



The Global Gender Gap Report 2009



Contents

- **Global Gender Gap Index**
- **Selected Rankings 2009**
- **Global & Regional Performance 2009**
- **Global & Regional Performance, 2006-2009**
- **Gender Gap and Competitiveness**
- **Dynamics of the Gender Gap**

Global Gender Gap Index

No country in the world has yet reached gender equality but there are major variations across countries.

Gender inequality is a matter of equity as well as a matter of efficiency. On any global issue or challenge, if women are not considered, we are missing half the world (inequity) as well as missing opportunities for optimal outcomes (inefficiency).

The Global Gender Gap Index seeks to:

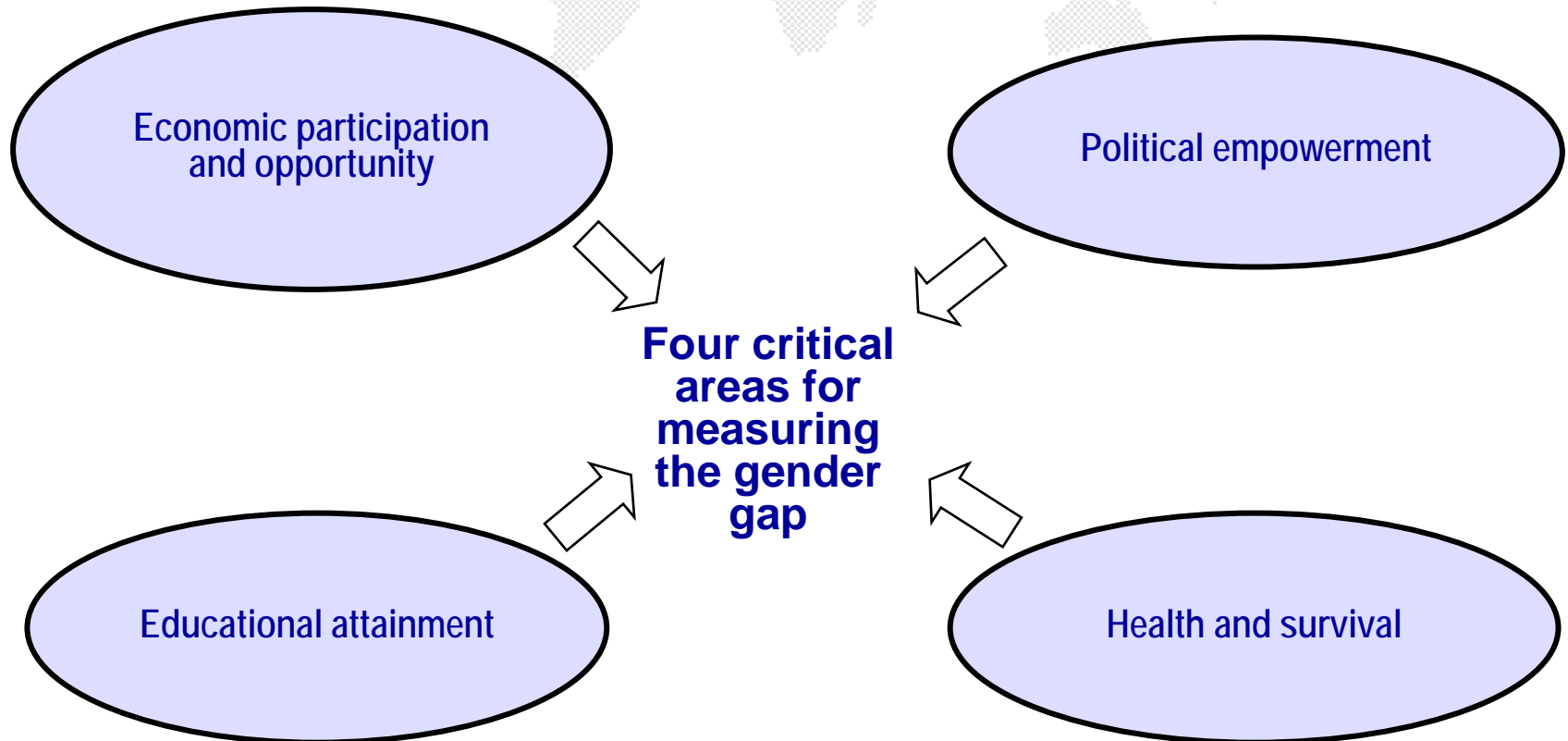
- provide an objective framework to track the magnitude and direction of gender-based inequalities over time**
- create an opportunity to “learn” from successful countries**
- foster greater awareness among a global audience of the challenges posed by gender gaps as well as the opportunities present in reducing them**

Global Gender Gap Index

There are four main features of the Global Gender Gap Index:

- It measures gender gaps rather than levels of women's empowerment
- It measures outcomes and enabling factors
- It rewards parity
- It is comparable across time and comparable relative to an equality benchmark

Global Gender Gap Index



14 variables – 13 from hard data and 1 from survey data

Health and Survival

There are two variables in this category. Together, they variables effectively capture differences in mortality rates, years of life lost to disease and disability and the phenomenon of “missing women”.

1. Healthy life expectancy of women / healthy life expectancy of men
2. Sex ratio at birth

Educational Attainment

This category contains four variables:

- 1. Female adult literacy rates/male adult literacy rates**
- 2. Female primary enrolment rates/male primary enrolment rates**
- 3. Female secondary enrolment rates/male secondary enrolment rates**
- 4. Female tertiary enrolment rates/male tertiary enrolment rates**

Economic Participation and Opportunity

In this category we capture three concepts:

1. Gap in participation in the economy is captured through labor force participation rates
2. Gap in remuneration is captured through a hard data indicator (ratio of estimated female to male earned income) and a survey variable (wage equality for similar work)
3. Gap between advancement of women and men is captured through two hard data statistics: percentage of women among legislators, senior officials and managers and percentage of women among technical and professional workers.

Political Empowerment

There are three variables in this category:

- 1. Ratio of women to men in parliament**
- 2. Ratio of women to men in ministerial positions**
- 3. Ratio of women to men in executive office in the last 50 years.**

