions)	50.59
Population growth (%)	1.35
GDP (US$ billions)	187.25
GDP (PPP) per capita	9,477

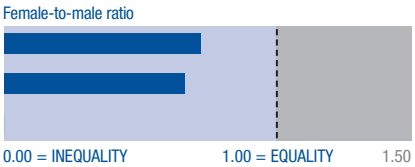


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**69**	**0.659**	**0.599**			
Labour force participation	70	0.76	0.68	51	67	0.76
Wage equality for similar work (survey)	71	0.65	0.64	—	—	0.65
Estimated earned income (PPP US$)	81	0.55	0.53	7,838	14,290	0.55
Legislators, senior officials and managers	59	0.43	0.25	30	70	0.43
Professional and technical workers	1	1.00	0.63	52	48	1.10
Educational Attainment	**87**	**0.980**	**0.932**			
Literacy rate	85	0.96	0.87	87	91	0.96
Enrolment in primary education	80	1.00	0.97	85	85	1.00
Enrolment in secondary education	1	1.00	0.90	65	59	1.11
Enrolment in tertiary education	96	0.91	0.88	14	16	0.91
Health and Survival	**103**	**0.968**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.98
Healthy life expectancy	107	1.02	1.04	48	47	1.02
Political Empowerment	**7**	**0.392**	**0.195**			
Women in parliament	4	0.73	0.23	42	58	0.73
Women in ministerial positions	11	0.67	0.19	40	60	0.67
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



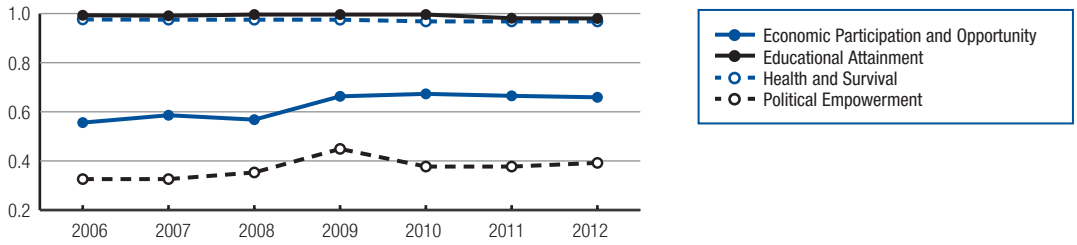




South Africa

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**16**	**0.750**	**69**	**0.659**	**87**	**0.980**	**103**	**0.968**	**7**	**0.392**
Gender Gap Index 2011 (out of 135 countries)	14	0.748	58	0.665	86	0.981	102	0.968	9	0.377
Gender Gap Index 2010 (out of 134 countries)	12	0.753	55	0.673	43	0.996	101	0.968	9	0.377
Gender Gap Index 2009 (out of 134 countries)	6	0.771	60	0.663	43	0.996	70	0.975	5	0.449
Gender Gap Index 2008 (out of 130 countries)	22	0.723	93	0.568	45	0.996	67	0.975	9	0.353
Gender Gap Index 2007 (out of 128 countries)	20	0.719	85	0.586	52	0.991	65	0.975	10	0.326
Gender Gap Index 2006 (out of 115 countries)	18	0.713	79	0.556	42	0.993	59	0.976	8	0.326

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 26
Male adult unemployment rate (% of male labour force) 22
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 45
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 23
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 4
Ability of women to rise to positions of enterprise leadership[1] 4.75

Education

Female teachers, primary education (%) 77
Female teachers, secondary education (%) 55
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 28
Early marriage (% women, aged 15–19) 4
Fertility rate (births per woman) 2.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 54
Antenatal care coverage, at least one visit (%) 92
Births attended by skilled health personnel (%) 91
Maternal mortality ratio (per 100,000 live births)[4] ..... 300 [150-500]
Contraceptive prevalence, married women (%, any method) 60
Female HIV prevalence, aged 15–49 (%) 22.50
Male HIV prevalence, aged 15–49 (%) 13.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 41
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1930, 1994
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 4 months
Maternity leave benefits (% of wages paid in covered period) ..... Up to 60 depending on level of income
Provider of maternity coverage ..... Unemployment Insurance Fund
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

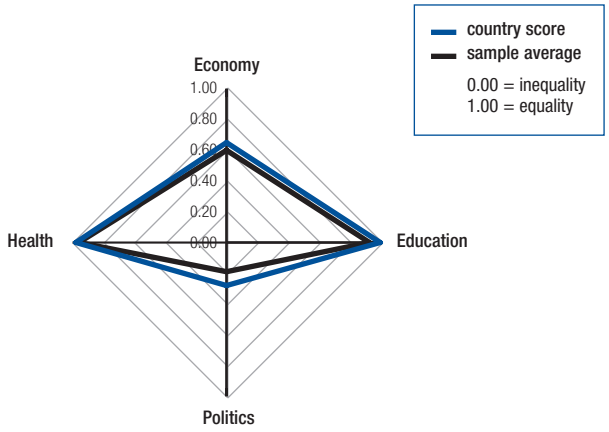
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Spain

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**26**	**0.727**

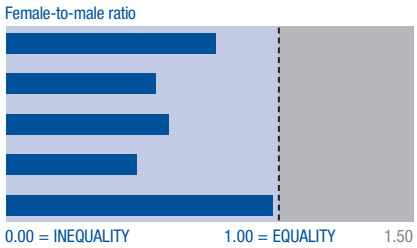
Key Indicators

Total population (millions)	46.24
Population growth (%)	0.35
GDP (US$ billions)	712.34
GDP (PPP) per capita	26,941

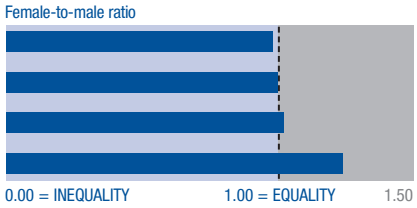


Gender Gap Subindexes

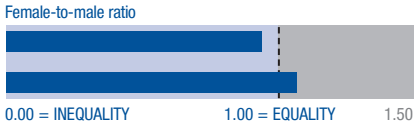
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**75**	**0.646**	**0.599**			
Labour force participation	68	0.77	0.68	63	82	0.77
Wage equality for similar work (survey)	116	0.55	0.64	—	—	0.55
Estimated earned income (PPP US$)	66	0.60	0.53	24,145	40,000	0.60
Legislators, senior officials and managers	44	0.48	0.25	32	68	0.48
Professional and technical workers	61	0.98	0.63	50	50	0.98



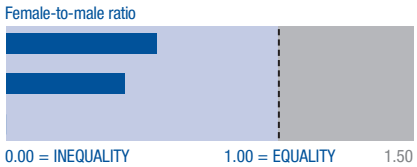
Educational Attainment	**38**	**0.997**	**0.932**			
Literacy rate	70	0.98	0.87	97	99	0.98
Enrolment in primary education	1	1.00	0.97	100	100	1.00
Enrolment in secondary education	1	1.00	0.90	96	94	1.02
Enrolment in tertiary education	1	1.00	0.88	81	66	1.24



Health and Survival	**34**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	1	1.06	1.04	76	71	1.07



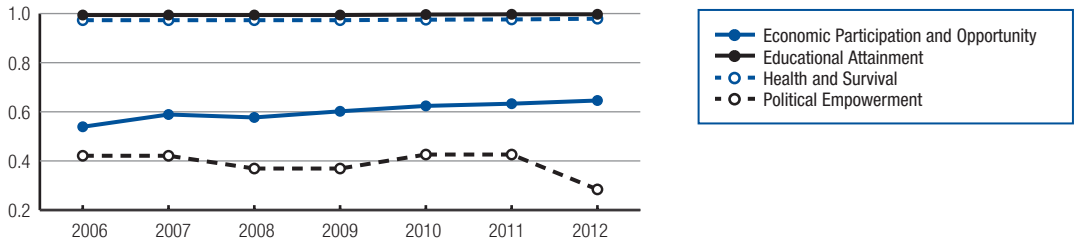
Political Empowerment	**27**	**0.284**	**0.195**			
Women in parliament	14	0.56	0.23	36	64	0.56
Women in ministerial positions	22	0.44	0.19	31	69	0.44
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Spain

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**26**	**0.727**	**75**	**0.646**	**38**	**0.997**	**34**	**0.979**	**27**	**0.284**
Gender Gap Index 2011 (out of 135 countries)	12	0.758	74	0.633	37	0.997	56	0.976	5	0.426
Gender Gap Index 2010 (out of 134 countries)	11	0.755	78	0.624	40	0.996	63	0.975	5	0.426
Gender Gap Index 2009 (out of 134 countries)	17	0.734	90	0.602	56	0.994	80	0.973	9	0.369
Gender Gap Index 2008 (out of 130 countries)	17	0.728	89	0.577	58	0.994	76	0.973	7	0.369
Gender Gap Index 2007 (out of 128 countries)	10	0.744	84	0.589	39	0.994	74	0.973	5	0.421
Gender Gap Index 2006 (out of 115 countries)	11	0.732	85	0.539	38	0.994	71	0.973	5	0.421

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 21
Male adult unemployment rate (% of male labour force) 20
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 47
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 34
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.01

Education

Female teachers, primary education (%) 75
Female teachers, secondary education (%) 55
Female teachers, tertiary education (%) 39
Female school life expectancy, primary to secondary (years) 14
Male school life expectancy, primary to secondary (years) 14

Marriage and Childbearing

Singulate mean age at marriage for women (years) 29
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 13
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) ..... —
Maternal mortality ratio (per 100,000 live births)[4] ..... 6 [4-7]
Contraceptive prevalence, married women (%, any method) 66
Female HIV prevalence, aged 15–49 (%) 0.20
Male HIV prevalence, aged 15–49 (%) 0.60
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 4
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1931
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 16 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security
Length of paternity leave ..... 2 weeks
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... Public and private daycare with and without allowance

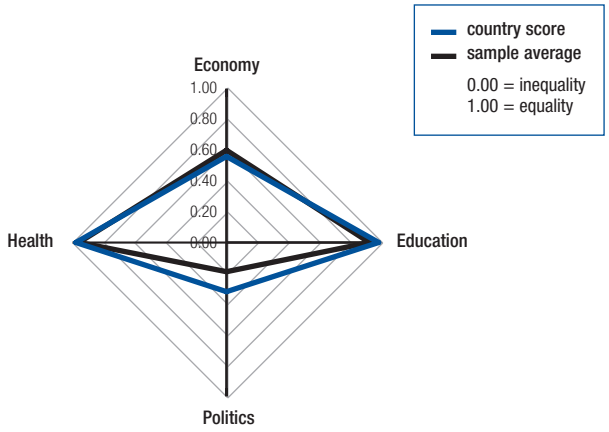
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Sri Lanka

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**39**	**0.712**

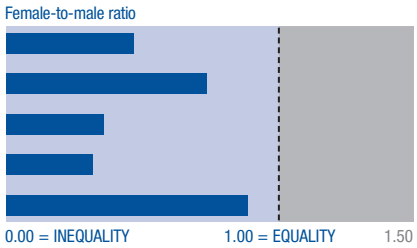
Key Indicators

Total population (millions)	20.87
Population growth (%)	0.92
GDP (US$ billions)	27.03
GDP (PPP) per capita	4,555

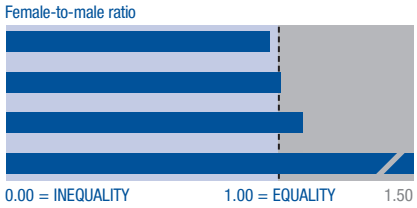


Gender Gap Subindexes

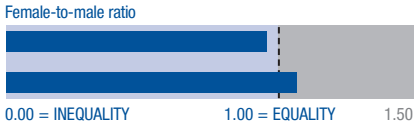
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**105**	**0.560**	**0.599**			
Labour force participation	119	0.47	0.68	38	80	0.47
Wage equality for similar work (survey)	28	0.74	0.64	—	—	0.74
Estimated earned income (PPP US$)	120	0.36	0.53	3,022	8,288	0.36
Legislators, senior officials and managers	76	0.32	0.25	24	76	0.32
Professional and technical workers	71	0.89	0.63	47	53	0.89



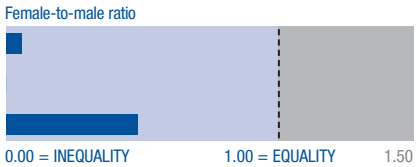
Educational Attainment	**48**	**0.995**	**0.932**			
Literacy rate	78	0.97	0.87	90	93	0.97
Enrolment in primary education	1	1.00	0.97	94	94	1.01
Enrolment in secondary education	1	1.00	0.90	61	56	1.09
Enrolment in tertiary education	1	1.00	0.88	20	11	1.92



Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.96
Healthy life expectancy	1	1.06	1.04	65	61	1.07



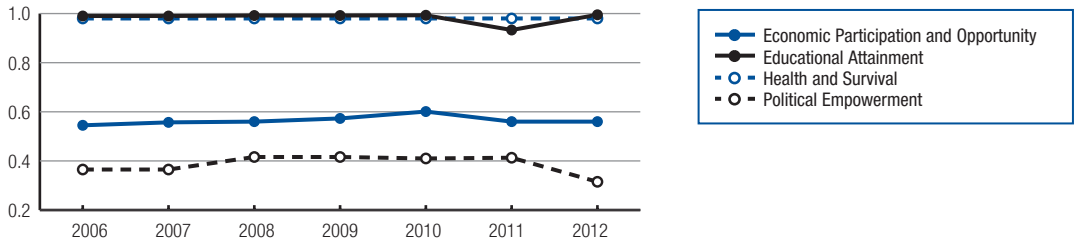
Political Empowerment	**22**	**0.315**	**0.195**			
Women in parliament	123	0.06	0.23	6	94	0.06
Women in ministerial positions	—	—	0.19	—	—	—
Years with female head of state (last 50)	5	0.49	0.17	16	34	0.49



Sri Lanka

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**39**	**0.712**	**105**	**0.560**	**48**	**0.995**	**1**	**0.980**	**22**	**0.315**
Gender Gap Index 2011 (out of 135 countries)	31	0.721	102	0.560	103	0.933	1	0.980	7	0.413
Gender Gap Index 2010 (out of 134 countries)	16	0.746	89	0.601	57	0.993	1	0.980	6	0.410
Gender Gap Index 2009 (out of 134 countries)	16	0.740	99	0.573	68	0.992	1	0.980	6	0.416
Gender Gap Index 2008 (out of 130 countries)	12	0.737	99	0.560	65	0.992	1	0.980	5	0.416
Gender Gap Index 2007 (out of 128 countries)	15	0.723	94	0.557	56	0.990	1	0.980	7	0.365
Gender Gap Index 2006 (out of 115 countries)	13	0.720	84	0.545	52	0.990	1	0.980	7	0.365

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 8
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 31
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] 1.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 5.38

Education

Female teachers, primary education (%) 85
Female teachers, secondary education (%) 63
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 24
Early marriage (% women, aged 15–19) 11
Fertility rate (births per woman) 2.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 23
Antenatal care coverage, at least one visit (%) 99
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 35 [25-49]
Contraceptive prevalence, married women (%, any method) 68
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) ..... <0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 14
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1931
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 86 for mothers paid at a time-rate or piece-rate, 100 for mothers covered by the Shop and Offices Employees Act
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

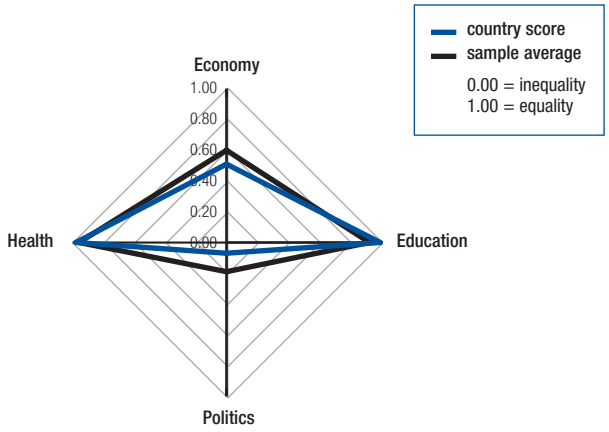
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Suriname

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**106**	**0.641**

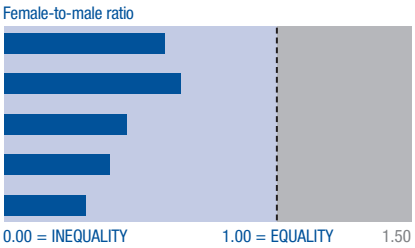
Key Indicators

Total population (millions)	0.53
Population growth (%)	0.91
GDP (US$ billions)	1.39
GDP (PPP) per capita	6,930

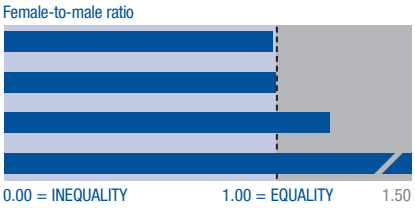


Gender Gap Subindexes

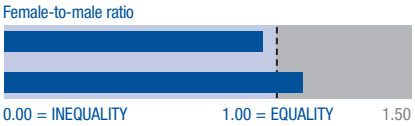
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**115**	**0.514**	**0.599**			
Labour force participation	104	0.59	0.68	42	72	0.59
Wage equality for similar work (survey)	67	0.65	0.64	—	—	0.65
Estimated earned income (PPP US$)	103	0.45	0.53	4,909	10,858	0.45
Legislators, senior officials and managers	68	0.39	0.25	28	72	0.39
Professional and technical workers	103	0.30	0.63	23	77	0.30