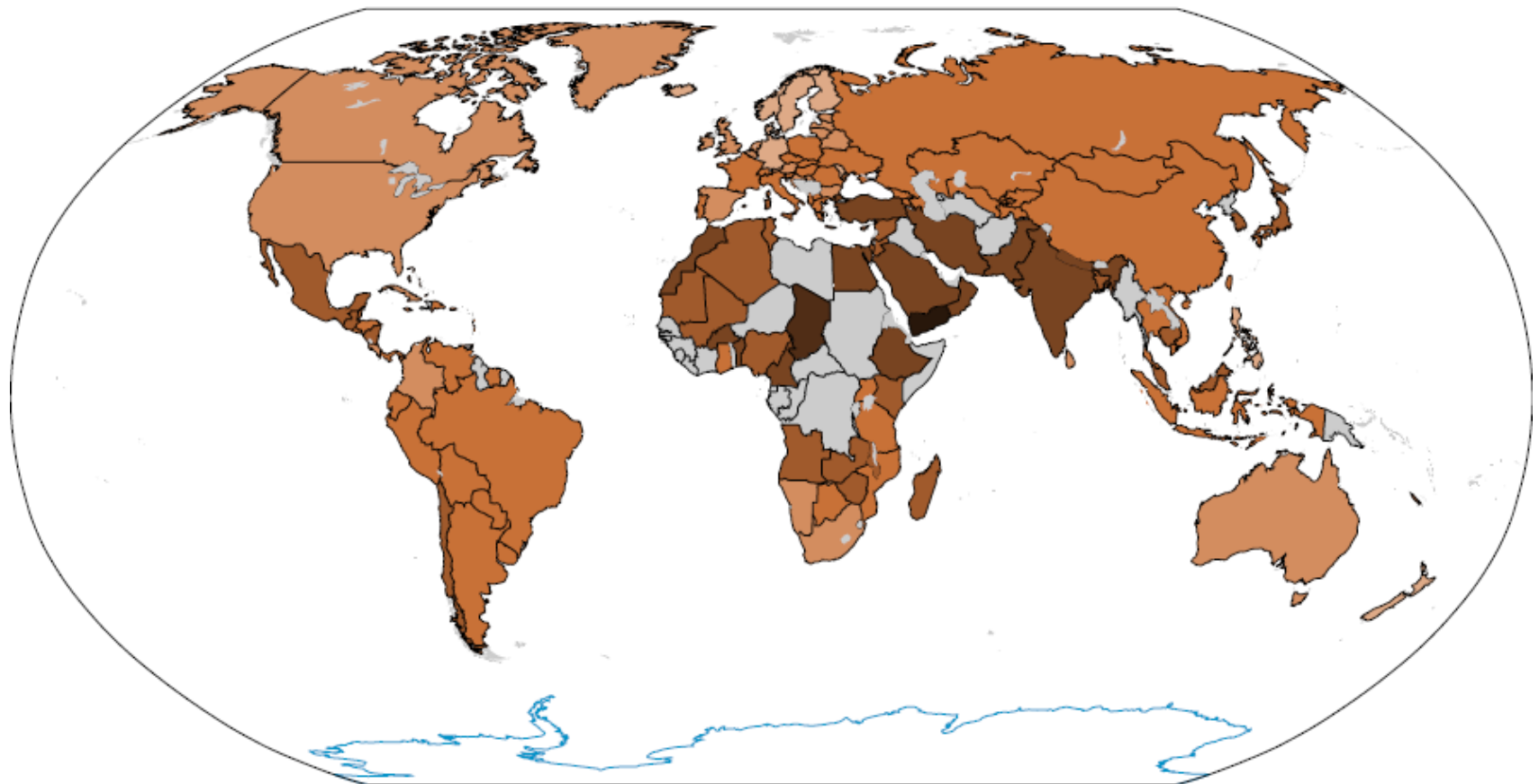
Index Construction

Steps in the process:

1. All data converted to ratios (female/male).
2. All data truncated at "equality benchmark". In all variables except two this benchmark was 1. In the case of life expectancy it was 1.06 and in the case of sex ratio at birth it was 0.944. The 0-1 scale is an intuitively appealing scale that allows us to say how far away a country is from equality in terms of percentages, e.g. a score of 0.8 means that the country has closed 80% of the gender gap.
3. Within each subindex, standard deviations are then used to create weights for each indicator. These weights allow the data to tell us the relative importance of each variable within each subindex.
4. Unweighted average of each subindex creates the final index score.

Country Coverage

The Global Gender Gap Index 2009 covers 134 economies, representing over 90% of the world's population.



Selected Rankings 2009: Top 25

Country	2009 rank	2009 score	2009 rank among 2008 countries	2008 rank	2008 score	2007 rank	2007 score	2006 rank	2006 score
Iceland	1	0.8276	1	4	0.7999	4	0.7836	4	0.7813
Finland	2	0.8252	2	2	0.8195	3	0.8044	3	0.7958
Norway	3	0.8227	3	1	0.8239	2	0.8059	2	0.7994
Sweden	4	0.8139	4	3	0.8139	1	0.8146	1	0.8133
New Zealand	5	0.7880	5	5	0.7859	5	0.7649	7	0.7509
South Africa	6	0.7709	6	22	0.7232	20	0.7194	18	0.7125
Denmark	7	0.7628	7	7	0.7538	8	0.7519	8	0.7462
Ireland	8	0.7597	8	8	0.7518	9	0.7457	10	0.7335
Philippines	9	0.7579	9	6	0.7568	6	0.7629	6	0.7516
Lesotho	10	0.7495	10	16	0.7320	26	0.7078	43	0.6807
Netherlands	11	0.7490	11	9	0.7399	12	0.7383	12	0.7250
Germany	12	0.7449	12	11	0.7394	7	0.7618	5	0.7524
Switzerland	13	0.7426	13	14	0.7360	40	0.6924	26	0.6997
Latvia	14	0.7416	14	10	0.7397	13	0.7333	19	0.7091
United Kingdom	15	0.7402	15	13	0.7366	11	0.7441	9	0.7365
Sri Lanka	16	0.7402	16	12	0.7371	15	0.7230	13	0.7199
Spain	17	0.7345	17	17	0.7281	10	0.7444	11	0.7319
France	18	0.7331	18	15	0.7341	51	0.6824	70	0.6520
Trinidad and Tobago	19	0.7298	19	19	0.7245	46	0.6859	45	0.6797
Australia	20	0.7282	20	21	0.7241	17	0.7204	15	0.7163
Barbados	21	0.7236	21	26	0.7188	n/a	n/a	n/a	n/a
Mongolia	22	0.7221	22	40	0.7049	62	0.6731	42	0.6821
Ecuador	23	0.7220	23	35	0.7091	44	0.6881	82	0.6433
Argentina	24	0.7211	24	24	0.7209	33	0.6982	41	0.6829
Canada	25	0.7196	25	31	0.7136	18	0.7198	14	0.7165

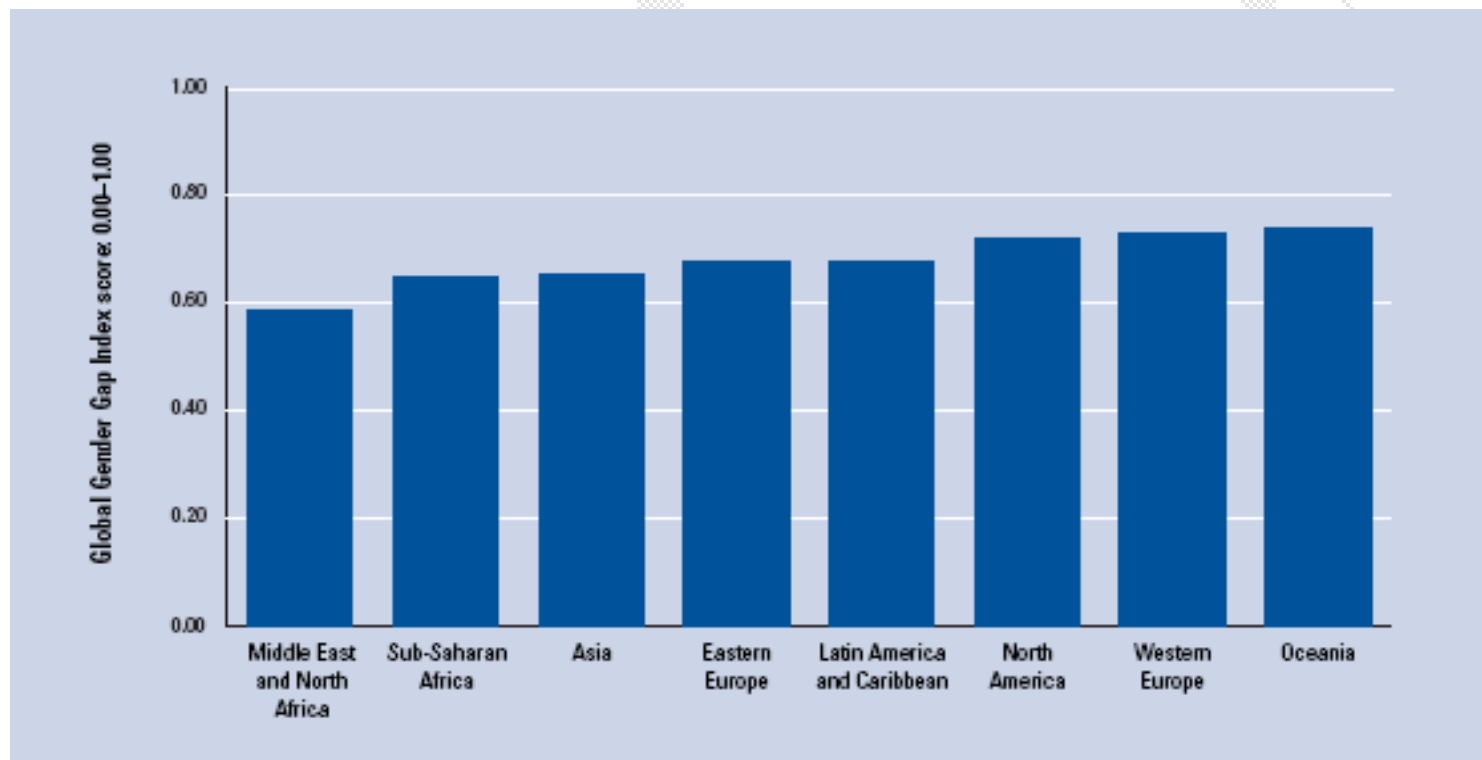
Selected Rankings 2009: Bottom 25

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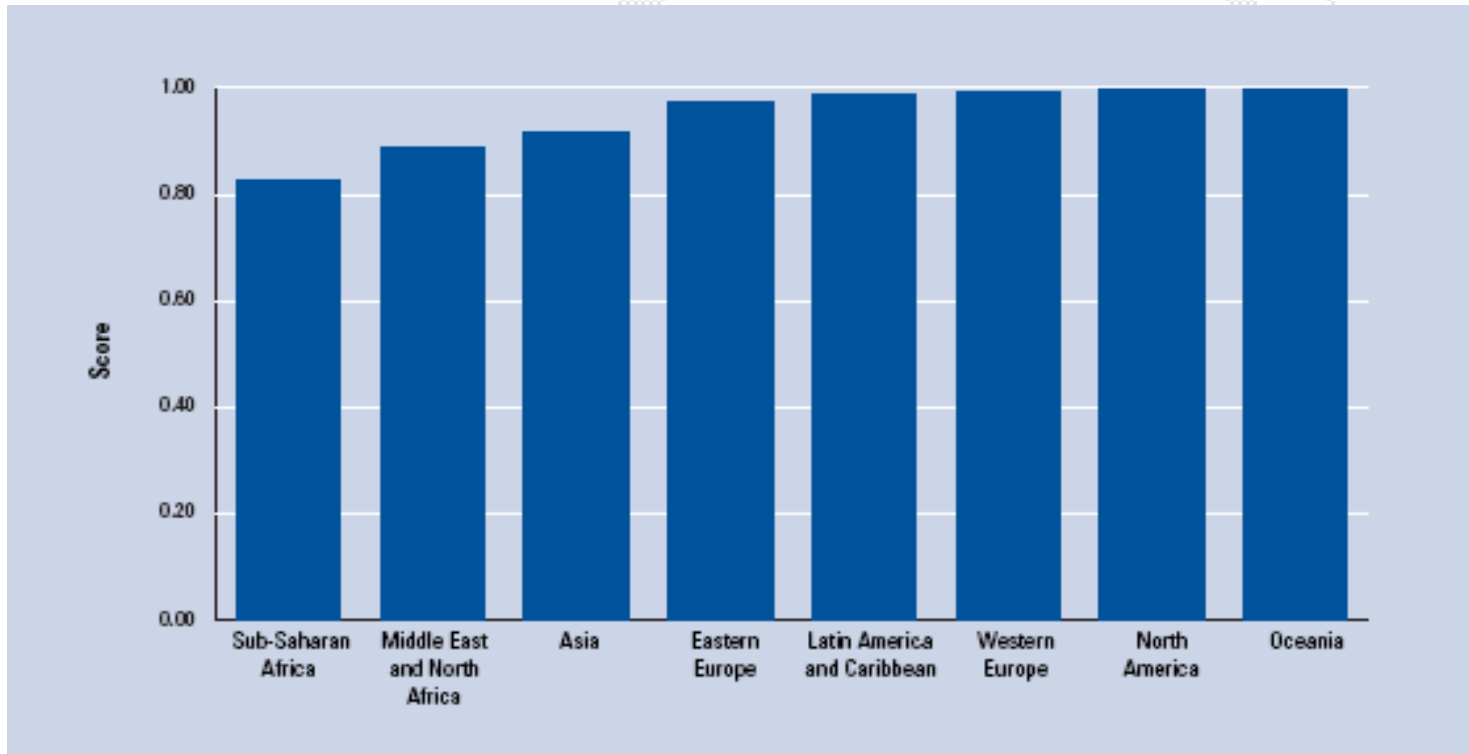
Country	2009 rank	2009 score	2009 rank among 2008 countries	2008 rank	2008 score	2007 rank	2007 score	2006 rank	2006 score
Nepal	110	0.6213	106	120	0.5942	125	0.5575	111	0.5478
Guatemala	111	0.6209	107	112	0.6072	106	0.6144	95	0.6067
United Arab Er	112	0.6198	108	105	0.6220	105	0.6184	101	0.5919
Jordan	113	0.6182	109	104	0.6275	104	0.6203	93	0.6109
India	114	0.6151	110	113	0.6060	114	0.5936	98	0.6011
Korea, Rep.	115	0.6146	111	108	0.6154	97	0.6409	92	0.6157
Bahrain	116	0.6136	112	121	0.5927	115	0.5931	102	0.5894
Algeria	117	0.6119	113	111	0.6111	108	0.6068	97	0.6018
Cameroon	118	0.6108	114	117	0.6017	116	0.5919	103	0.5865
Mauritania	119	0.6103	115	110	0.6117	111	0.6022	106	0.5835
Burkina Faso	120	0.6081	116	115	0.6029	117	0.5912	104	0.5854
Syria	121	0.6072	117	107	0.6181	103	0.6216	n/a	n/a
Ethiopia	122	0.5948	118	122	0.5867	113	0.5991	100	0.5946
Oman	123	0.5938	119	118	0.5960	119	0.5903	n/a	n/a
Morocco	124	0.5926	120	125	0.5757	122	0.5676	107	0.5827
Qatar	125	0.5907	121	119	0.5948	109	0.6041	n/a	n/a
Egypt	126	0.5862	122	124	0.5832	120	0.5809	109	0.5786
Mali	127	0.5860	123	109	0.6117	112	0.6019	99	0.5996
Iran	128	0.5839	124	116	0.6021	118	0.5903	108	0.5803
Turkey	129	0.5828	125	123	0.5853	121	0.5768	105	0.5850
Saudi Arabia	130	0.5651	126	128	0.5537	124	0.5647	114	0.5242
Benin	131	0.5643	127	126	0.5582	123	0.5656	110	0.5780
Pakistan	132	0.5458	128	127	0.5549	126	0.5509	112	0.5434
Chad	133	0.5417	129	129	0.5290	127	0.5381	113	0.5247
Yemen	134	0.4609	130	130	0.4664	128	0.4510	115	0.4595