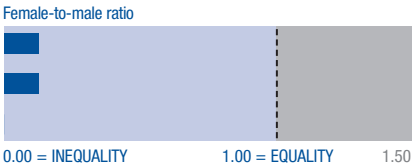
Educational Attainment	**37**	**0.997**	**0.932**			
Literacy rate	69	0.99	0.87	94	95	0.99
Enrolment in primary education	1	1.00	0.97	91	91	1.00
Enrolment in secondary education	1	1.00	0.90	55	46	1.20
Enrolment in tertiary education	1	1.00	0.88	15	9	1.72



Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	64	58	1.10



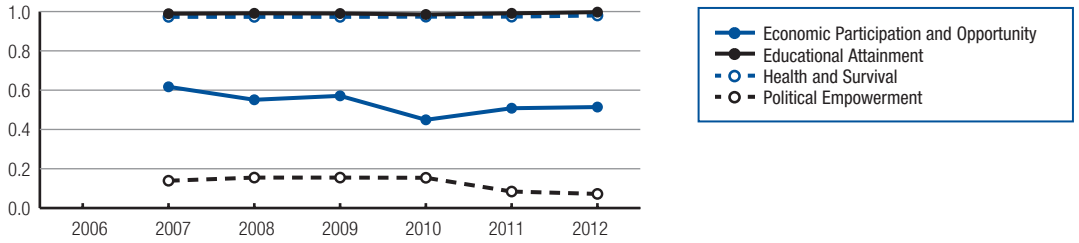
Political Empowerment	**107**	**0.072**	**0.195**			
Women in parliament	97	0.13	0.23	12	88	0.13
Women in ministerial positions	90	0.13	0.19	11	89	0.13
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Suriname

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**106**	**0.641**	**115**	**0.514**	**37**	**0.997**	**1**	**0.980**	**107**	**0.072**
Gender Gap Index 2011 (out of 135 countries)	104	0.640	114	0.508	62	0.991	70	0.974	95	0.084
Gender Gap Index 2010 (out of 134 countries)	102	0.641	123	0.449	85	0.985	70	0.974	53	0.154
Gender Gap Index 2009 (out of 134 countries)	78	0.673	101	0.571	74	0.990	80	0.973	51	0.155
Gender Gap Index 2008 (out of 130 countries)	79	0.667	101	0.551	70	0.991	76	0.973	49	0.155
Gender Gap Index 2007 (out of 128 countries)	56	0.679	73	0.617	64	0.989	74	0.973	46	0.139
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 14
Male adult unemployment rate (% of male labour force) 7
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 36
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 4.53

Education

Female teachers, primary education (%) 93
Female teachers, secondary education (%) 69
Female teachers, tertiary education (%) 48
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 19
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 2.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 66
Antenatal care coverage, at least one visit (%) 89
Births attended by skilled health personnel (%) 87
Maternal mortality ratio (per 100,000 live births)[4] ..... 130 [89-190]
Contraceptive prevalence, married women (%, any method) 46
Female HIV prevalence, aged 15–49 (%) 0.60
Male HIV prevalence, aged 15–49 (%) 1.40
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 27
Overall population sex ratio (male/female) 1.01

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1948
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... —
Maternity leave benefits (% of wages paid in covered period) ..... —
Provider of maternity coverage ..... —
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Public daycare with allowance, private daycare, homecare with and without allowance

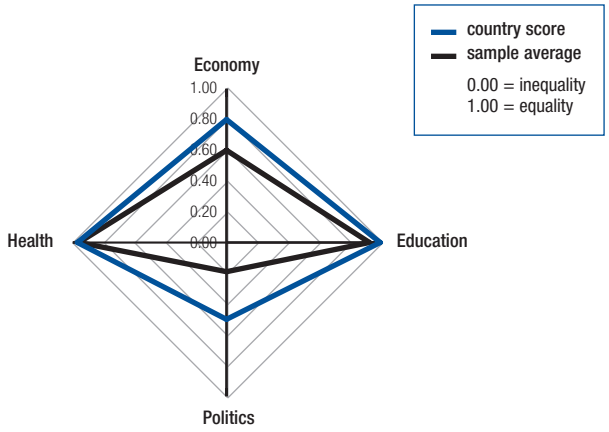
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Sweden

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**4**	**0.816**

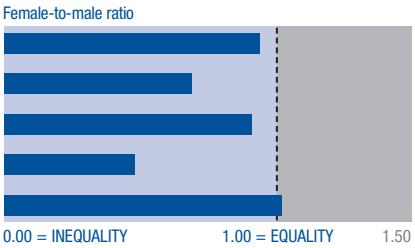
Key Indicators

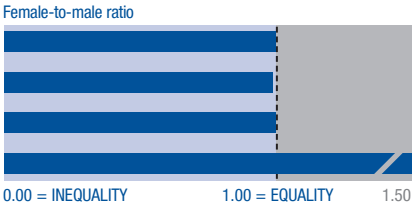
Total population (millions)	9.45
Population growth (%)	0.85
GDP (US$ billions)	302.84
GDP (PPP) per capita	33,771

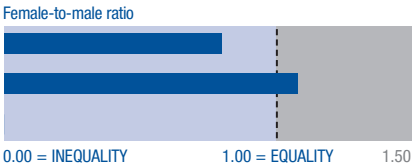


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**10**	**0.796**	**0.599**			
Labour force participation	8	0.94	0.68	77	82	0.94
Wage equality for similar work (survey)	49	0.69	0.64	—	—	0.69
Estimated earned income (PPP US$)	6	0.91	0.53	36,503	40,000	0.91
Legislators, senior officials and managers	45	0.48	0.25	32	68	0.48
Professional and technical workers	1	1.00	0.63	51	49	1.02
Educational Attainment	**39**	**0.997**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	86	0.99	0.97	99	100	0.99
Enrolment in secondary education	1	1.00	0.90	94	94	1.00
Enrolment in tertiary education	1	1.00	0.88	90	58	1.54
Health and Survival	**73**	**0.974**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	82	1.04	1.04	75	72	1.04
Political Empowerment	**4**	**0.498**	**0.195**			
Women in parliament	2	0.81	0.23	45	55	0.81
Women in ministerial positions	1	1.00	0.19	52	48	1.09
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



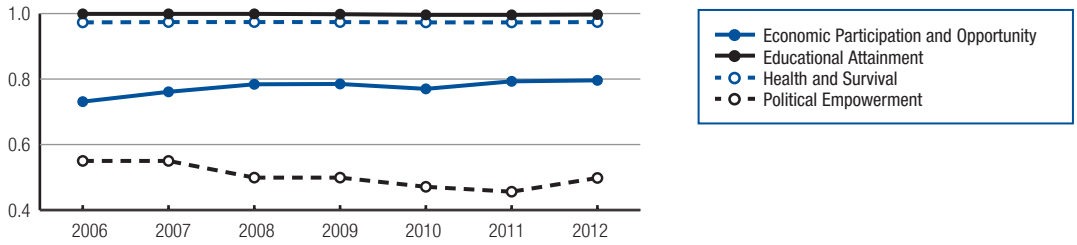




Sweden

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**4**	**0.816**	**10**	**0.796**	**39**	**0.997**	**73**	**0.974**	**4**	**0.498**
Gender Gap Index 2011 (out of 135 countries)	4	0.804	7	0.793	41	0.996	82	0.973	4	0.456
Gender Gap Index 2010 (out of 134 countries)	4	0.802	11	0.770	41	0.996	80	0.973	4	0.471
Gender Gap Index 2009 (out of 134 countries)	4	0.814	6	0.785	39	0.998	79	0.974	4	0.499
Gender Gap Index 2008 (out of 130 countries)	3	0.814	5	0.784	33	0.999	75	0.974	4	0.499
Gender Gap Index 2007 (out of 128 countries)	1	0.821	6	0.761	27	0.999	73	0.974	1	0.550
Gender Gap Index 2006 (out of 115 countries)	1	0.813	9	0.731	23	0.999	70	0.973	1	0.550

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 8
Male adult unemployment rate (% of male labour force) 9
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 50
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 5.16

Education

Female teachers, primary education (%) 81
Female teachers, secondary education (%) 59
Female teachers, tertiary education (%) 43
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 32
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.90
Adolescent fertility rate (births per 1,000 girls aged 15-19) 6
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) ..... —
Maternal mortality ratio (per 100,000 live births)[4] ..... 4 [2-7]
Contraceptive prevalence, married women (%, any method) 75
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.20
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 2
Overall population sex ratio (male/female) 0.99

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1919, 1921
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 480 days shared between both parents; 60 reserved for each parent, the rest freely transferable between both parents (with sole custody, all 480 days accrue to custodial parent)
Maternity leave benefits (% of wages paid in covered period) ..... 80 for 390 days, up to a ceiling, flat rate for remaining 90 days
Provider of maternity coverage ..... Social insurance
Length of paternity leave ..... 10 optional nursing days can be used within 2 months from birth
Paternity leave benefits (% of wages paid in covered period) ..... 80 up to a ceiling
Daycare options ..... Public and private daycare with allowance, homecare with allowance

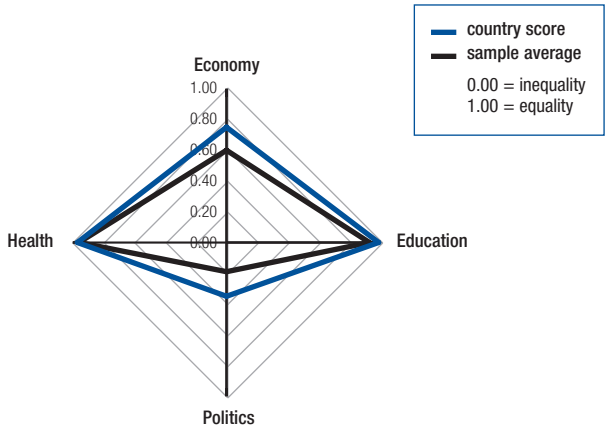
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Switzerland

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**10**	**0.767**

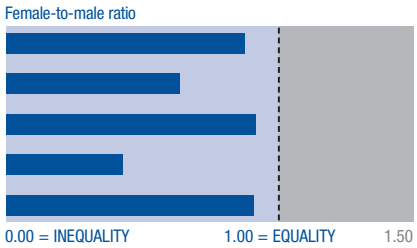
Key Indicators

Total population (millions)	7.91
Population growth (%)	1.06
GDP (US$ billions)	294.75
GDP (PPP) per capita	37,583

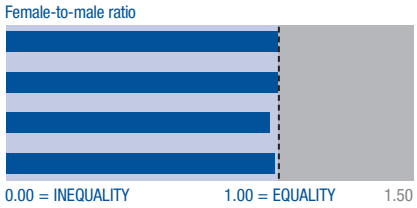


Gender Gap Subindexes

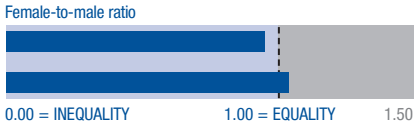
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**28**	**0.752**	**0.599**			
Labour force participation	32	0.88	0.68	76	87	0.88
Wage equality for similar work (survey)	73	0.64	0.64	—	—	0.64
Estimated earned income (PPP US$)	5	0.92	0.53	36,734	40,000	0.92
Legislators, senior officials and managers	58	0.43	0.25	30	70	0.43
Professional and technical workers	69	0.91	0.63	48	52	0.91



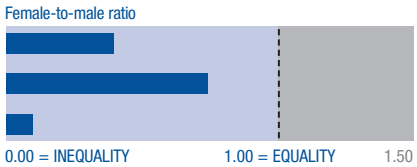
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**71**	**0.991**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	77	1.00	0.97	94	94	1.00
Enrolment in secondary education	98	0.97	0.90	82	84	0.97
Enrolment in tertiary education	92	0.99	0.88	55	55	0.99



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**68**	**0.974**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	84	1.04	1.04	76	73	1.04



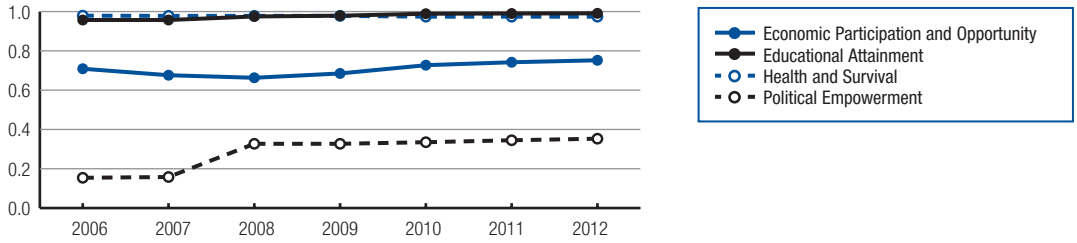
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**13**	**0.353**	**0.195**			
Women in parliament	30	0.40	0.23	29	72	0.40
Women in ministerial positions	9	0.75	0.19	43	57	0.75
Years with female head of state (last 50)	21	0.10	0.17	4	46	0.10



Switzerland

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**10**	**0.767**	**28**	**0.752**	**71**	**0.991**	**68**	**0.974**	**13**	**0.353**
Gender Gap Index 2011 (out of 135 countries)	10	0.763	28	0.742	68	0.990	75	0.974	13	0.345
Gender Gap Index 2010 (out of 134 countries)	10	0.756	30	0.727	71	0.989	74	0.974	13	0.335
Gender Gap Index 2009 (out of 134 countries)	13	0.743	48	0.685	88	0.979	59	0.978	12	0.327
Gender Gap Index 2008 (out of 130 countries)	14	0.736	54	0.663	88	0.975	56	0.978	11	0.327
Gender Gap Index 2007 (out of 128 countries)	40	0.692	42	0.676	92	0.957	55	0.978	37	0.158
Gender Gap Index 2006 (out of 115 countries)	26	0.700	18	0.709	79	0.957	35	0.979	34	0.154

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 5
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 47
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.86

Education

Female teachers, primary education (%) ..... —
Female teachers, secondary education (%) ..... —
Female teachers, tertiary education (%) 36
Female school life expectancy, primary to secondary (years) 13
Male school life expectancy, primary to secondary (years) 13

Marriage and Childbearing

Singulate mean age at marriage for women (years) 29
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 4
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 8 [4-15]
Contraceptive prevalence, married women (%, any method) 82
Female HIV prevalence, aged 15–49 (%) 0.20
Male HIV prevalence, aged 15–49 (%) 0.50
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 4
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1971
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 14 weeks (some cantons provide longer leaves)
Maternity leave benefits (% of wages paid in covered period) ..... 80 up to ceiling
Provider of maternity coverage ..... Social insurance
Length of paternity leave ..... No statutory paternity leave
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Public and private daycare with and without allowance, homecare with and without allowance; 26 different cantonal systems

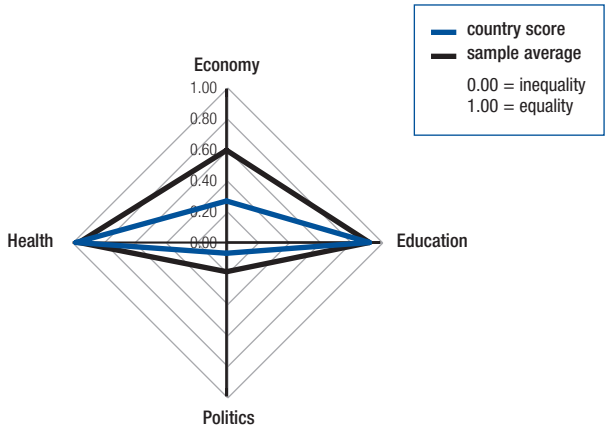
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Syria

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**132**	**0.563**

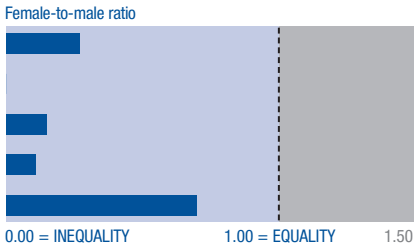
Key Indicators

Total population (millions)	20.82
Population growth (%)	2.04
GDP (US$ billions)	31.20
GDP (PPP) per capita	4,741

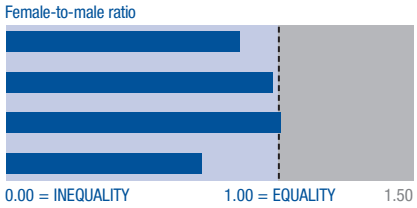


Gender Gap Subindexes

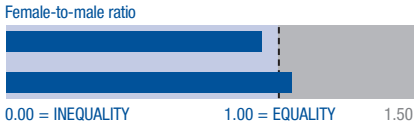
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**135**	**0.274**	**0.599**			
Labour force participation	133	0.27	0.68	22	82	0.27
Wage equality for similar work (survey)	—	—	0.64	—	—	—
Estimated earned income (PPP US$)	134	0.15	0.53	1,362	9,071	0.15
Legislators, senior officials and managers	100	0.11	0.25	10	90	0.11
Professional and technical workers	85	0.70	0.63	41	59	0.70