Regional Performance: Overall Scores

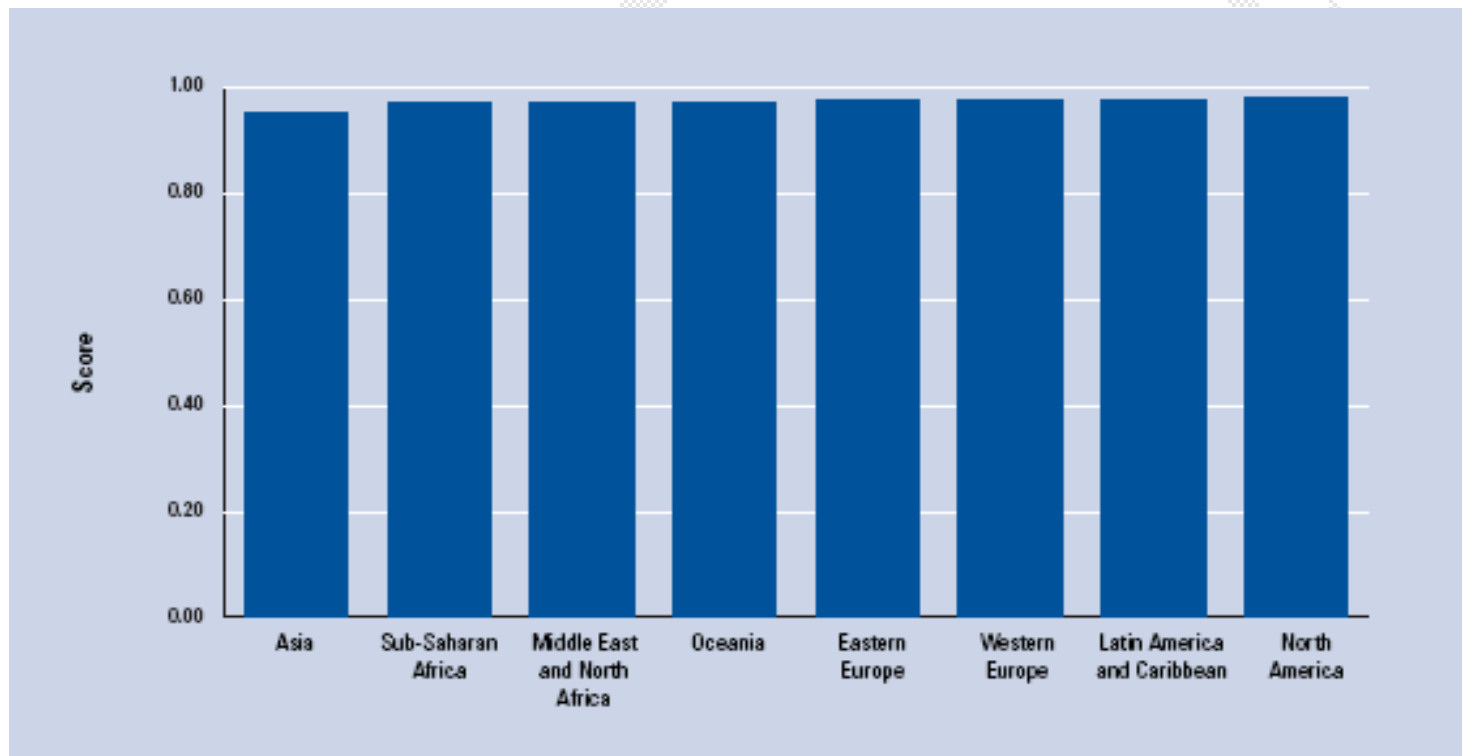
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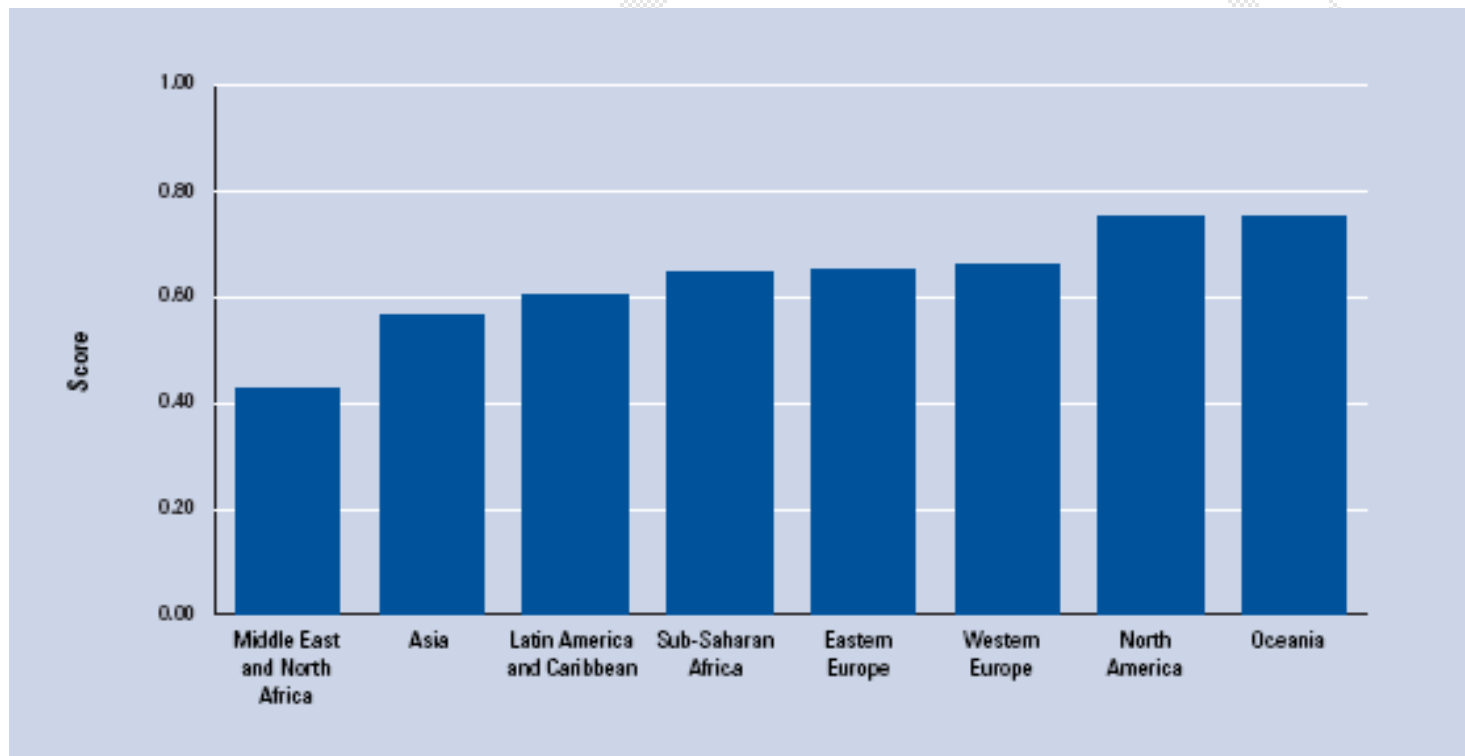
Regional Performance: Educational Attainment



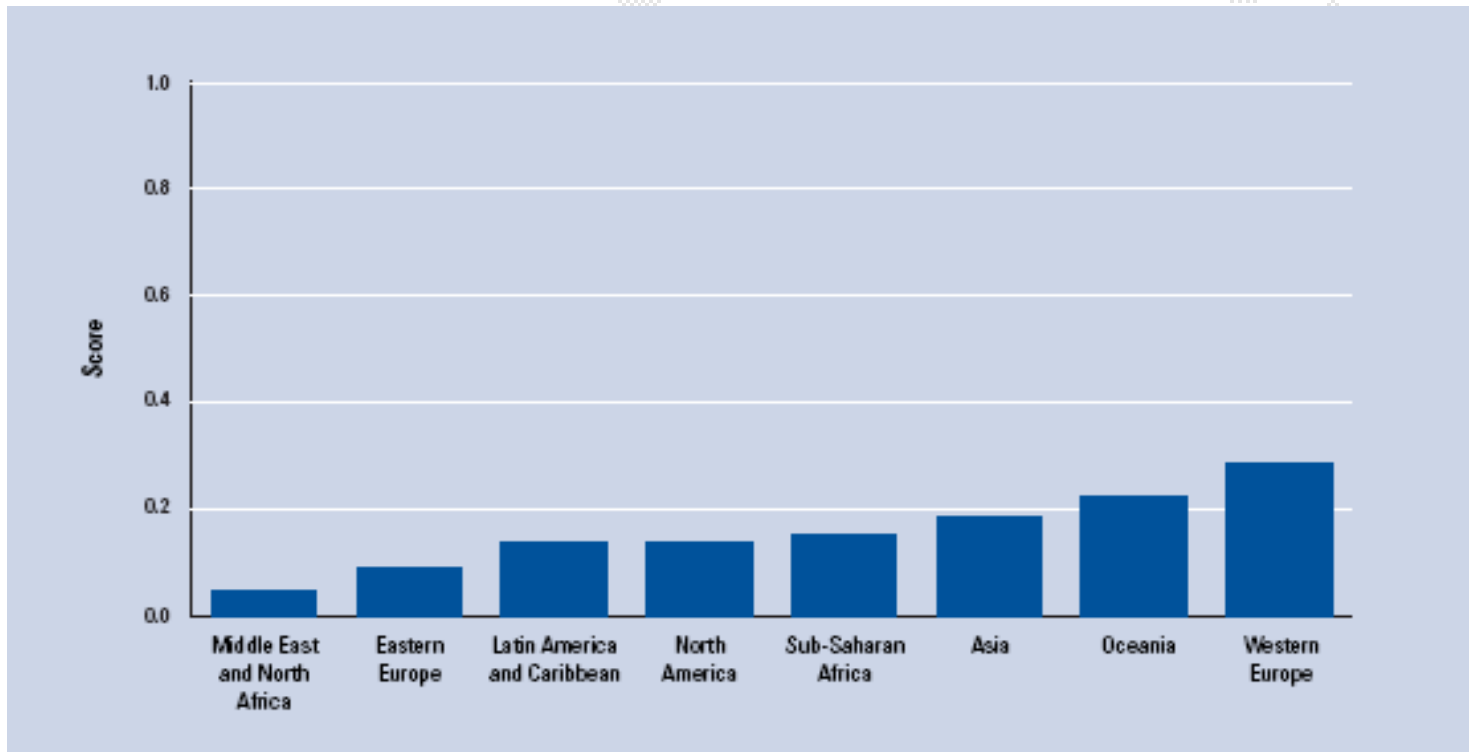
Regional Performance: Health and Survival



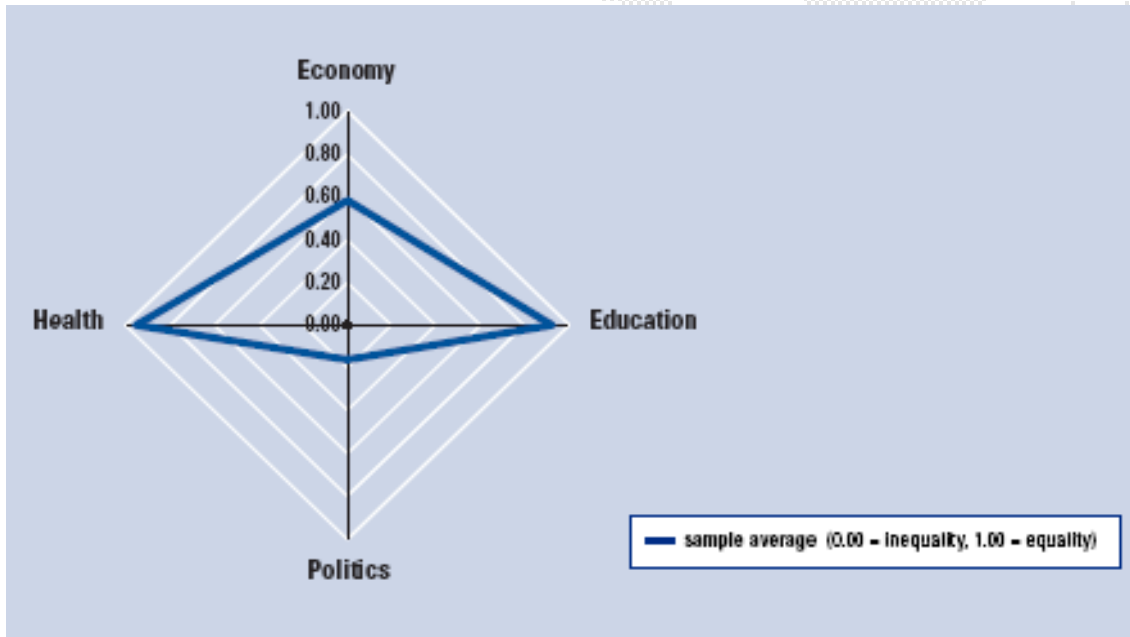
Regional Performance: Economic Participation and Opportunity



Regional Performance: Political Empowerment



Global Patterns 2009



In 2009, the world (134 countries) had closed:

- 96% of the health outcomes gap (39 countries have closed this gap fully)
- 93% of the educational outcomes gap (25 countries have closed this gap fully)
- 60% of the economic outcomes gap
- 17% of the political outcomes gap