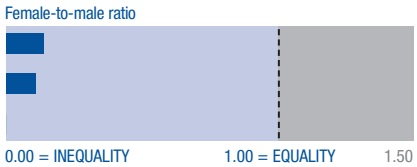
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**107**	**0.931**	**0.932**			
Literacy rate	107	0.86	0.87	77	90	0.86
Enrolment in primary education	109	0.98	0.97	92	94	0.98
Enrolment in secondary education	1	1.00	0.90	67	67	1.01
Enrolment in tertiary education	111	0.72	0.88	12	17	0.72



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**61**	**0.976**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	68	1.05	1.04	65	62	1.05



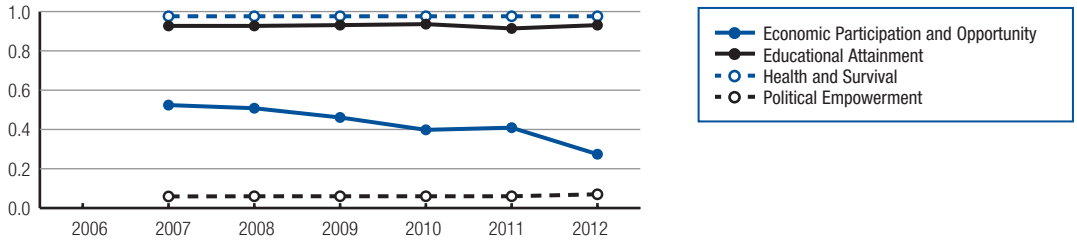
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**111**	**0.070**	**0.195**			
Women in parliament	96	0.14	0.23	12	88	0.14
Women in ministerial positions	97	0.11	0.19	10	90	0.11
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Syria

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**132**	**0.563**	**135**	**0.274**	**107**	**0.931**	**61**	**0.976**	**111**	**0.070**
Gender Gap Index 2011 (out of 135 countries)	124	0.590	129	0.409	109	0.914	61	0.976	110	0.060
Gender Gap Index 2010 (out of 134 countries)	124	0.593	130	0.398	104	0.936	60	0.976	107	0.060
Gender Gap Index 2009 (out of 134 countries)	121	0.607	120	0.461	104	0.931	68	0.976	116	0.060
Gender Gap Index 2008 (out of 130 countries)	107	0.618	107	0.508	101	0.927	65	0.976	112	0.060
Gender Gap Index 2007 (out of 128 countries)	103	0.622	104	0.524	99	0.927	63	0.976	100	0.059
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 23
Male adult unemployment rate (% of male labour force) 6
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 15
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 14
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] ..... —

Education

Female teachers, primary education (%) 66
Female teachers, secondary education (%) 51
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 25
Early marriage (% women, aged 15–19) 11
Fertility rate (births per woman) 2.90
Adolescent fertility rate (births per 1,000 girls aged 15-19) 75
Antenatal care coverage, at least one visit (%) 88
Births attended by skilled health personnel (%) 96
Maternal mortality ratio (per 100,000 live births)[4] ..... 70 [41-110]
Contraceptive prevalence, married women (%, any method) 58
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 14
Overall population sex ratio (male/female) 1.02

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 1.00
Year women received right to vote 1949, 1953
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 120 days for first child, 90 days for second, 75 days for third
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

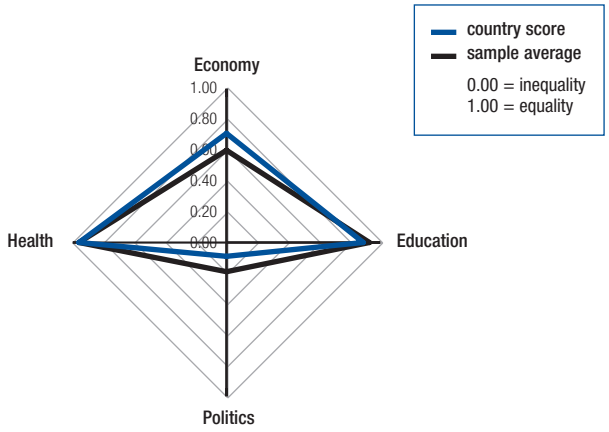
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Tajikistan

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**96**	**0.661**

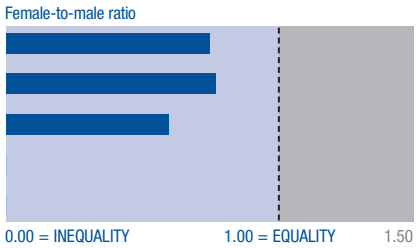
Key Indicators

Total population (millions)	6.98
Population growth (%)	1.39
GDP (US$ billions)	1.92
GDP (PPP) per capita	1,940

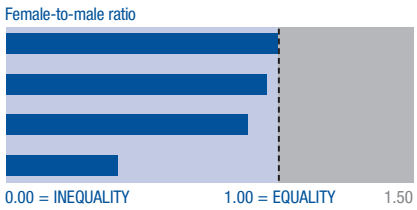


Gender Gap Subindexes

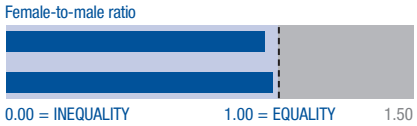
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**42**	**0.711**	**0.599**			
Labour force participation	74	0.75	0.68	60	81	0.75
Wage equality for similar work (survey)	13	0.77	0.64	—	—	0.77
Estimated earned income (PPP US$)	67	0.60	0.53	1,762	2,938	0.60
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—



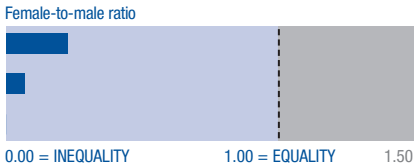
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**114**	**0.887**	**0.932**			
Literacy rate	51	1.00	0.87	100	100	1.00
Enrolment in primary education	118	0.96	0.97	95	99	0.96
Enrolment in secondary education	114	0.89	0.90	80	90	0.89
Enrolment in tertiary education	129	0.41	0.88	11	28	0.41



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**122**	**0.956**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	130	0.98	1.04	57	58	0.98



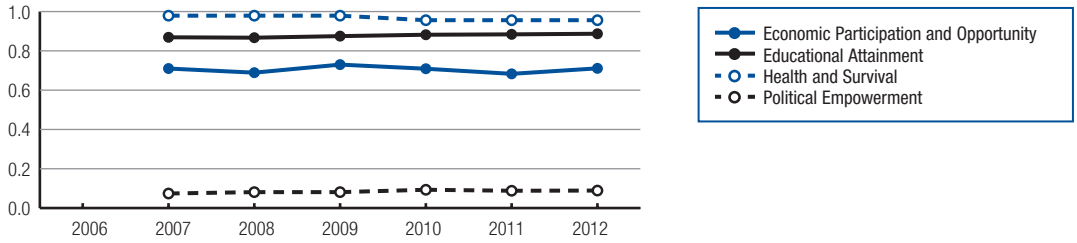
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**95**	**0.089**	**0.195**			
Women in parliament	68	0.23	0.23	19	81	0.23
Women in ministerial positions	116	0.07	0.19	6	94	0.07
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Tajikistan

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**96**	**0.661**	**42**	**0.711**	**114**	**0.887**	**122**	**0.956**	**95**	**0.089**
Gender Gap Index 2011 (out of 135 countries)	96	0.653	49	0.683	113	0.884	122	0.956	94	0.088
Gender Gap Index 2010 (out of 134 countries)	89	0.660	40	0.709	113	0.882	121	0.956	90	0.093
Gender Gap Index 2009 (out of 134 countries)	86	0.666	27	0.730	114	0.875	58	0.979	96	0.081
Gender Gap Index 2008 (out of 130 countries)	89	0.654	44	0.689	112	0.867	55	0.979	98	0.081
Gender Gap Index 2007 (out of 128 countries)	79	0.658	25	0.710	107	0.869	54	0.979	90	0.074
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) ..... —
Male adult unemployment rate (% of male labour force) ..... —
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 37
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 34
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 5.35

Education

Female teachers, primary education (%) 64
Female teachers, secondary education (%) 59
Female teachers, tertiary education (%) 34
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 21
Early marriage (% women, aged 15–19) 14
Fertility rate (births per woman) 3.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 27
Antenatal care coverage, at least one visit (%) 89
Births attended by skilled health personnel (%) 88
Maternal mortality ratio (per 100,000 live births)[4] ..... 65 [29-150]
Contraceptive prevalence, married women (%, any method) 37
Female HIV prevalence, aged 15–49 (%) 0.10
Male HIV prevalence, aged 15–49 (%) 0.30
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 52
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.75
Year women received right to vote 1924
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 140 calendar days
Maternity leave benefits (% of wages paid in covered period) ..... Paid amount not specified
Provider of maternity coverage ..... Social security
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

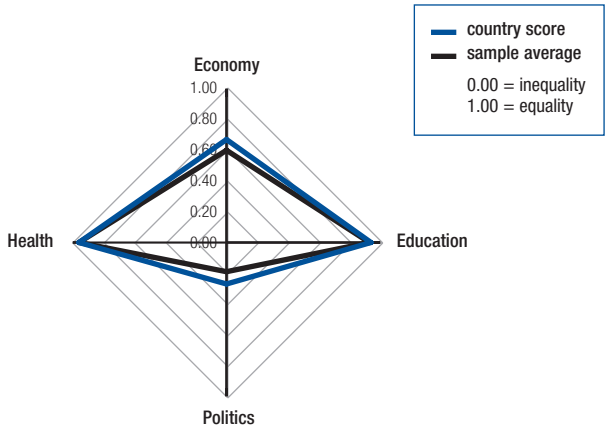
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Tanzania

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**46**	**0.709**

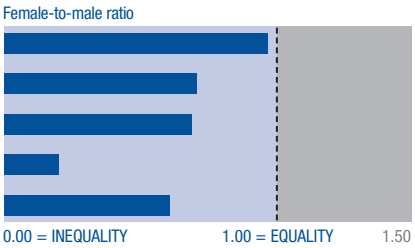
Key Indicators

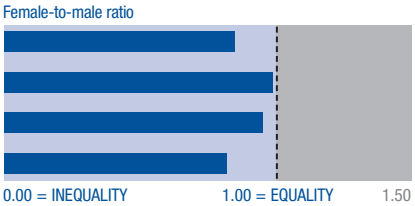
Total population (millions)	46.22
Population growth (%)	2.98
GDP (US$ billions)	19.97
GDP (PPP) per capita	1,286

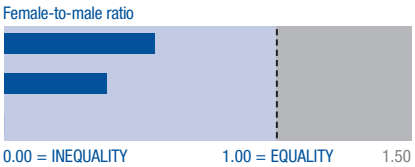


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**60**	**0.669**	**0.599**			
Labour force participation	4	0.97	0.68	89	91	0.97
Wage equality for similar work (survey)	39	0.71	0.64	—	—	0.71
Estimated earned income (PPP US$)	33	0.69	0.53	1,239	1,804	0.69
Legislators, senior officials and managers	90	0.20	0.25	16	84	0.20
Professional and technical workers	89	0.61	0.63	38	62	0.61
Educational Attainment	**105**	**0.937**	**0.932**			
Literacy rate	108	0.85	0.87	67	79	0.85
Enrolment in primary education	83	0.99	0.97	98	98	0.99
Enrolment in secondary education	105	0.95	0.90	5	5	0.95
Enrolment in tertiary education	106	0.82	0.88	2	2	0.82
Health and Survival	**111**	**0.961**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	118	1.00	1.04	45	45	1.00
Political Empowerment	**31**	**0.268**	**0.195**			
Women in parliament	14	0.56	0.23	36	64	0.56
Women in ministerial positions	30	0.38	0.19	28	72	0.38
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



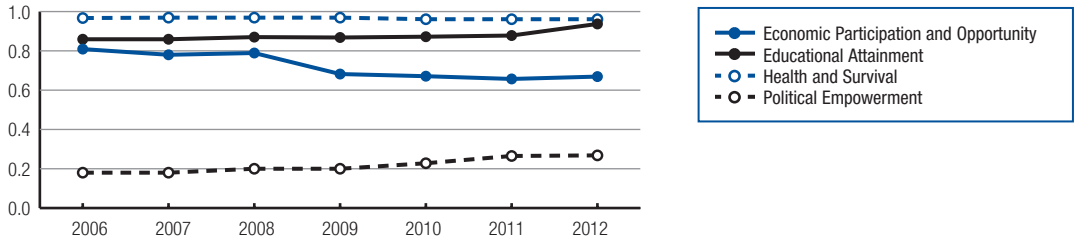




Tanzania

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**46**	**0.709**	**60**	**0.669**	**105**	**0.937**	**111**	**0.961**	**31**	**0.268**
Gender Gap Index 2011 (out of 135 countries)	59	0.690	63	0.657	114	0.878	111	0.961	30	0.265
Gender Gap Index 2010 (out of 134 countries)	66	0.683	57	0.671	114	0.872	110	0.961	33	0.228
Gender Gap Index 2009 (out of 134 countries)	73	0.680	52	0.682	115	0.868	105	0.969	37	0.200
Gender Gap Index 2008 (out of 130 countries)	38	0.707	3	0.789	111	0.870	100	0.969	35	0.200
Gender Gap Index 2007 (out of 128 countries)	34	0.697	4	0.780	109	0.859	99	0.969	29	0.180
Gender Gap Index 2006 (out of 115 countries)	24	0.704	1	0.809	97	0.859	95	0.967	26	0.180

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 6
Male adult unemployment rate (% of male labour force) 3
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 31
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) 31
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 4.68

Education

Female teachers, primary education (%) 50
Female teachers, secondary education (%) ..... —
Female teachers, tertiary education (%) 24
Female school life expectancy, primary to secondary (years) ..... —
Male school life expectancy, primary to secondary (years) ..... —

Marriage and Childbearing

Singulate mean age at marriage for women (years) 20
Early marriage (% women, aged 15–19) 28
Fertility rate (births per woman) 5.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 116
Antenatal care coverage, at least one visit (%) 88
Births attended by skilled health personnel (%) 49
Maternal mortality ratio (per 100,000 live births)[4] ..... 460 [190-740]
Contraceptive prevalence, married women (%, any method) 34
Female HIV prevalence, aged 15–49 (%) 6.80
Male HIV prevalence, aged 15–49 (%) 4.50
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 50
Overall population sex ratio (male/female) 1.00

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.15
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 1.00
Year women received right to vote 1959
Quota type ..... Reserved seats
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

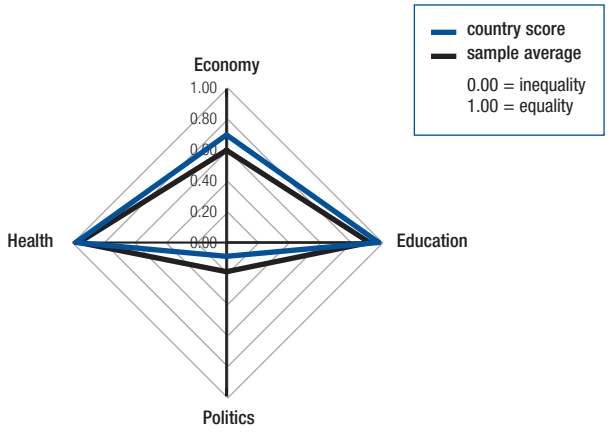
Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... National Social Security Fund
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Thailand

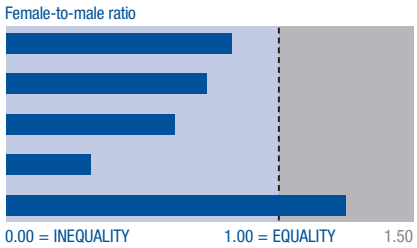
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**65**	**0.689**

Key Indicators	
Total population (millions)	69.52
Population growth (%)	0.60
GDP (US$ billions)	187.49
GDP (PPP) per capita	7,673

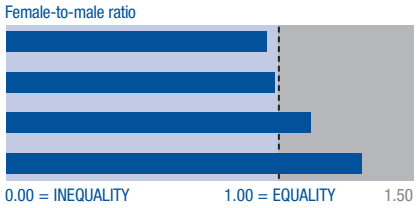


Gender Gap Subindexes

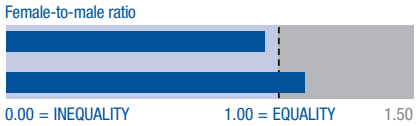
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**49**	**0.699**	**0.599**			
Labour force participation	51	0.83	0.68	70	85	0.83
Wage equality for similar work (survey)	27	0.74	0.64	—	—	0.74
Estimated earned income (PPP US$)	59	0.62	0.53	6,665	10,813	0.62
Legislators, senior officials and managers	79	0.31	0.25	24	76	0.31
Professional and technical workers	1	1.00	0.63	56	44	1.25



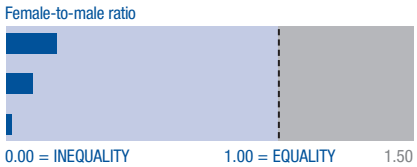
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**78**	**0.989**	**0.932**			
Literacy rate	86	0.96	0.87	92	96	0.96
Enrolment in primary education	85	0.99	0.97	89	90	0.99
Enrolment in secondary education	1	1.00	0.90	78	70	1.12
Enrolment in tertiary education	1	1.00	0.88	54	41	1.31