Global Patterns 2009

LOW INCOME		
Country	Overall score	Overall rank
Mozambique	0.7195	26
Uganda	0.7067	40
Kyrgyzstan	0.7058	41
Uzbekistan	0.6913	58
Vietnam	0.6802	71
Tanzania	0.6797	73
Gambia	0.6752	76
Malawi	0.6738	77
Madagascar	0.6732	78
Ghana	0.6704	81
Tajikistan	0.6661	87
Bangladesh	0.6526	94
Zimbabwe	0.6518	96
Kenya	0.6512	98
Senegal*	0.6427	102
Cambodia	0.6410	104
Zambia	0.6310	107
Nepal	0.6213	110
Mauritania	0.6103	119
Burkina Faso	0.6081	120
Ethiopia	0.5948	122
Mali	0.5860	127
Benin	0.5643	131
Chad	0.5417	133
Yemen	0.4609	134

LOWER MIDDLE INCOME		
Country	Overall score	Overall rank
Philippines	0.7579	9
Lesotho	0.7495	10
Sri Lanka	0.7402	16
Mongolia	0.7221	22
Ecuador	0.7220	23
Guyana*	0.7108	35
Moldova	0.7104	36
Nicaragua	0.7002	49
El Salvador	0.6939	55
Thailand	0.6907	59
China	0.6907	60
Ukraine	0.6896	61
Honduras	0.6893	62
Paraguay	0.6868	66
Bolivia	0.6893	83
Georgia	0.6680	84
Belize	0.6636	88
Azerbaijan	0.6626	90
Armenia	0.6619	91
Albania	0.6601	92
Indonesia	0.6580	93
Maldives	0.6482	100
Angola	0.6353	106
Nigeria	0.6280	108
Tunisia	0.6233	109
Guatemala	0.6209	111
Jordan	0.6182	113
India	0.6151	114
Cameroon	0.6108	118
Syria	0.6072	121
Morocco	0.5926	124
Egypt	0.5862	126
Iran	0.5839	128
Pakistan	0.5458	132

UPPER MIDDLE INCOME		
Country	Overall score	Overall rank
South Africa	0.7709	6
Latvia	0.7416	14
Argentina	0.7211	24
Costa Rica	0.7180	27
Cuba	0.7176	29
Lithuania	0.7175	30
Namibia	0.7167	32
Belarus	0.7141	34
Bulgaria	0.7072	38
Botswana	0.7071	39
Panama	0.7024	43
Peru	0.7024	44
Kazakhstan	0.7013	47
Jamaica	0.7013	48
Poland	0.6998	50
Russian Federation	0.6987	51
Macedonia	0.6950	53
Colombia	0.6939	56
Uruguay	0.6936	57
Chile	0.6884	64
Dominican Republic	0.6859	67
Venezuela	0.6839	69
Romania	0.6805	70
Suriname	0.6726	79
Brazil	0.6695	82
Mauritius	0.6513	97
Mexico	0.6503	99
Malaysia	0.6467	101
Fiji*	0.6414	103
Algeria	0.6119	117
Turkey	0.5828	129

HIGH INCOME		
Country	Overall score	Overall rank
Iceland	0.8276	1
Finland	0.8252	2
Norway	0.8227	3
Sweden	0.8139	4
New Zealand	0.7880	5
Denmark	0.7628	7
Ireland	0.7597	8
Netherlands	0.7490	11
Germany	0.7449	12
Switzerland	0.7426	13
United Kingdom	0.7402	15
Spain	0.7345	17
France	0.7331	18
Trinidad and Tobago	0.7298	19
Australia	0.7282	20
Barbados	0.7236	21
Canada	0.7196	25
Bahamas*	0.7179	28
United States	0.7173	31
Belgium	0.7165	33
Estonia	0.7094	37
Austria	0.7031	42
Israel	0.7019	45
Portugal	0.7013	46
Slovenia	0.6982	52
Croatia	0.6944	54
Luxembourg	0.6889	63
Hungary	0.6879	65
Slovakia	0.6845	68
Italy	0.6798	72
Czech Republic	0.6789	74
Japan	0.6769	75
Cyprus	0.6706	80
Singapore	0.6664	85
Greece	0.6662	86
Malta	0.6635	89
Brunei Darussalam	0.6524	95
Kuwait	0.6356	105
United Arab Emirates	0.6198	112
Korea, Rep.	0.6146	115
Bahrain	0.6136	116
Oman	0.5938	123
Qatar	0.5907	125
Saudi Arabia	0.5651	130

*New country 2009

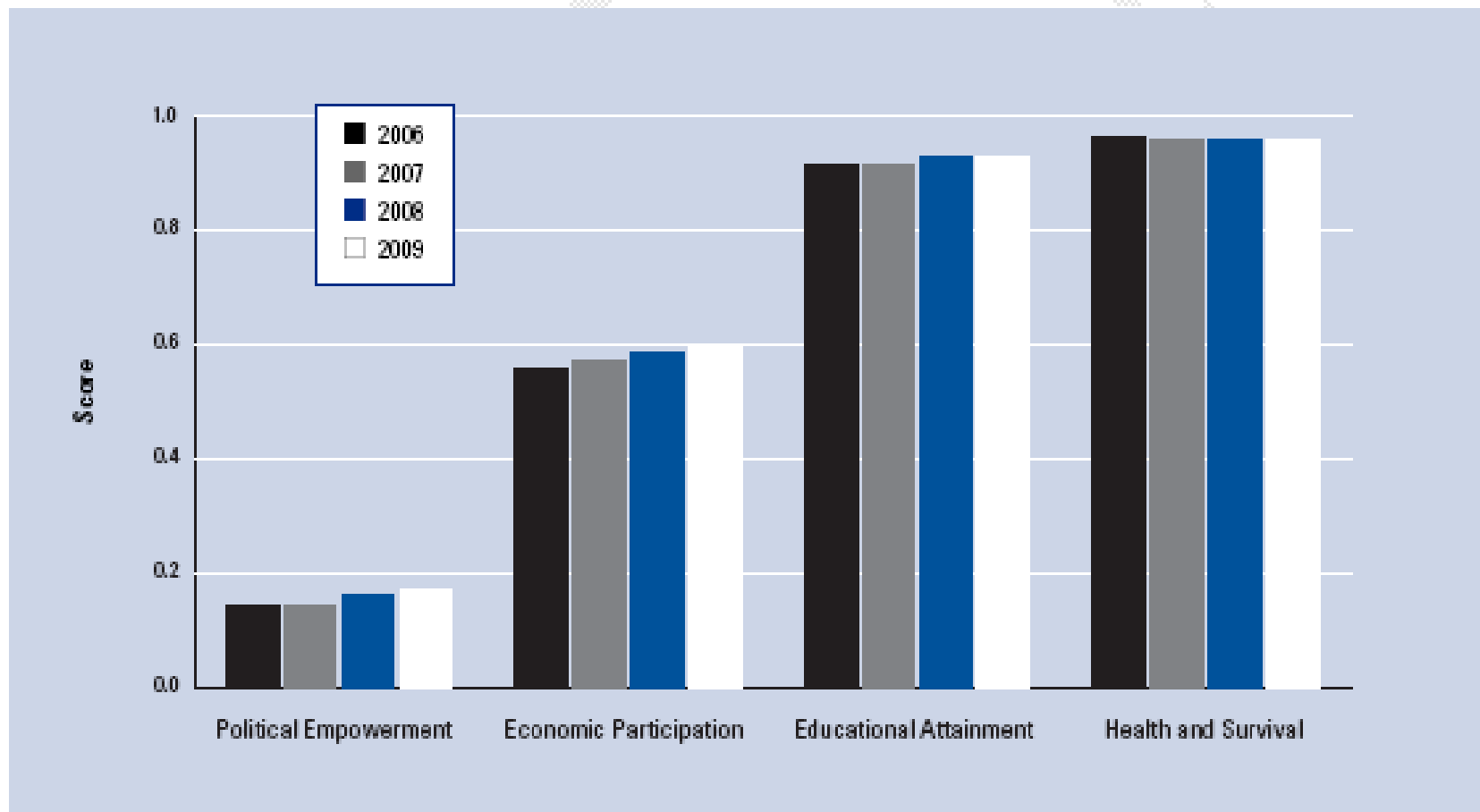
Note: Income classifications are taken from the World Bank.

Global Trends, 2006-2009

Number of countries	2008 to 2009	2007 to 2008	2006 to 2007	2006 to 2009
With widening gaps	43	41	24	16
With narrowing gaps	87	87	91	99
Deteriorating (%)	33	32	21	14
Improving (%)	67	68	79	86
Total	130	128	115	115

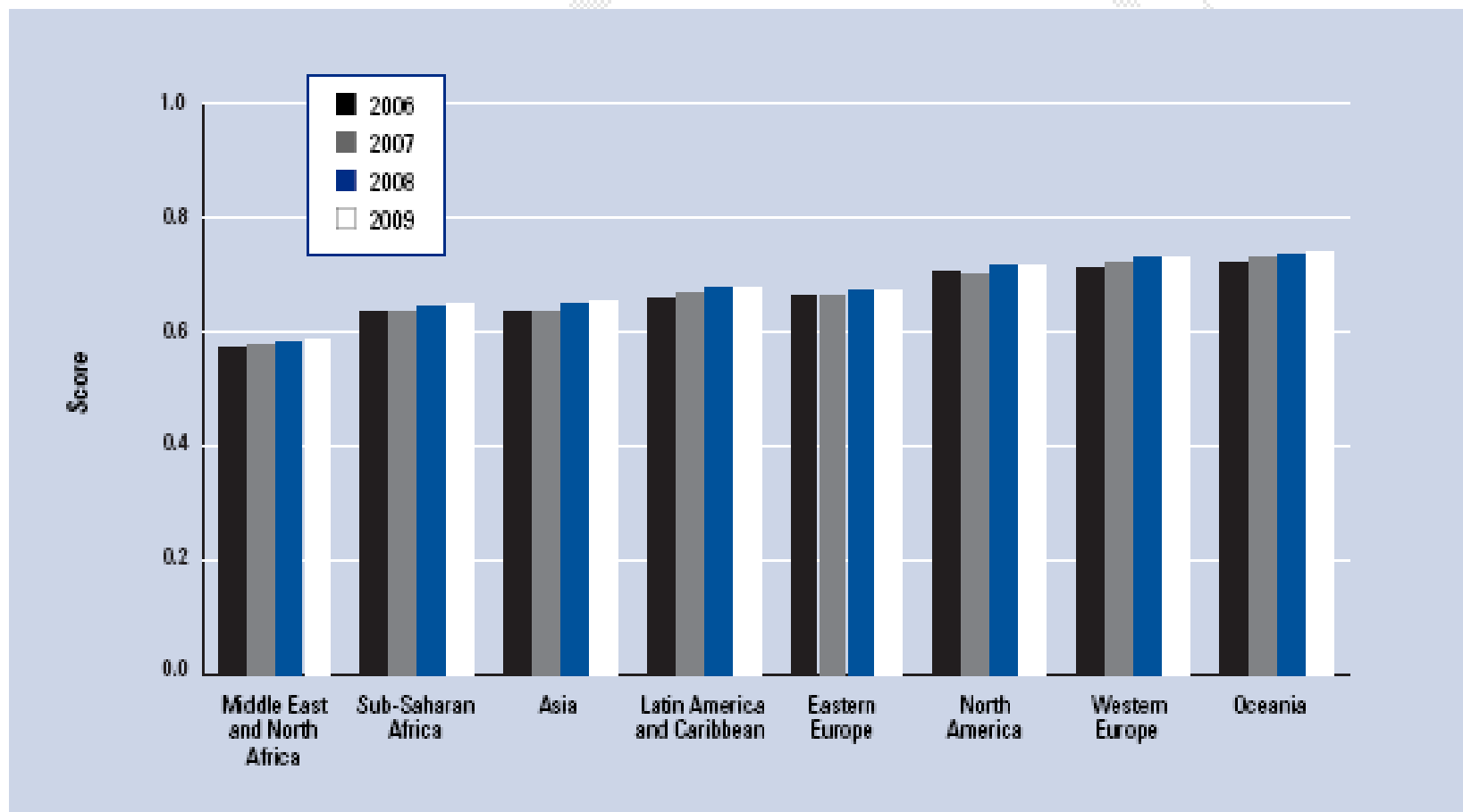
Global Trends, 2006-2009

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Regional Trends, 2006-2009

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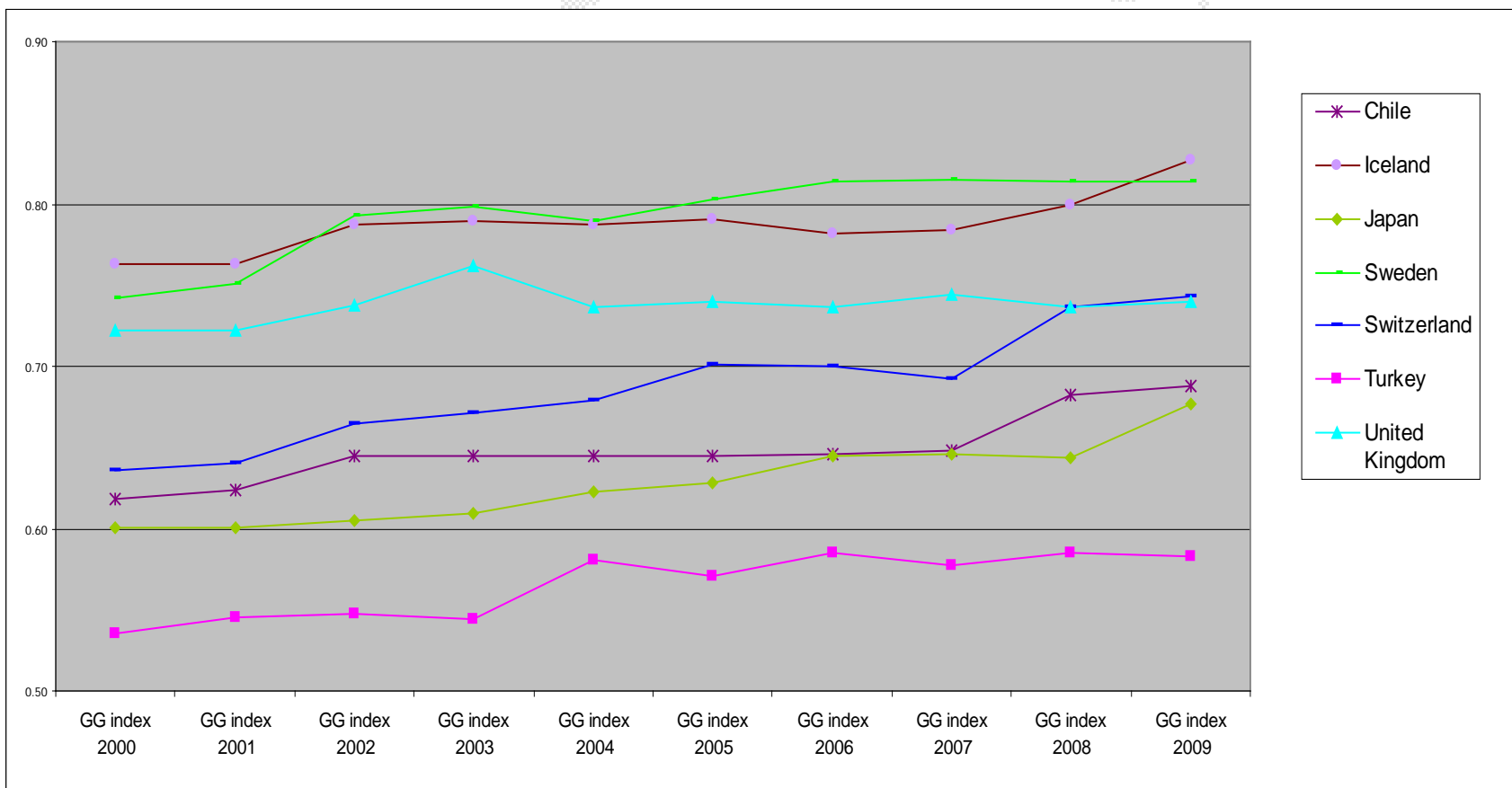
Global Trends, 2000-2009