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	65	59	1.10



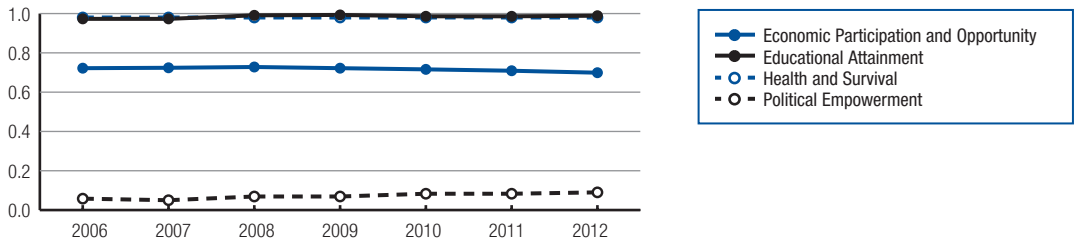
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**93**	**0.090**	**0.195**			
Women in parliament	80	0.19	0.23	16	84	0.19
Women in ministerial positions	104	0.10	0.19	9	91	0.10
Years with female head of state (last 50)	42	0.02	0.17	1	49	0.02



Thailand

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**65**	**0.689**	**49**	**0.699**	**78**	**0.989**	**1**	**0.980**	**93**	**0.090**
Gender Gap Index 2011 (out of 135 countries)	60	0.689	41	0.709	82	0.986	1	0.980	97	0.083
Gender Gap Index 2010 (out of 134 countries)	57	0.691	36	0.716	84	0.986	1	0.980	94	0.083
Gender Gap Index 2009 (out of 134 countries)	59	0.691	30	0.722	62	0.993	1	0.980	105	0.069
Gender Gap Index 2008 (out of 130 countries)	52	0.692	25	0.728	69	0.991	1	0.980	104	0.069
Gender Gap Index 2007 (out of 128 countries)	52	0.682	21	0.724	81	0.973	1	0.980	110	0.050
Gender Gap Index 2006 (out of 115 countries)	40	0.683	13	0.722	72	0.973	1	0.980	89	0.058

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 1
Male adult unemployment rate (% of male labour force) 1
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 46
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 5.21

Education

Female teachers, primary education (%) 60
Female teachers, secondary education (%) 55
Female teachers, tertiary education (%) 69
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 24
Early marriage (% women, aged 15–19) 11
Fertility rate (births per woman) 1.60
Adolescent fertility rate (births per 1,000 girls aged 15-19) 43
Antenatal care coverage, at least one visit (%) 99
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 48 [33-70]
Contraceptive prevalence, married women (%, any method) 81
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 11
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1932
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

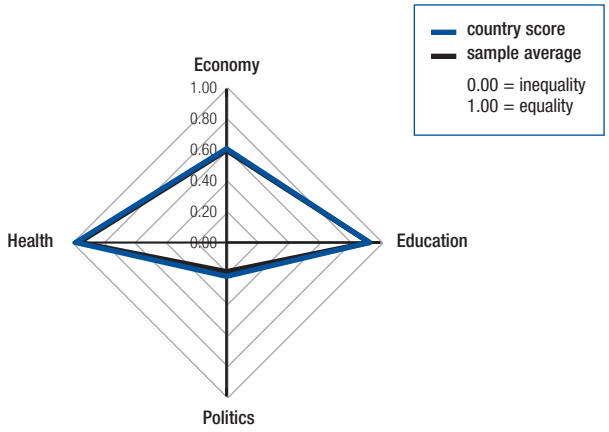
Length of maternity leave ..... 90 days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer (up to 45 days per the Labor Protection Act) and social insurance system
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Timor-Leste

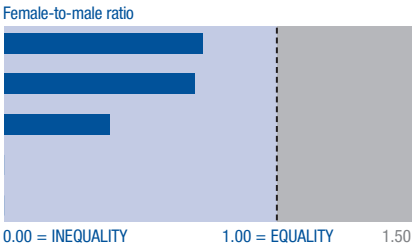
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**68**	**0.685**

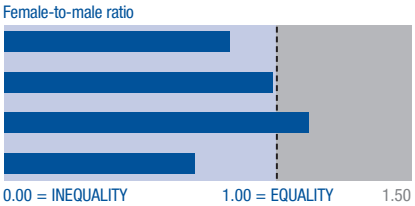
Key Indicators	
Total population (millions)	1.18
Population growth (%)	2.20
GDP (US$ billions)	0.42
GDP (PPP) per capita	832

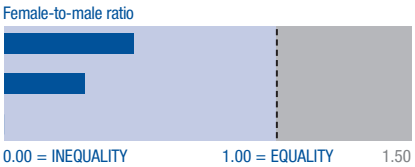


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**90**	**0.613**	**0.599**			
Labour force participation	81	0.73	0.68	62	85	0.73
Wage equality for similar work (survey)	45	0.70	0.64	—	—	0.70
Estimated earned income (PPP US$)	118	0.39	0.53	885	2,265	0.39
Legislators, senior officials and managers	—	—	0.25	—	—	—
Professional and technical workers	—	—	0.63	—	—	—
Educational Attainment	**109**	**0.928**	**0.932**			
Literacy rate	113	0.83	0.87	53	64	0.83
Enrolment in primary education	91	0.99	0.97	85	86	0.99
Enrolment in secondary education	1	1.00	0.90	39	34	1.12
Enrolment in tertiary education	114	0.70	0.88	14	19	0.70
Health and Survival	**47**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	56	1.06	1.04	55	52	1.06
Political Empowerment	**34**	**0.222**	**0.195**			
Women in parliament	20	0.48	0.23	32	68	0.48
Women in ministerial positions	39	0.30	0.19	23	77	0.30
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



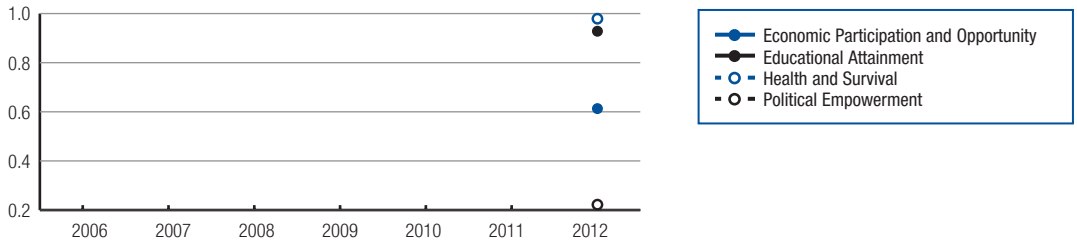




Timor-Leste

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**68**	**0.685**	**90**	**0.613**	**109**	**0.928**	**47**	**0.979**	**34**	**0.222**
Gender Gap Index 2011 (out of 135 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2010 (out of 134 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2009 (out of 134 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2008 (out of 130 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2007 (out of 128 countries)	—	—	—	—	—	—	—	—	—	—
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) ..... —
Male adult unemployment rate (% of male labour force) ..... —
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 35
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 43
Women's access to land ownership[2] ..... —
Women's access to credit[2] 1.00
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] 4.85

Education

Female teachers, primary education (%) 40
Female teachers, secondary education (%) 29
Female teachers, tertiary education (%) 25
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 11
Fertility rate (births per woman) 6.20
Adolescent fertility rate (births per 1,000 girls aged 15-19) 54
Antenatal care coverage, at least one visit (%) 84
Births attended by skilled health personnel (%) 30
Maternal mortality ratio (per 100,000 live births)[4] ..... 300 [160-560]
Contraceptive prevalence, married women (%, any method) 22
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 46
Overall population sex ratio (male/female) 1.04

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] ..... —
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.75
Year women received right to vote ..... —
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

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

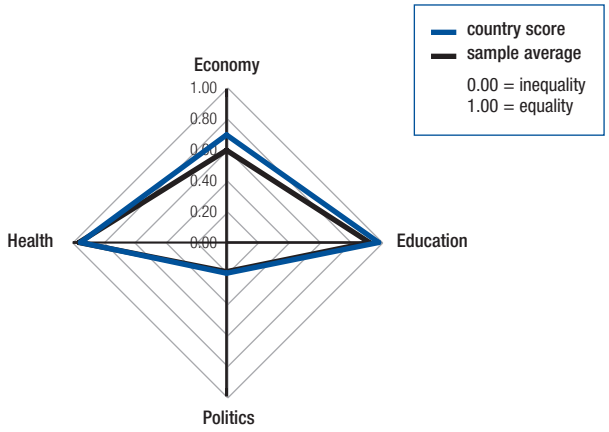
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Trinidad and Tobago

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**43**	**0.712**

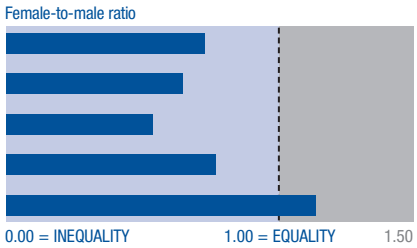
Key Indicators

Total population (millions)	1.35
Population growth (%)	0.38
GDP (US$ billions)	14.05
GDP (PPP) per capita	23,088

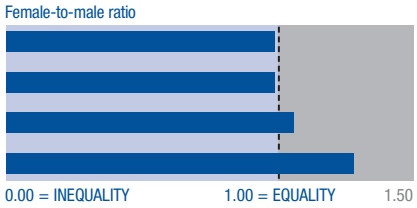


Gender Gap Subindexes

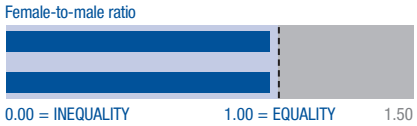
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**47**	**0.701**	**0.599**			
Labour force participation	77	0.73	0.68	61	83	0.73
Wage equality for similar work (survey)	72	0.65	0.64	—	—	0.65
Estimated earned income (PPP US$)	84	0.54	0.53	18,378	34,013	0.54
Legislators, senior officials and managers	8	0.77	0.25	43	57	0.77
Professional and technical workers	1	1.00	0.63	53	47	1.14



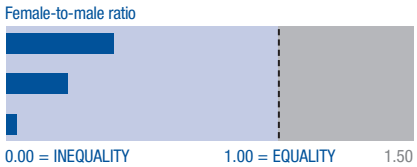
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**53**	**0.994**	**0.932**			
Literacy rate	63	0.99	0.87	98	99	0.99
Enrolment in primary education	90	0.99	0.97	94	94	0.99
Enrolment in secondary education	1	1.00	0.90	70	66	1.06
Enrolment in tertiary education	1	1.00	0.88	13	10	1.28



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**128**	**0.952**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	135	0.97	1.04	62	64	0.97



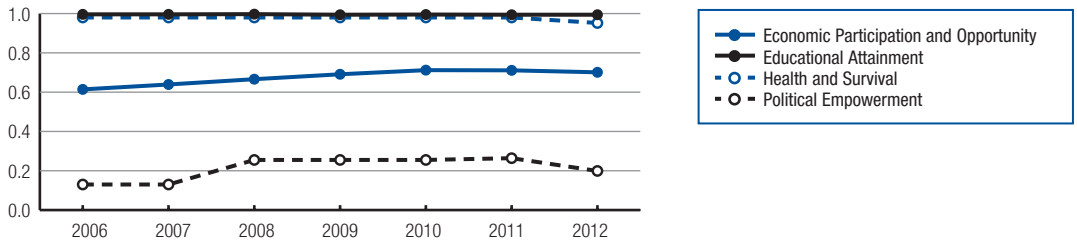
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**36**	**0.199**	**0.195**			
Women in parliament	29	0.40	0.23	29	71	0.40
Women in ministerial positions	52	0.23	0.19	18	82	0.23
Years with female head of state (last 50)	31	0.04	0.17	2	48	0.04



Trinidad and Tobago

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**43**	**0.712**	**47**	**0.701**	**53**	**0.994**	**128**	**0.952**	**36**	**0.199**
Gender Gap Index 2011 (out of 135 countries)	21	0.737	39	0.711	49	0.994	1	0.980	31	0.264
Gender Gap Index 2010 (out of 134 countries)	21	0.735	38	0.712	50	0.995	1	0.980	30	0.255
Gender Gap Index 2009 (out of 134 countries)	19	0.730	44	0.691	58	0.994	1	0.980	27	0.255
Gender Gap Index 2008 (out of 130 countries)	19	0.724	52	0.666	39	0.997	1	0.980	24	0.255
Gender Gap Index 2007 (out of 128 countries)	46	0.686	64	0.639	34	0.996	1	0.980	52	0.130
Gender Gap Index 2006 (out of 115 countries)	45	0.680	56	0.614	30	0.996	1	0.980	46	0.130

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 6
Male adult unemployment rate (% of male labour force) 4
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 44
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] ..... —
Ability of women to rise to positions of enterprise leadership[1] 4.91

Education

Female teachers, primary education (%) 79
Female teachers, secondary education (%) 63
Female teachers, tertiary education (%) 33
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 27
Early marriage (% women, aged 15–19) 6
Fertility rate (births per woman) 1.60
Adolescent fertility rate (births per 1,000 girls aged 15-19) 33
Antenatal care coverage, at least one visit (%) 95
Births attended by skilled health personnel (%) 97
Maternal mortality ratio (per 100,000 live births)[4] ..... 46 [26-84]
Contraceptive prevalence, married women (%, any method) 43
Female HIV prevalence, aged 15–49 (%) 1.00
Male HIV prevalence, aged 15–49 (%) 2.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 24
Overall population sex ratio (male/female) 0.94

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1946
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 13 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 100 for 1 month and 50 for 2 months (employer) plus a sum depending on earnings (social insurance); when total paid under the Maternity Protection Act and social insurance is less than full pay, employer pays difference
Provider of maternity coverage ..... Employer and National Insurance Board
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

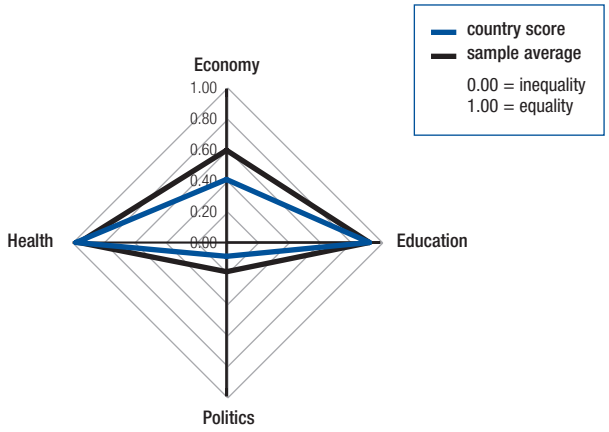
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Turkey

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**124**	**0.601**

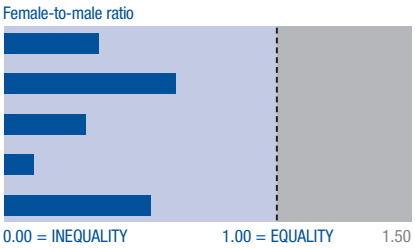
Key Indicators

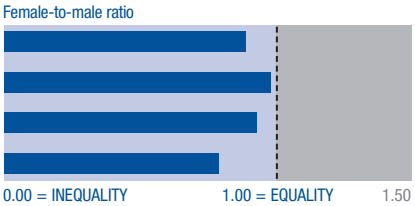
Total population (millions)	73.64
Population growth (%)	1.25
GDP (US$ billions)	389.12
GDP (PPP) per capita	12,547

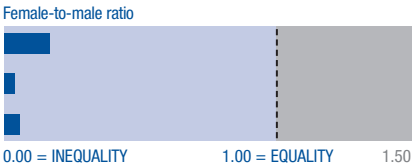


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**129**	**0.414**	**0.599**			
Labour force participation	125	0.35	0.68	26	74	0.35
Wage equality for similar work (survey)	85	0.63	0.64	—	—	0.63
Estimated earned income (PPP US$)	121	0.30	0.53	7,813	26,005	0.30
Legislators, senior officials and managers	103	0.11	0.25	10	90	0.11
Professional and technical workers	93	0.54	0.63	35	65	0.54
Educational Attainment	**108**	**0.930**	**0.932**			
Literacy rate	105	0.89	0.87	85	96	0.89
Enrolment in primary education	108	0.98	0.97	97	98	0.98
Enrolment in secondary education	111	0.93	0.90	71	77	0.93
Enrolment in tertiary education	108	0.79	0.88	40	51	0.79
Health and Survival	**62**	**0.976**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	72	1.05	1.04	67	64	1.05
Political Empowerment	**98**	**0.087**	**0.195**			
Women in parliament	85	0.17	0.23	14	86	0.17
Women in ministerial positions	121	0.04	0.19	4	96	0.04
Years with female head of state (last 50)	27	0.06	0.17	3	47	0.06



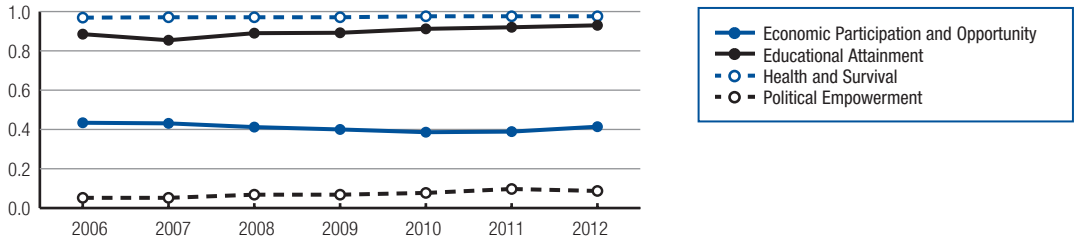




Turkey

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**124**	**0.601**	**129**	**0.414**	**108**	**0.930**	**62**	**0.976**	**98**	**0.087**
Gender Gap Index 2011 (out of 135 countries)	122	0.595	132	0.389	106	0.920	62	0.976	89	0.097
Gender Gap Index 2010 (out of 134 countries)	126	0.588	131	0.386	109	0.912	61	0.976	99	0.077
Gender Gap Index 2009 (out of 134 countries)	129	0.583	130	0.400	110	0.892	93	0.971	107	0.068
Gender Gap Index 2008 (out of 130 countries)	123	0.585	124	0.412	108	0.890	88	0.971	106	0.068
Gender Gap Index 2007 (out of 128 countries)	121	0.577	118	0.431	110	0.854	87	0.971	108	0.052
Gender Gap Index 2006 (out of 115 countries)	105	0.585	106	0.434	92	0.885	85	0.969	96	0.052

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 13
Male adult unemployment rate (% of male labour force) 11
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 23
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 41
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 4
Ability of women to rise to positions of enterprise leadership[1] 4.31

Education

Female teachers, primary education (%) ..... —
Female teachers, secondary education (%) ..... —
Female teachers, tertiary education (%) 41
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 2.10
Adolescent fertility rate (births per 1,000 girls aged 15-19) 51
Antenatal care coverage, at least one visit (%) 92
Births attended by skilled health personnel (%) 91
Maternal mortality ratio (per 100,000 live births)[4] ..... 20 [13-32]
Contraceptive prevalence, married women (%, any method) 73
Female HIV prevalence, aged 15–49 (%) ..... <0.10
Male HIV prevalence, aged 15–49 (%) ..... <0.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 12
Overall population sex ratio (male/female) 0.99

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1930
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 16 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 67 for 12 weeks
Provider of maternity coverage ..... Social security
Length of paternity leave ..... Public sector only, 10 days
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

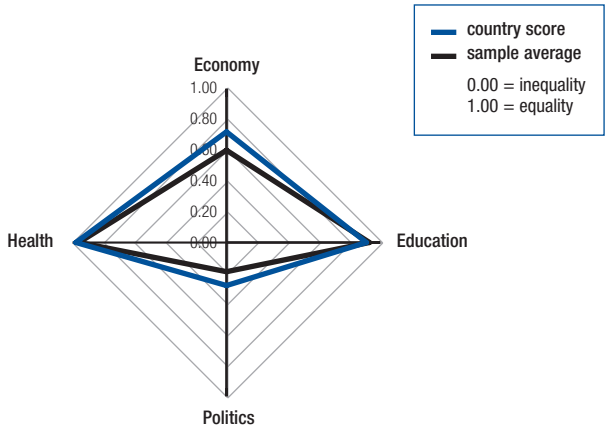
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Uganda

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**28**	**0.723**

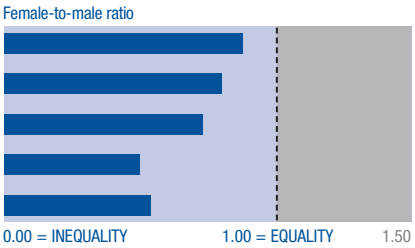
Key Indicators

Total population (millions)	34.51
Population growth (%)	3.21
GDP (US$ billions)	12.61
GDP (PPP) per capita	1,141

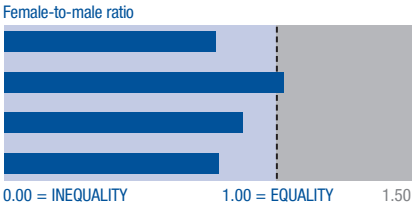


Gender Gap Subindexes

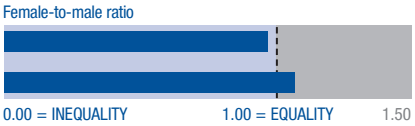
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**37**	**0.722**	**0.599**			
Labour force participation	26	0.88	0.68	80	91	0.88
Wage equality for similar work (survey)	5	0.80	0.64	—	—	0.80
Estimated earned income (PPP US$)	23	0.73	0.53	1,139	1,569	0.73
Legislators, senior officials and managers	39	0.50	0.25	33	67	0.50
Professional and technical workers	94	0.54	0.63	35	65	0.54



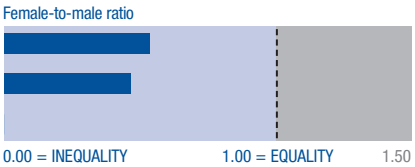
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**112**	**0.906**	**0.932**			
Literacy rate	119	0.78	0.87	65	83	0.78
Enrolment in primary education	1	1.00	0.97	92	90	1.03
Enrolment in secondary education	115	0.88	0.90	15	17	0.88
Enrolment in tertiary education	109	0.79	0.88	4	5	0.79



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	1	1.06	1.04	44	41	1.07



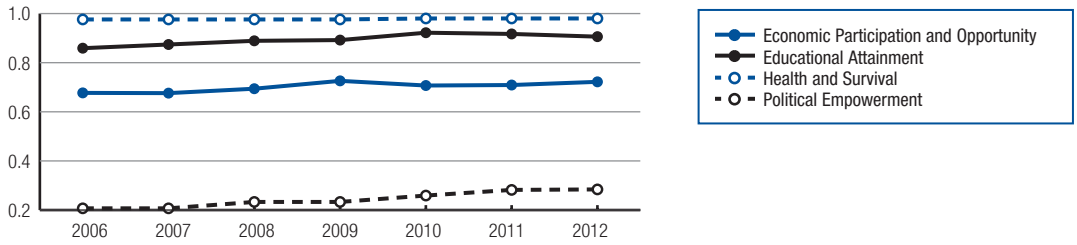
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**28**	**0.284**	**0.195**			
Women in parliament	16	0.54	0.23	35	65	0.54
Women in ministerial positions	20	0.47	0.19	32	68	0.47
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Uganda

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**28**	**0.723**	**37**	**0.722**	**112**	**0.906**	**1**	**0.980**	**28**	**0.284**
Gender Gap Index 2011 (out of 135 countries)	29	0.722	42	0.709	107	0.917	1	0.980	25	0.282
Gender Gap Index 2010 (out of 134 countries)	33	0.717	42	0.707	107	0.922	1	0.980	29	0.259
Gender Gap Index 2009 (out of 134 countries)	40	0.707	28	0.726	111	0.892	69	0.976	30	0.233
Gender Gap Index 2008 (out of 130 countries)	43	0.698	40	0.694	109	0.889	66	0.976	30	0.233
Gender Gap Index 2007 (out of 128 countries)	50	0.683	41	0.676	104	0.874	64	0.976	24	0.207
Gender Gap Index 2006 (out of 115 countries)	47	0.680	28	0.677	98	0.859	60	0.976	22	0.207

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 5
Male adult unemployment rate (% of male labour force) 3
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 39
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) 35
Women's access to land ownership[2] 1.00
Women's access to credit[2] 1.00
Women's access to property other than land[2] 1.00
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 5.70

Education

Female teachers, primary education (%) 41
Female teachers, secondary education (%) 23
Female teachers, tertiary education (%) 20
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 20
Early marriage (% women, aged 15–19) 22
Fertility rate (births per woman) 6.10
Adolescent fertility rate (births per 1,000 girls aged 15-19) 159
Antenatal care coverage, at least one visit (%) 94
Births attended by skilled health personnel (%) 42
Maternal mortality ratio (per 100,000 live births)[4] ..... 310 [200-500]
Contraceptive prevalence, married women (%, any method) 24
Female HIV prevalence, aged 15–49 (%) 7.70
Male HIV prevalence, aged 15–49 (%) 5.30
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 63
Overall population sex ratio (male/female) 1.00

Social Institutions and Political Rights

Parental authority in marriage[2] 0.50
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.01
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1962
Quota type ..... Reserved seats
Existence of legislation prohibiting gender-based discrimination ..... No

Childcare Ecosystem

Length of maternity leave ..... 60 working days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... 4 days
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... —

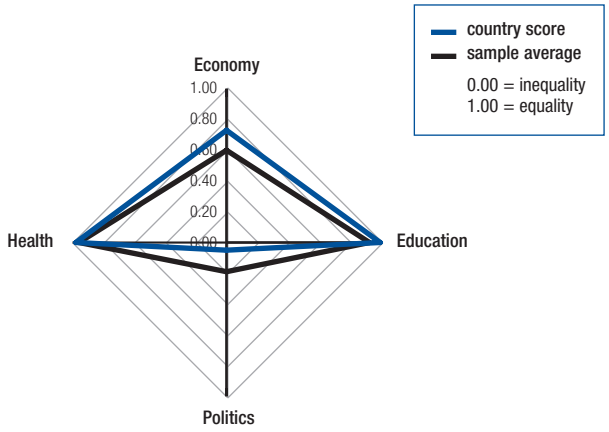
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Ukraine

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**64**	**0.689**

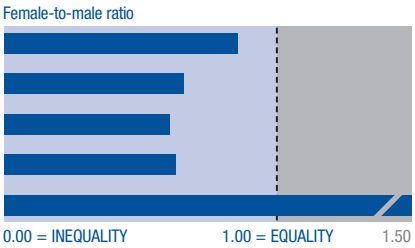
Key Indicators

Total population (millions)	45.71
Population growth (%)	-0.40
GDP (US$ billions)	47.56
GDP (PPP) per capita	6,029

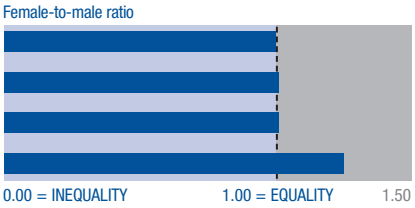


Gender Gap Subindexes

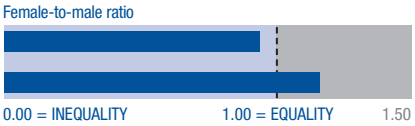
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**34**	**0.725**	**0.599**			
Labour force participation	40	0.86	0.68	62	72	0.86
Wage equality for similar work (survey)	63	0.66	0.64	—	—	0.66
Estimated earned income (PPP US$)	65	0.61	0.53	5,578	9,214	0.61
Legislators, senior officials and managers	19	0.63	0.25	39	61	0.63
Professional and technical workers	1	1.00	0.63	64	36	1.77



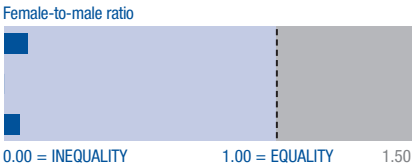
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**22**	**1.000**	**0.932**			
Literacy rate	48	1.00	0.87	100	100	1.00
Enrolment in primary education	1	1.00	0.97	91	90	1.01
Enrolment in secondary education	1	1.00	0.90	86	86	1.01
Enrolment in tertiary education	1	1.00	0.88	89	71	1.25



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**34**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	93	0.94	0.92	—	—	0.94
Healthy life expectancy	1	1.06	1.04	64	55	1.16



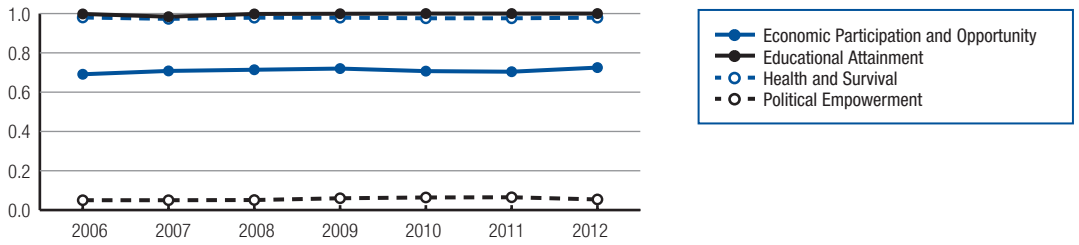
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**119**	**0.054**	**0.195**			
Women in parliament	117	0.09	0.23	8	92	0.09
Women in ministerial positions	125	0.00	0.19	0	100	0.00
Years with female head of state (last 50)	26	0.06	0.17	3	47	0.06



Ukraine

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**64**	**0.689**	**34**	**0.725**	**22**	**1.000**	**34**	**0.979**	**119**	**0.054**
Gender Gap Index 2011 (out of 135 countries)	64	0.686	44	0.704	24	1.000	56	0.976	106	0.065
Gender Gap Index 2010 (out of 134 countries)	63	0.687	43	0.707	23	1.000	56	0.976	105	0.064
Gender Gap Index 2009 (out of 134 countries)	61	0.690	33	0.720	31	0.999	41	0.979	117	0.060
Gender Gap Index 2008 (out of 130 countries)	62	0.686	27	0.714	34	0.998	38	0.979	117	0.051
Gender Gap Index 2007 (out of 128 countries)	57	0.679	26	0.708	73	0.984	74	0.973	109	0.050
Gender Gap Index 2006 (out of 115 countries)	48	0.680	24	0.691	25	0.998	1	0.980	97	0.050

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 6
Male adult unemployment rate (% of male labour force) 7
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 55
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 47
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.58

Education

Female teachers, primary education (%) 99
Female teachers, secondary education (%) 76
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 7
Fertility rate (births per woman) 1.40
Adolescent fertility rate (births per 1,000 girls aged 15-19) 30
Antenatal care coverage, at least one visit (%) 99
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 32 [24-43]
Contraceptive prevalence, married women (%, any method) 67
Female HIV prevalence, aged 15–49 (%) 1.20
Male HIV prevalence, aged 15–49 (%) 1.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 11
Overall population sex ratio (male/female) 0.85

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.00
Year women received right to vote 1919
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 126 days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

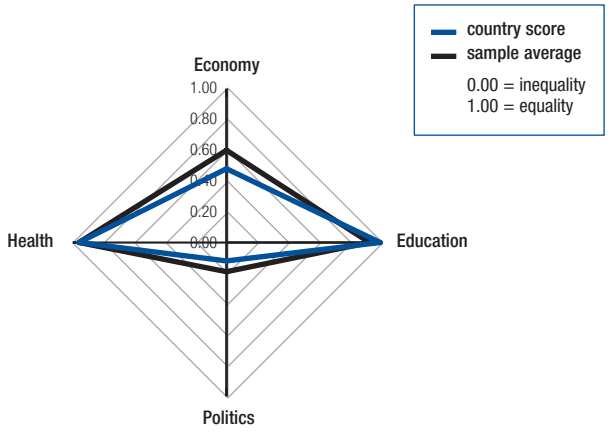
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

United Arab Emirates

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**107**	**0.639**

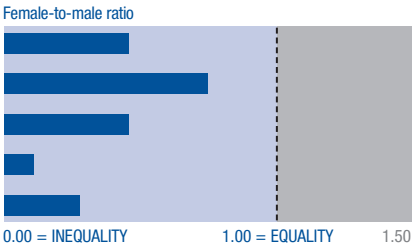
Key Indicators

Total population (millions)	7.89
Population growth (%)	7.93
GDP (US$ billions)	158.41
GDP (PPP) per capita	42,351

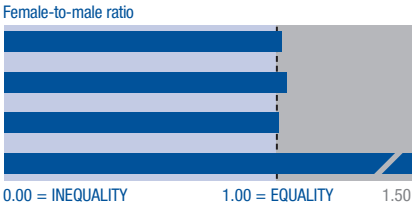


Gender Gap Subindexes

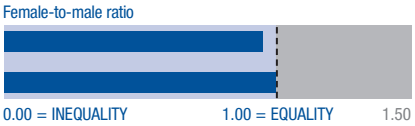
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**122**	**0.475**	**0.599**			
Labour force participation	121	0.46	0.68	43	93	0.46
Wage equality for similar work (survey)	22	0.75	0.64	—	—	0.75
Estimated earned income (PPP US$)	101	0.46	0.53	18,306	40,000	0.46
Legislators, senior officials and managers	101	0.11	0.25	10	90	0.11
Professional and technical workers	106	0.28	0.63	22	78	0.28



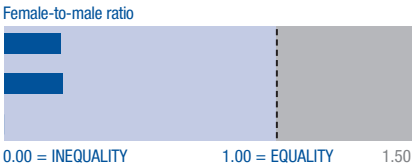
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	91	89	1.02
Enrolment in primary education	1	1.00	0.97	90	87	1.04
Enrolment in secondary education	1	1.00	0.90	82	80	1.01
Enrolment in tertiary education	1	1.00	0.88	39	12	3.16



Health and Survival	**111**	**0.961**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	118	1.00	1.04	68	68	1.00



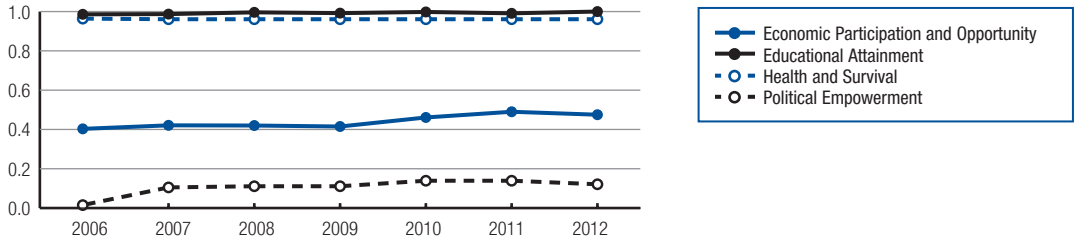
Political Empowerment	**81**	**0.121**	**0.195**			
Women in parliament	73	0.21	0.23	18	83	0.21
Women in ministerial positions	54	0.22	0.19	18	82	0.22
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



United Arab Emirates

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**107**	**0.639**	**122**	**0.475**	**1**	**1.000**	**111**	**0.961**	**81**	**0.121**
Gender Gap Index 2011 (out of 135 countries)	103	0.645	119	0.490	59	0.991	111	0.961	62	0.139
Gender Gap Index 2010 (out of 134 countries)	103	0.640	120	0.461	37	0.998	110	0.961	60	0.139
Gender Gap Index 2009 (out of 134 countries)	112	0.620	126	0.415	67	0.992	116	0.961	76	0.111
Gender Gap Index 2008 (out of 130 countries)	105	0.622	121	0.420	46	0.996	112	0.961	72	0.111
Gender Gap Index 2007 (out of 128 countries)	105	0.618	119	0.421	68	0.987	110	0.961	65	0.105
Gender Gap Index 2006 (out of 115 countries)	101	0.592	109	0.403	61	0.986	100	0.964	112	0.015

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 12
Male adult unemployment rate (% of male labour force) 2
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 20
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 1.00
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 5.22

Education

Female teachers, primary education (%) 86
Female teachers, secondary education (%) 65
Female teachers, tertiary education (%) 31
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 24
Early marriage (% women, aged 15–19) 8
Fertility rate (births per woman) 1.70
Adolescent fertility rate (births per 1,000 girls aged 15-19) 22
Antenatal care coverage, at least one visit (%) 100
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 12 [5-27]
Contraceptive prevalence, married women (%, any method) 28
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 6
Overall population sex ratio (male/female) 2.28

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 1.00
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 1.00
Year women received right to vote 2006
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 45 days
Maternity leave benefits (% of wages paid in covered period) ..... 100 after one continuous year of employment, 50 for employment less than one year
Provider of maternity coverage ..... Employer
Length of paternity leave ..... Public sector only, 3 consecutive working days after birth
Paternity leave benefits (% of wages paid in covered period) ..... Public sector only, 100
Daycare options ..... —

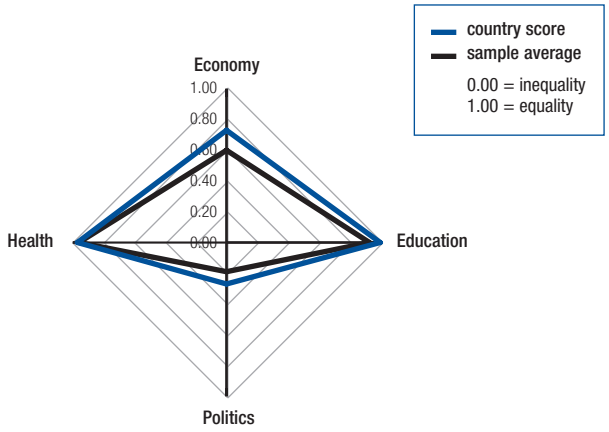
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

United Kingdom

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**18**	**0.743**

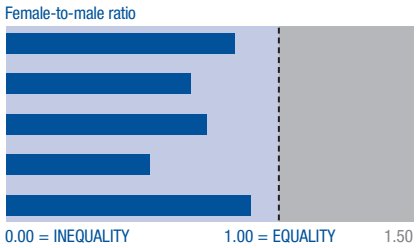
Key Indicators

Total population (millions)	62.64
Population growth (%)	0.68
GDP (US$ billions)	1,744.58
GDP (PPP) per capita	32,474

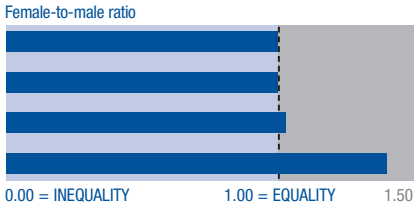


Gender Gap Subindexes

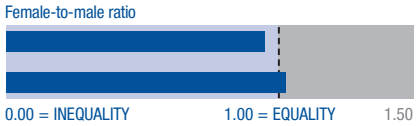
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**33**	**0.730**	**0.599**			
Labour force participation	46	0.84	0.68	69	82	0.84
Wage equality for similar work (survey)	57	0.68	0.64	—	—	0.68
Estimated earned income (PPP US$)	20	0.74	0.53	29,752	40,000	0.74
Legislators, senior officials and managers	36	0.53	0.25	35	65	0.53
Professional and technical workers	70	0.90	0.63	47	53	0.90



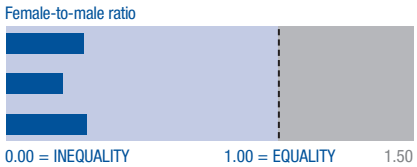
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**27**	**0.999**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	69	1.00	0.97	100	100	1.00
Enrolment in secondary education	1	1.00	0.90	97	95	1.03
Enrolment in tertiary education	1	1.00	0.88	69	49	1.40



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**93**	**0.970**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	97	1.03	1.04	73	71	1.03



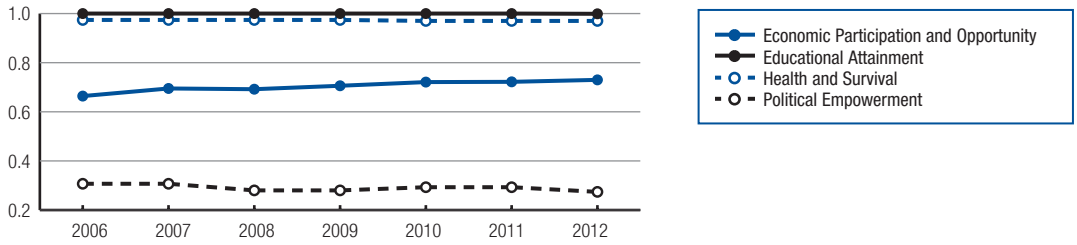
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**29**	**0.274**	**0.195**			
Women in parliament	51	0.29	0.23	22	78	0.29
Women in ministerial positions	60	0.21	0.19	17	83	0.21
Years with female head of state (last 50)	8	0.30	0.17	12	38	0.30



United Kingdom

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**18**	**0.743**	**33**	**0.730**	**27**	**0.999**	**93**	**0.970**	**29**	**0.274**
Gender Gap Index 2011 (out of 135 countries)	16	0.746	33	0.722	1	1.000	91	0.970	23	0.293
Gender Gap Index 2010 (out of 134 countries)	15	0.746	34	0.721	1	1.000	90	0.970	22	0.293
Gender Gap Index 2009 (out of 134 countries)	15	0.740	35	0.706	1	1.000	72	0.974	22	0.280
Gender Gap Index 2008 (out of 130 countries)	13	0.737	42	0.692	1	1.000	69	0.974	21	0.280
Gender Gap Index 2007 (out of 128 countries)	11	0.744	32	0.695	1	1.000	67	0.974	12	0.307
Gender Gap Index 2006 (out of 115 countries)	9	0.736	37	0.664	1	1.000	63	0.974	12	0.307

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 7
Male adult unemployment rate (% of male labour force) 9
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 47
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 5.00

Education

Female teachers, primary education (%) 81
Female teachers, secondary education (%) 62
Female teachers, tertiary education (%) 43
Female school life expectancy, primary to secondary (years) 14
Male school life expectancy, primary to secondary (years) 13

Marriage and Childbearing

Singulate mean age at marriage for women (years) 26
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 1.90
Adolescent fertility rate (births per 1,000 girls aged 15-19) 26
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 12 [10-14]
Contraceptive prevalence, married women (%, any method) 84
Female HIV prevalence, aged 15–49 (%) 0.20
Male HIV prevalence, aged 15–49 (%) 0.30
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 5
Overall population sex ratio (male/female) 0.97

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1918, 1928
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

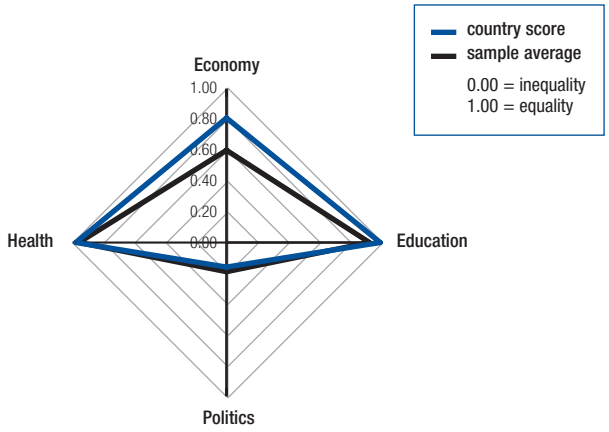
Length of maternity leave ..... 26 weeks of ordinary maternity leave and 26 weeks of additional maternity leave
Maternity leave benefits (% of wages paid in covered period) ..... 90 for first 6 weeks, flat rate for remaining weeks
Provider of maternity coverage ..... Employer (92% refunded by public funds)
Length of paternity leave ..... 2 weeks within the first 8 weeks after birth; up to 26 weeks of additional paternity leave if mother returns to work before the end of her 52-week maternity leave period
Paternity leave benefits (% of wages paid in covered period) ..... 90 capped at a flat rate for 2 weeks
Daycare options ..... Public and private daycare without family allowance

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

United States

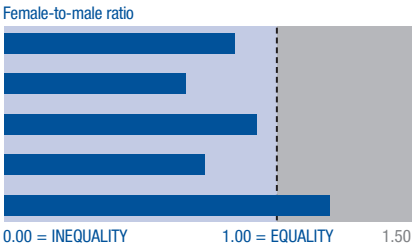
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**22**	**0.737**

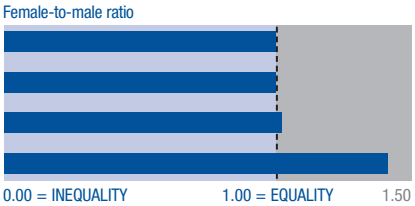
Key Indicators	
Total population (millions)	311.59
Population growth (%)	0.84
GDP (US$ billions)	11,597.86
GDP (PPP) per capita	42,297

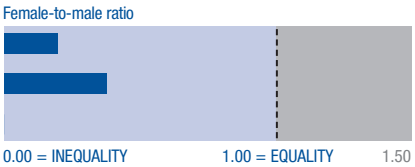


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**8**	**0.814**	**0.599**			
Labour force participation	43	0.85	0.68	68	80	0.85
Wage equality for similar work (survey)	61	0.67	0.64	—	—	0.67
Estimated earned income (PPP US$)	4	0.93	0.53	37,376	40,000	0.93
Legislators, senior officials and managers	10	0.74	0.25	43	57	0.74
Professional and technical workers	1	1.00	0.63	55	45	1.20
Educational Attainment	**1**	**1.000**	**0.932**			
Literacy rate	1	1.00	0.87	99	99	1.00
Enrolment in primary education	1	1.00	0.97	95	94	1.00
Enrolment in secondary education	1	1.00	0.90	90	89	1.02
Enrolment in tertiary education	1	1.00	0.88	111	79	1.41
Health and Survival	**33**	**0.979**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	53	1.06	1.04	72	68	1.06
Political Empowerment	**55**	**0.156**	**0.195**			
Women in parliament	78	0.20	0.23	17	83	0.20
Women in ministerial positions	32	0.38	0.19	27	73	0.38
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



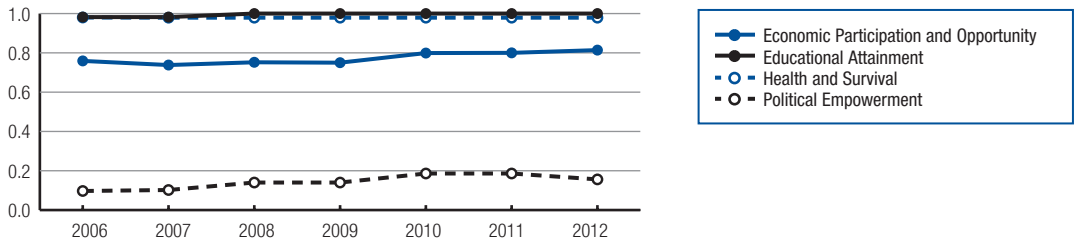




United States

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**22**	**0.737**	**8**	**0.814**	**1**	**1.000**	**33**	**0.979**	**55**	**0.156**
Gender Gap Index 2011 (out of 135 countries)	17	0.741	6	0.800	1	1.000	39	0.979	39	0.186
Gender Gap Index 2010 (out of 134 countries)	19	0.741	6	0.799	1	1.000	38	0.979	40	0.186
Gender Gap Index 2009 (out of 134 countries)	31	0.717	17	0.750	1	1.000	40	0.979	61	0.140
Gender Gap Index 2008 (out of 130 countries)	27	0.718	12	0.752	1	1.000	37	0.979	56	0.140
Gender Gap Index 2007 (out of 128 countries)	31	0.700	14	0.738	76	0.982	36	0.979	69	0.102
Gender Gap Index 2006 (out of 115 countries)	23	0.704	3	0.759	66	0.982	1	0.980	66	0.097

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 9
Male adult unemployment rate (% of male labour force) 11
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 48
Inheritance rights of daughters[2] ..... —
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) ..... —
Women's access to land ownership[2] ..... —
Women's access to credit[2] ..... —
Women's access to property other than land[2] ..... —
Women's access to finance programmes[3] 5
Ability of women to rise to positions of enterprise leadership[1] 4.95

Education

Female teachers, primary education (%) 87
Female teachers, secondary education (%) 61
Female teachers, tertiary education (%) 47
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 26
Early marriage (% women, aged 15–19) ..... —
Fertility rate (births per woman) 2.10
Adolescent fertility rate (births per 1,000 girls aged 15-19) 40
Antenatal care coverage, at least one visit (%) ..... —
Births attended by skilled health personnel (%) 99
Maternal mortality ratio (per 100,000 live births)[4] ..... 21 [18-23]
Contraceptive prevalence, married women (%, any method) 79
Female HIV prevalence, aged 15–49 (%) 0.30
Male HIV prevalence, aged 15–49 (%) 0.80
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 7
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] ..... —
Parental authority after divorce[2] ..... —
Female genital mutilation[2] ..... —
Existence of legislation punishing acts of violence against women in case of domestic violence[2] ..... —
Year women received right to vote 1920, 1965
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) ..... No national program; cash benefits may be provided at state level
Provider of maternity coverage ..... —
Length of paternity leave ..... No federal nor state laws directing or mandating paternity leave
Paternity leave benefits (% of wages paid in covered period) ..... There is no national program; any wages disbursed to a parent on such leave would be set by the father's individual employer or a state having a paid leave law
Daycare options ..... Public and private daycare with and without allowance, homecare with and without allowance

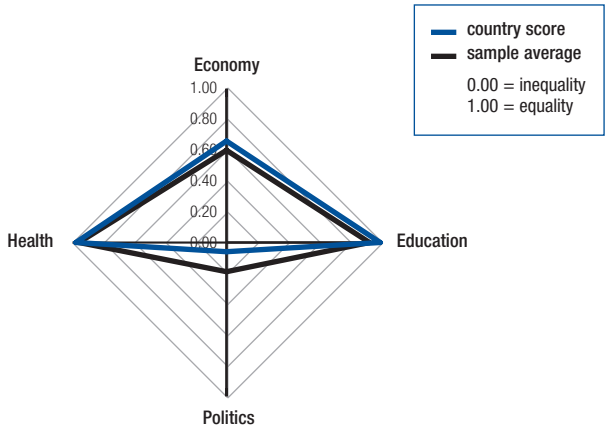
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Uruguay

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**76**	**0.675**

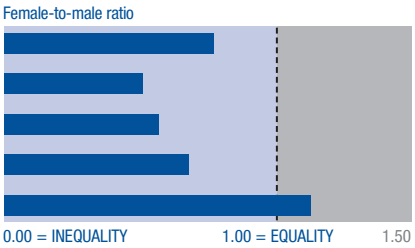
Key Indicators

Total population (millions)	3.37
Population growth (%)	0.35
GDP (US$ billions)	30.57
GDP (PPP) per capita	12,655

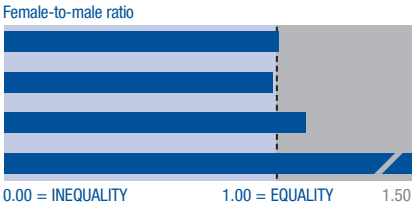


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**66**	**0.660**	**0.599**			
Labour force participation	66	0.77	0.68	65	85	0.77
Wage equality for similar work (survey)	122	0.51	0.64	—	—	0.51
Estimated earned income (PPP US$)	77	0.57	0.53	11,076	19,580	0.57
Legislators, senior officials and managers	15	0.68	0.25	40	60	0.68
Professional and technical workers	1	1.00	0.63	53	47	1.13

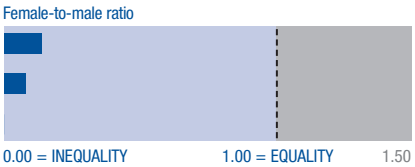


Educational Attainment	**40**	**0.997**	**0.932**			
Literacy rate	1	1.00	0.87	98	98	1.01
Enrolment in primary education	87	0.99	0.97	99	99	0.99
Enrolment in secondary education	1	1.00	0.90	73	66	1.11
Enrolment in tertiary education	1	1.00	0.88	81	46	1.74



Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.96
Healthy life expectancy	1	1.06	1.04	70	64	1.09

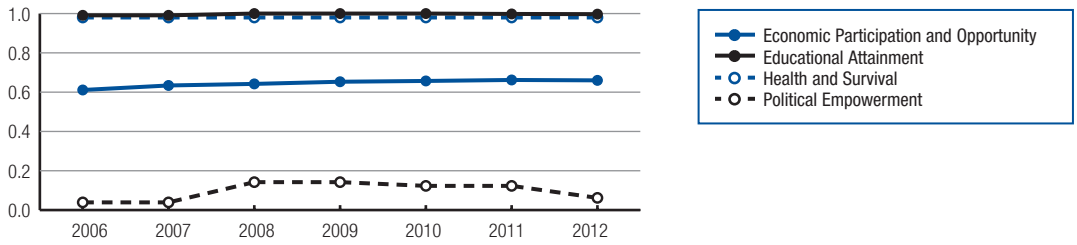
Political Empowerment	**116**	**0.062**	**0.195**			
Women in parliament	94	0.14	0.23	12	88	0.14
Women in ministerial positions	109	0.08	0.19	7	93	0.08
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Uruguay

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**76**	**0.675**	**66**	**0.660**	**40**	**0.997**	**1**	**0.980**	**116**	**0.062**
Gender Gap Index 2011 (out of 135 countries)	58	0.691	60	0.662	35	0.998	1	0.980	70	0.123
Gender Gap Index 2010 (out of 134 countries)	59	0.690	62	0.657	1	1.000	1	0.980	71	0.123
Gender Gap Index 2009 (out of 134 countries)	57	0.694	62	0.653	1	1.000	1	0.980	58	0.142
Gender Gap Index 2008 (out of 130 countries)	54	0.691	65	0.642	27	1.000	1	0.980	53	0.142
Gender Gap Index 2007 (out of 128 countries)	78	0.661	66	0.634	53	0.991	1	0.980	115	0.039
Gender Gap Index 2006 (out of 115 countries)	66	0.655	60	0.611	47	0.991	1	0.980	103	0.039

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 10
Male adult unemployment rate (% of male labour force) 5
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 46
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 23
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 3.85

Education

Female teachers, primary education (%) 92
Female teachers, secondary education (%) 72
Female teachers, tertiary education (%) 50
Female school life expectancy, primary to secondary (years) 12
Male school life expectancy, primary to secondary (years) 12

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 13
Fertility rate (births per woman) 2.10
Adolescent fertility rate (births per 1,000 girls aged 15-19) 60
Antenatal care coverage, at least one visit (%) 96
Births attended by skilled health personnel (%) 100
Maternal mortality ratio (per 100,000 live births)[4] ..... 29 [21-39]
Contraceptive prevalence, married women (%, any method) 77
Female HIV prevalence, aged 15–49 (%) 0.30
Male HIV prevalence, aged 15–49 (%) 0.70
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 9
Overall population sex ratio (male/female) 0.93

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.50
Year women received right to vote 1932
Quota type ..... Legislated candidate quotas
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) ..... 100 for private sector employees, special system for civil servants
Provider of maternity coverage ..... Social security system
Length of paternity leave .. 10 workings days (public sector), 3 working days (private sector); 2 extra days for special collective agreements
Paternity leave benefits (% of wages paid in covered period) 100
Daycare options ..... Public and private daycare assistance with and without allowance, homecare assistance without allowance

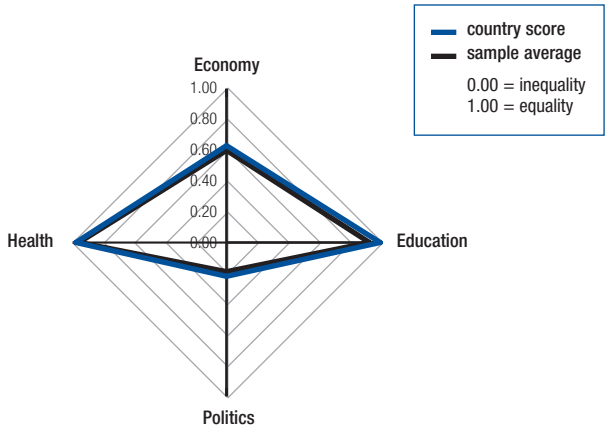
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Venezuela

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**48**	**0.706**

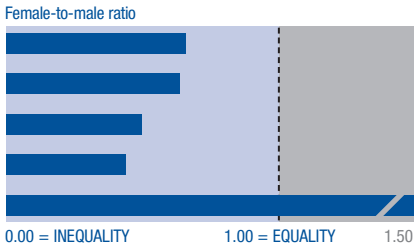
Key Indicators

Total population (millions)	29.28
Population growth (%)	1.57
GDP (US$ billions)	159.40
GDP (PPP) per capita	10,973

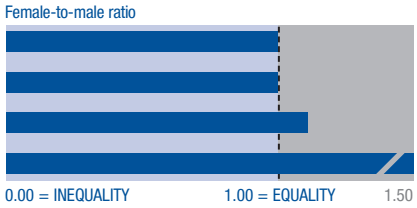


Gender Gap Subindexes

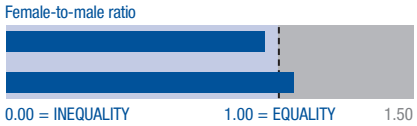
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**83**	**0.626**	**0.599**			
Labour force participation	92	0.66	0.68	55	83	0.66
Wage equality for similar work (survey)	80	0.64	0.64	—	—	0.64
Estimated earned income (PPP US$)	92	0.50	0.53	8,544	17,100	0.50
Legislators, senior officials and managers	53	0.44	0.25	31	69	0.44
Professional and technical workers	1	1.00	0.63	64	36	1.81



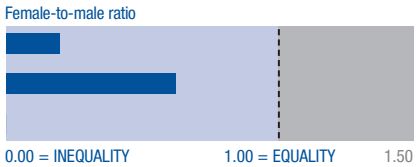
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**29**	**0.999**	**0.932**			
Literacy rate	57	1.00	0.87	95	96	1.00
Enrolment in primary education	65	1.00	0.97	92	93	1.00
Enrolment in secondary education	1	1.00	0.90	76	68	1.11
Enrolment in tertiary education	1	1.00	0.88	99	58	1.69



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**1**	**0.980**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	1	1.06	1.04	68	64	1.06



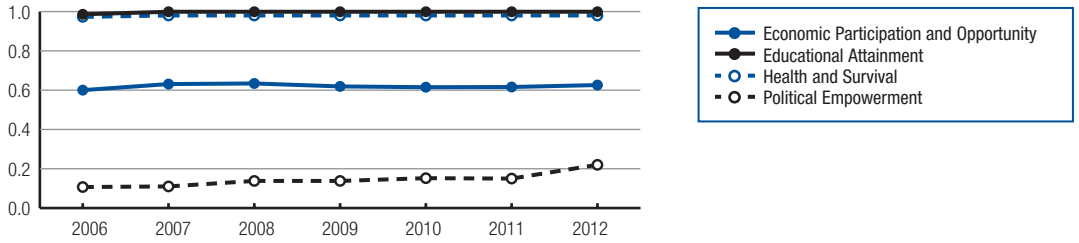
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**35**	**0.220**	**0.195**			
Women in parliament	76	0.20	0.23	17	83	0.20
Women in ministerial positions	14	0.63	0.19	39	61	0.63
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Venezuela

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**48**	**0.706**	**83**	**0.626**	**29**	**0.999**	**1**	**0.980**	**35**	**0.220**
Gender Gap Index 2011 (out of 135 countries)	63	0.686	82	0.616	30	0.999	1	0.980	56	0.150
Gender Gap Index 2010 (out of 134 countries)	64	0.686	83	0.615	31	0.999	1	0.980	55	0.152
Gender Gap Index 2009 (out of 134 countries)	69	0.684	80	0.619	34	0.999	1	0.980	63	0.138
Gender Gap Index 2008 (out of 130 countries)	59	0.688	71	0.634	31	0.999	1	0.980	57	0.138
Gender Gap Index 2007 (out of 128 countries)	55	0.680	68	0.631	25	0.999	1	0.980	62	0.110
Gender Gap Index 2006 (out of 115 countries)	57	0.666	66	0.600	62	0.986	71	0.973	57	0.107

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 8
Male adult unemployment rate (% of male labour force) 7
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 42
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.00
Firms with female participation in ownership (% of firms) 31
Women's access to land ownership[2] 0.00
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] 4.38

Education

Female teachers, primary education (%) ..... —
Female teachers, secondary education (%) ..... —
Female teachers, tertiary education (%) 34
Female school life expectancy, primary to secondary (years) 10
Male school life expectancy, primary to secondary (years) 10

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 17
Fertility rate (births per woman) 2.50
Adolescent fertility rate (births per 1,000 girls aged 15-19) 101
Antenatal care coverage, at least one visit (%) 94
Births attended by skilled health personnel (%) 95
Maternal mortality ratio (per 100,000 live births)[4] ..... 92 [78-110]
Contraceptive prevalence, married women (%, any method) 70
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 16
Overall population sex ratio (male/female) 1.01

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1946
Quota type ..... No legislated
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

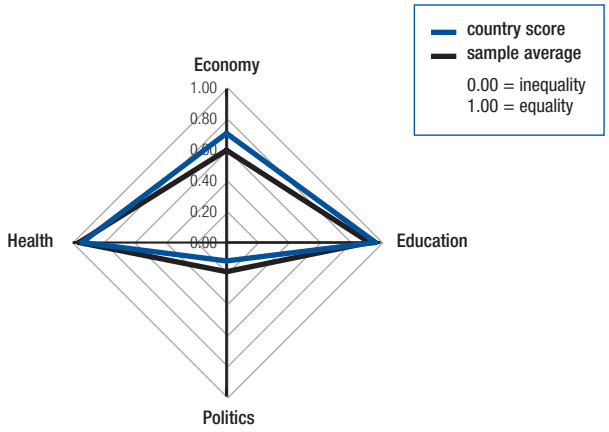
Length of maternity leave ..... 18 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social security
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Vietnam

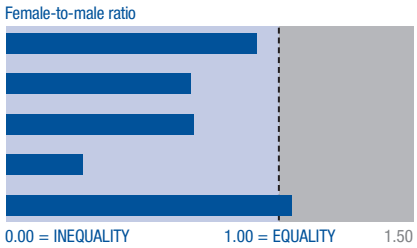
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**66**	**0.687**

Key Indicators	
Total population (millions)	87.84
Population growth (%)	1.04
GDP (US$ billions)	62.83
GDP (PPP) per capita	2,875

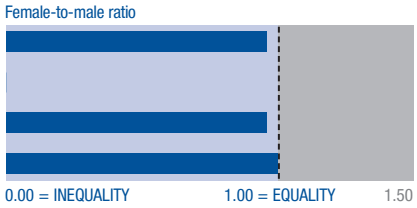


Gender Gap Subindexes

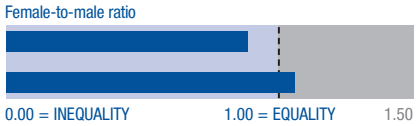
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**44**	**0.710**	**0.599**			
Labour force participation	13	0.92	0.68	74	81	0.92
Wage equality for similar work (survey)	54	0.68	0.64	—	—	0.68
Estimated earned income (PPP US$)	32	0.69	0.53	2,809	4,075	0.69
Legislators, senior officials and managers	83	0.28	0.25	22	78	0.28
Professional and technical workers	1	1.00	0.63	51	49	1.05



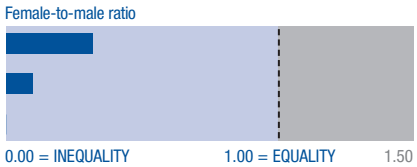
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**95**	**0.968**	**0.932**			
Literacy rate	88	0.96	0.87	91	95	0.96
Enrolment in primary education	—	—	0.97	—	—	—
Enrolment in secondary education	102	0.96	0.90	68	71	0.96
Enrolment in tertiary education	1	1.00	0.88	22	22	1.00



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**130**	**0.944**	**0.956**			
Sex ratio at birth (female/male)	131	0.89	0.92	—	—	0.89
Healthy life expectancy	1	1.06	1.04	66	62	1.06



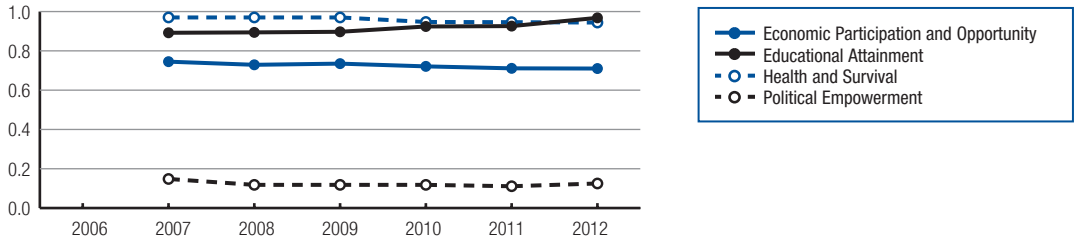
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**78**	**0.125**	**0.195**			
Women in parliament	40	0.32	0.23	24	76	0.32
Women in ministerial positions	102	0.10	0.19	9	91	0.10
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Vietnam

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**66**	**0.687**	**44**	**0.710**	**95**	**0.968**	**130**	**0.944**	**78**	**0.125**
Gender Gap Index 2011 (out of 135 countries)	79	0.673	40	0.711	104	0.926	130	0.946	76	0.111
Gender Gap Index 2010 (out of 134 countries)	72	0.678	33	0.721	106	0.924	127	0.947	72	0.118
Gender Gap Index 2009 (out of 134 countries)	71	0.680	25	0.735	108	0.897	97	0.970	72	0.118
Gender Gap Index 2008 (out of 130 countries)	68	0.678	24	0.729	106	0.894	92	0.970	67	0.118
Gender Gap Index 2007 (out of 128 countries)	42	0.689	11	0.745	103	0.892	91	0.970	42	0.148
Gender Gap Index 2006 (out of 115 countries)	—	—	—	—	—	—	—	—	—	—

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 2
Male adult unemployment rate (% of male labour force) 2
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 40
Inheritance rights of daughters[2] 0.50
Inheritance rights of widows[2] ..... —
Firms with female participation in ownership (% of firms) 59
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.00
Women's access to property other than land[2] 0.00
Women's access to finance programmes[3] 3
Ability of women to rise to positions of enterprise leadership[1] 4.55

Education

Female teachers, primary education (%) 78
Female teachers, secondary education (%) 64
Female teachers, tertiary education (%) 47
Female school life expectancy, primary to secondary (years) 11
Male school life expectancy, primary to secondary (years) 11

Marriage and Childbearing

Singulate mean age at marriage for women (years) 23
Early marriage (% women, aged 15–19) 6
Fertility rate (births per woman) 1.80
Adolescent fertility rate (births per 1,000 girls aged 15-19) 35
Antenatal care coverage, at least one visit (%) 88
Births attended by skilled health personnel (%) 84
Maternal mortality ratio (per 100,000 live births)[4] ..... 59 [27-130]
Contraceptive prevalence, married women (%, any method) 80
Female HIV prevalence, aged 15–49 (%) 0.30
Male HIV prevalence, aged 15–49 (%) 0.60
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 19
Overall population sex ratio (male/female) 0.98

Social Institutions and Political Rights

Parental authority in marriage[2] 0.00
Parental authority after divorce[2] 0.00
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.25
Year women received right to vote 1946
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... Yes

Childcare Ecosystem

Length of maternity leave ..... 4-6 months
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Social insurance fund
Length of paternity leave ..... No
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... Public daycare with allowance, private daycare without allowance, homecare assistance with and without allowance

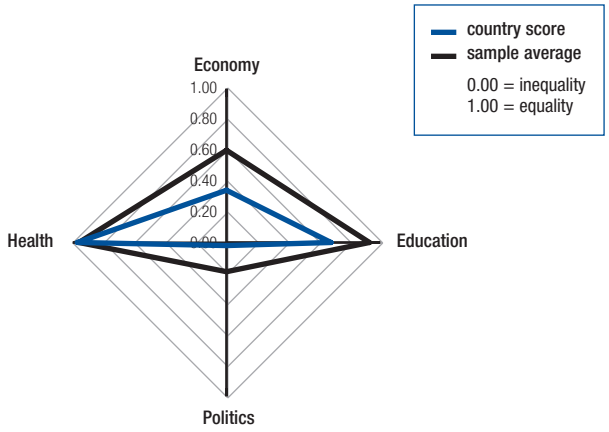
1 Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)
2 Data on a 0-to-1 scale (1 = worst score, 0 = best score)
3 Data on a 1-to-5 scale (1 = worst score, 5 = best score)
4 Bracketed numbers show the range between the uncertainties, estimated to contain the true maternal mortality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

Yemen

	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**135**	**0.505**

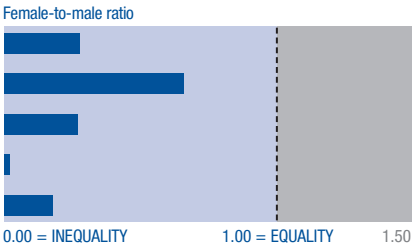
Key Indicators

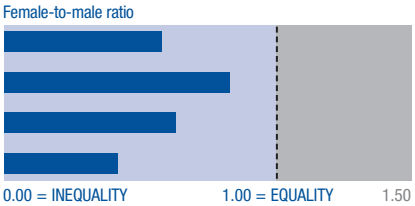
Total population (millions)	24.80
Population growth (%)	3.06
GDP (US$ billions)	14.68
GDP (PPP) per capita	2,380

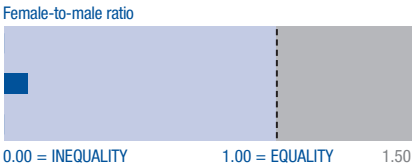


Gender Gap Subindexes

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**132**	**0.342**	**0.599**			
Labour force participation	131	0.28	0.68	21	74	0.28
Wage equality for similar work (survey)	66	0.66	0.64	—	—	0.66
Estimated earned income (PPP US$)	125	0.27	0.53	996	3,685	0.27
Legislators, senior officials and managers	113	0.02	0.25	2	98	0.02
Professional and technical workers	110	0.18	0.63	15	85	0.18
Educational Attainment	**133**	**0.684**	**0.932**			
Literacy rate	132	0.58	0.87	47	81	0.58
Enrolment in primary education	131	0.83	0.97	70	85	0.83
Enrolment in secondary education	129	0.63	0.90	31	49	0.63
Enrolment in tertiary education	128	0.42	0.88	6	14	0.42
Health and Survival	**82**	**0.973**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95
Healthy life expectancy	89	1.04	1.04	55	53	1.04
Political Empowerment	**128**	**0.023**	**0.195**			
Women in parliament	130	0.00	0.23	0	100	0.00
Women in ministerial positions	106	0.09	0.19	8	92	0.09
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



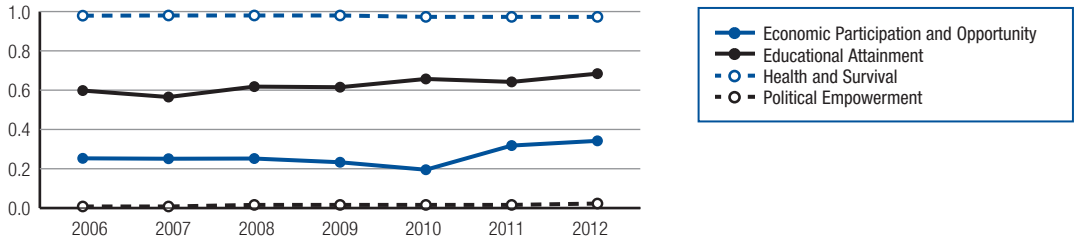




Yemen

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**135**	**0.505**	**132**	**0.342**	**133**	**0.684**	**82**	**0.973**	**128**	**0.023**
Gender Gap Index 2011 (out of 135 countries)	135	0.487	135	0.318	134	0.642	83	0.973	131	0.016
Gender Gap Index 2010 (out of 134 countries)	134	0.460	134	0.195	132	0.657	81	0.973	130	0.016
Gender Gap Index 2009 (out of 134 countries)	134	0.461	134	0.233	133	0.615	1	0.980	133	0.016
Gender Gap Index 2008 (out of 130 countries)	130	0.466	130	0.252	129	0.618	1	0.980	129	0.016
Gender Gap Index 2007 (out of 128 countries)	128	0.451	128	0.251	127	0.565	1	0.980	127	0.008
Gender Gap Index 2006 (out of 115 countries)	115	0.459	114	0.253	114	0.598	48	0.979	113	0.008

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 41
Male adult unemployment rate (% of male labour force) 12
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 6
Inheritance rights of daughters[2] 1.00
Inheritance rights of widows[2] 1.00
Firms with female participation in ownership (% of firms) 6
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 1
Ability of women to rise to positions of enterprise leadership[1] 3.48

Education

Female teachers, primary education (%) 25
Female teachers, secondary education (%) 21
Female teachers, tertiary education (%) 17
Female school life expectancy, primary to secondary (years) 7
Male school life expectancy, primary to secondary (years) 9

Marriage and Childbearing

Singulate mean age at marriage for women (years) 22
Early marriage (% women, aged 15–19) 17
Fertility rate (births per woman) 5.20
Adolescent fertility rate (births per 1,000 girls aged 15-19) 80
Antenatal care coverage, at least one visit (%) 47
Births attended by skilled health personnel (%) 36
Maternal mortality ratio (per 100,000 live births)[4] ..... 200 [110-370]
Contraceptive prevalence, married women (%, any method) 28
Female HIV prevalence, aged 15–49 (%) ..... —
Male HIV prevalence, aged 15–49 (%) ..... —
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 57
Overall population sex ratio (male/female) 1.01

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.38
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 1.00
Year women received right to vote 1967, 1970
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

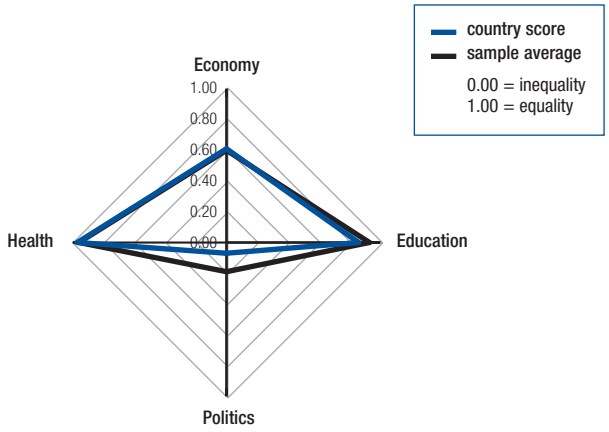
Length of maternity leave ..... 60 days
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

Zambia

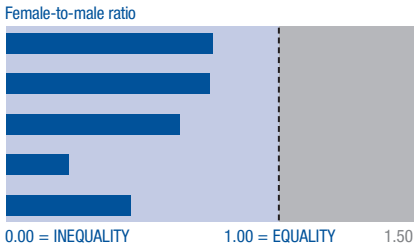
	Rank (out of 135 countries)	Score (0.00 = inequality, 1.00 = equality)
Gender Gap Index 2012	**114**	**0.628**

Key Indicators	
Total population (millions)	13.47
Population growth (%)	1.58
GDP (US$ billions)	5.59
GDP (PPP) per capita	1,401

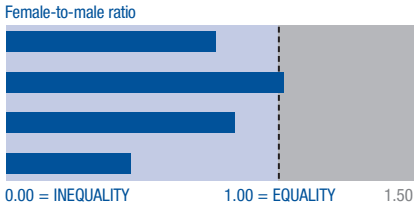


Gender Gap Subindexes

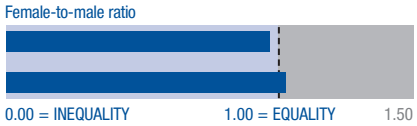
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Economic Participation and Opportunity	**89**	**0.614**	**0.599**			
Labour force participation	71	0.76	0.68	60	79	0.76
Wage equality for similar work (survey)	25	0.75	0.64	—	—	0.75
Estimated earned income (PPP US$)	50	0.64	0.53	1,270	1,974	0.64
Legislators, senior officials and managers	87	0.23	0.25	19	81	0.23
Professional and technical workers	101	0.46	0.63	31	69	0.46



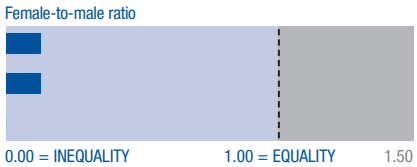
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	**120**	**0.855**	**0.932**			
Literacy rate	120	0.77	0.87	62	81	0.77
Enrolment in primary education	1	1.00	0.97	92	90	1.02
Enrolment in secondary education	120	0.84	0.90	15	18	0.84
Enrolment in tertiary education	126	0.46	0.88	2	3	0.46



	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Health and Survival	**99**	**0.969**	**0.956**			
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.97
Healthy life expectancy	103	1.03	1.04	40	39	1.03



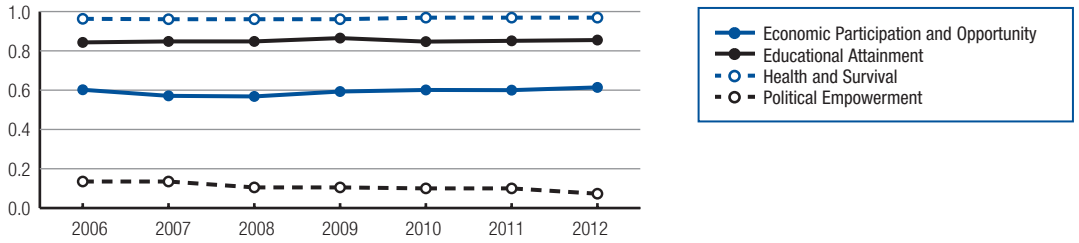
	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Political Empowerment	**106**	**0.073**	**0.195**			
Women in parliament	98	0.13	0.23	12	89	0.13
Women in ministerial positions	83	0.13	0.19	12	88	0.13
Years with female head of state (last 50)	58	0.00	0.17	0	50	0.00



Zambia

	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2012 (out of 135 countries)	**114**	**0.628**	**89**	**0.614**	**120**	**0.855**	**99**	**0.969**	**106**	**0.073**
Gender Gap Index 2011 (out of 135 countries)	106	0.630	87	0.600	120	0.851	97	0.969	84	0.100
Gender Gap Index 2010 (out of 134 countries)	106	0.629	88	0.601	119	0.847	97	0.969	84	0.100
Gender Gap Index 2009 (out of 134 countries)	107	0.631	93	0.593	116	0.865	116	0.961	82	0.105
Gender Gap Index 2008 (out of 130 countries)	106	0.620	94	0.568	115	0.848	112	0.961	78	0.105
Gender Gap Index 2007 (out of 128 countries)	101	0.629	92	0.571	111	0.848	110	0.961	49	0.135
Gender Gap Index 2006 (out of 115 countries)	85	0.636	64	0.602	100	0.843	102	0.963	43	0.135

Evolution 2006–2012



Additional Data

Economic Empowerment

Female adult unemployment rate (% of female labour force) 11
Male adult unemployment rate (% of male labour force) 14
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment) 22
Inheritance rights of daughters[2] 0.00
Inheritance rights of widows[2] 0.50
Firms with female participation in ownership (% of firms) 37
Women's access to land ownership[2] 0.50
Women's access to credit[2] 0.50
Women's access to property other than land[2] 0.50
Women's access to finance programmes[3] 2
Ability of women to rise to positions of enterprise leadership[1] 5.14

Education

Female teachers, primary education (%) 51
Female teachers, secondary education (%) ..... —
Female teachers, tertiary education (%) ..... —
Female school life expectancy, primary to secondary (years) ..... —
Male school life expectancy, primary to secondary (years) ..... —

Marriage and Childbearing

Singulate mean age at marriage for women (years) 21
Early marriage (% women, aged 15–19) 27
Fertility rate (births per woman) 6.30
Adolescent fertility rate (births per 1,000 girls aged 15-19) 151
Antenatal care coverage, at least one visit (%) 94
Births attended by skilled health personnel (%) 47
Maternal mortality ratio (per 100,000 live births)[4] ..... 440 [220-790]
Contraceptive prevalence, married women (%, any method) 41
Female HIV prevalence, aged 15–49 (%) 16.00
Male HIV prevalence, aged 15–49 (%) 11.10
Infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) 69
Overall population sex ratio (male/female) 1.01

Social Institutions and Political Rights

Parental authority in marriage[2] 1.00
Parental authority after divorce[2] 0.50
Female genital mutilation[2] 0.00
Existence of legislation punishing acts of violence against women in case of domestic violence[2] 0.75
Year women received right to vote 1962
Quota type ..... —
Existence of legislation prohibiting gender-based discrimination ..... —

Childcare Ecosystem

Length of maternity leave ..... 12 weeks
Maternity leave benefits (% of wages paid in covered period) 100
Provider of maternity coverage ..... Employer
Length of paternity leave ..... —
Paternity leave benefits (% of wages paid in covered period) ..... —
Daycare options ..... —

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

About the Authors

Ricardo Hausmann is Director of the Center for International Development (CID) and Professor of the Practice of Economic Development at Harvard University and is one of the foremost thinkers on how regions and countries can accelerate growth. His research includes issues of growth, macroeconomic stability, international finance and the social dimensions of development. Professor Hausmann has published widely in leading economic journals and has advised governments in over 80 developing countries on creating effective growth strategies and development policies. He holds a degree in physics and a PhD in economics from Cornell University. Previously, he was Professor of Economics at the Instituto de Estudios Superiores de Administración (IESA) (1985–1991) in Caracas, where he founded the Center for Public Policy. Professor Hausmann served as the first Chief Economist of the Inter-American Development Bank (1994-2000), where he created its Research Department, and served as Minister of Planning of Venezuela (1992-1993) and as a member of the Board of the Central Bank of Venezuela. He also served as Chair of the IMF-World Bank Development Committee. As Director of CID he guides the Center's focus on solving global challenges with breakthrough research at the cutting edge of the hard sciences, social sciences, ethics and politics. Under Professor Hausmann's leadership, CID's Growth Lab has developed innovative theories and their practical applications. Recently, his research team published the *Atlas of Economic Complexity: Mapping Paths to Prosperity,* a new methodology that predicts countries' growth potential by measuring their productive capabilities and know-how. Professor Hausmann developed the methodology of the World Economic Forum Global Gender Gap Index, which looks into areas of health, education, economic participation and political power; he is also the co-author of the annual *Global Gender Gap Report.*

Laura D'Andrea Tyson is the S.K. and Angela Chan Professor of Global Management at the Haas School of Business, at the University of California Berkeley. She served as Dean of London Business School from 2002-2006, and as Dean of the Berkeley Haas School of Business from 1998-2001. Tyson is a member of President Barack Obama's Council of Jobs and Competitiveness and a member of Secretary Hillary Clinton's Foreign Affairs Policy Board. From 2009–2011, she was a member of President Obama's Economic Recovery Advisory Board. She served in the Clinton Administration and was the Chair of the Council of Economic Advisers (1993-1995) and the President's National Economic Adviser (1995–1996).

Tyson is a Senior Advisor at the McKinsey Global Institute, Credit Suisse Research Institute and The Rock Creek Group. She is a Senior Fellow at the Center for American Progress and is on the Advisory Council of the Brookings Institution Hamilton Project. She also serves on the Advisory Board of Newman's Own, Generation Investment Management, H&Q Asia Pacific and Tykoon. Tyson is the chair of the Board of Trustees for the Blum Center for Development Economies and the Bay Area Council Economic Institute. She is an Advisor to Samsung SDS and a Special Advisor at the Berkeley Research Group. She is a Commissioner at the Committee for Responsible Federal Budget and is a member of The MIT Corporation, Committee on Capital Markets Regulation, Henry Jackson Initiative Task Force, Jacobs Foundation Board of Trustees, Think Long Committee for California and 21st Century Council. She is a member of the National Academies' Board on Science, Technology and Economic Policy and a co-chair of the World Economic Forum Global Agenda Council on Women's Empowerment. Tyson serves on the Boards of Directors of Morgan Stanley, AT&T, Silver Spring Networks, CBRE Group Inc. and the Peter G. Peterson Institute of International Economics. Tyson has written books and articles on industrial competitiveness and trade. She has also written opinion columns for many publications, including *Businessweek,* the *New York Times* and the *Financial Times,* and she has made numerous television appearances on economic issues. She is an Economics Editor of Current TV and is on the editorial board of the International Economy. She contributes to the *New York Times* Economix blog, Project Syndicate and the *Financial Times* A-list.

Saadia Zahidi is a Senior Director at the World Economic Forum. Under her leadership, the Women Leaders and Gender Parity Programme aims to benchmark global gender gaps, create awareness of the economic incentives for gender parity and promote collaboration among leaders—women and men—to address gender gaps. Zahidi is co-author and editor of the *Global Gender Gap Report* series since its inception in 2006, co-author and editor of the *Corporate Gender Gap Report,* and responsible for the Forum's initial study in this field, *Women's Empowerment: Measuring the Global Gender Gap,* in 2005. Zahidi frequently serves as an expert and spokesperson in the media and at international conferences on issues of gender parity. She also serves as an advisor on gender gap issues for several institutions, including as a member of the Scientific Advisory Council of the Gender Equality Project, the Women in Public Service Initiative and the *Wall Street Journal,* Women in the Economy Taskforce, among other initiatives. She was previously Head of Constituents at the World Economic Forum, responsible for the engagement of labour leaders, religious leaders, international organizations, NGOs and other civil society actors. She has also been an Economist with the Forum's Global Competitiveness Programme. Her research interests include issues of education, gender, skills, employment and human capital. Zahidi holds a cum laude B.A. degree in Economics from Smith College, Massachusetts, USA and an M.Phil degree in International Economics from the Graduate Institute of International Studies in Geneva, Switzerland. She is currently a candidate for a mid-career Master's in Public Administration at Harvard University's Kennedy School of Government.

Project Team

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www.aetna.com

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www.alcatel-lucent.com

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www.thecocacolacompany.com

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www.hcltech.com

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www.hubert-burda-media.com

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www.mckinsey.com

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www.nomura.com

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www.olayangroup.com

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www.omnicomgroup.com

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www.alliance-renault-nissan.com

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