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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	Difference (2009 score - 2000 score)
Australia	0.6737	0.6823	0.6942	0.7078	0.7137	0.7125	0.7163	0.7204	0.7241	0.7282	0.0545
Bangladesh	0.5963	0.6082	0.6133	0.6096	0.6203	0.6183	0.627	0.6314	0.6531	0.6526	0.0563
Belgium	0.6414	0.6432	0.6646	0.6719	0.6838	0.6862	0.7078	0.7198	0.7163	0.7165	0.0751
Canada	0.6882	0.6887	0.7070	0.7062	0.7112	0.7128	0.7165	0.7198	0.7136	0.7196	0.0314
Chile	0.618	0.6233	0.6451	0.6443	0.6452	0.6448	0.6455	0.6482	0.6818	0.6884	0.0704
Colombia	0.6656	0.6700	0.7215	0.7236	0.7184	0.7181	0.7049	0.7090	0.6944	0.6939	0.0283
Costa Rica	0.6246	0.6282	0.6589	0.6497	0.6705	0.6868	0.6936	0.7014	0.7111	0.7180	0.0934
Croatia	0.6660	0.6666	0.6724	0.6884	0.6980	0.6882	0.7145	0.7210	0.6967	0.6944	0.0284
Czech Republic	0.6670	0.6663	0.6670	0.7037	0.6586	0.6649	0.6712	0.6718	0.6770	0.6789	0.0119
Denmark	0.7007	0.7114	0.7609	0.7616	0.7666	0.7709	0.7462	0.7519	0.7538	0.7628	0.0621
El Salvador	0.6336	0.6341	0.6382	0.6315	0.6409	0.6387	0.6837	0.6853	0.6875	0.6939	0.0603
Finland	0.7240	0.7246	0.7672	0.7699	0.7731	0.7754	0.7958	0.8044	0.8195	0.8252	0.1012
Greece	0.6212	0.6234	0.6274	0.6315	0.6400	0.6449	0.6540	0.6648	0.6727	0.6662	0.0450
Hungary	0.6697	0.6644	0.6982	0.6993	0.6878	0.6869	0.6698	0.6731	0.6867	0.6879	0.0182
Iceland	0.7632	0.7633	0.7871	0.7890	0.7870	0.7903	0.7813	0.7836	0.7999	0.8276	0.0644
Ireland	0.6798	0.6850	0.6918	0.6888	0.7031	0.7105	0.7335	0.7457	0.7518	0.7597	0.0799
Israel	0.6657	0.6668	0.6708	0.6715	0.6758	0.6713	0.6889	0.6965	0.6900	0.7019	0.0362
Italy	0.6147	0.6160	0.6262	0.6279	0.6398	0.6391	0.6456	0.6498	0.6788	0.6798	0.0651
Japan	0.6005	0.6007	0.6047	0.6097	0.6224	0.6280	0.6447	0.6455	0.6434	0.6769	0.0764
Korea, Rep.	0.5645	0.5637	0.5773	0.6019	0.5916	0.5898	0.6157	0.6409	0.6154	0.6146	0.0501
Latvia	0.6853	0.6976	0.6983	0.6984	0.6996	0.6986	0.7091	0.7333	0.7397	0.7416	0.0563
Lithuania	0.6984	0.7018	0.7131	0.7111	0.6927	0.6973	0.7077	0.7234	0.7222	0.7175	0.0191
Malaysia	0.6184	0.6171	0.6219	0.6252	0.6131	0.6401	0.6509	0.6444	0.6442	0.6467	0.0283
Mexico	0.6123	0.6172	0.6235	0.6212	0.6310	0.6309	0.6462	0.6441	0.6441	0.6503	0.0380
Netherlands	0.6737	0.6862	0.7045	0.7074	0.7093	0.7167	0.7250	0.7383	0.7399	0.7490	0.0753
New Zealand	0.7213	0.7246	0.7651	0.7890	0.7614	0.7715	0.7509	0.7649	0.7859	0.7880	0.0667
Norway	0.7581	0.7596	0.7728	0.7763	0.7859	0.7842	0.7994	0.8059	0.8239	0.8227	0.0646
Panama	0.6402	0.6412	0.6570	0.6636	0.6784	0.6793	0.6935	0.6954	0.7095	0.7024	0.0622
Poland	0.6784	0.6778	0.6870	0.6883	0.6841	0.6787	0.6802	0.6756	0.6951	0.6998	0.0214
Portugal	0.6609	0.6619	0.6721	0.6659	0.6726	0.6763	0.6922	0.6959	0.7051	0.7013	0.0404
Romania	0.6616	0.6617	0.6751	0.6833	0.6818	0.6821	0.6797	0.6859	0.6763	0.6805	0.0189
Slovak Republic	0.6845	0.6822	0.6950	0.6860	0.6791	0.6855	0.6757	0.6797	0.6824	0.6845	0.0000
Slovenia	0.6701	0.6751	0.6799	0.6783	0.6796	0.6771	0.6745	0.6842	0.6937	0.6982	0.0281
Spain	0.6518	0.6544	0.6575	0.6672	0.6734	0.6727	0.7319	0.7444	0.7281	0.7345	0.0827
Sweden	0.7424	0.7505	0.7933	0.7982	0.7891	0.8031	0.8133	0.8146	0.8139	0.8139	0.0715
Switzerland	0.6356	0.6398	0.6647	0.6717	0.6785	0.7016	0.6997	0.6924	0.7360	0.7426	0.1070
Trinidad and Tobago	0.6600	0.6598	0.6644	0.6633	0.6726	0.6740	0.6797	0.6859	0.7245	0.7298	0.0698
Turkey	0.5350	0.5456	0.5472	0.5447	0.5808	0.5711	0.5850	0.5768	0.5853	0.5828	0.0478
United Kingdom	0.7222	0.7224	0.7371	0.7614	0.7362	0.7402	0.7365	0.7441	0.7366	0.7402	0.0180

Global Trends, 2000-2009

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Competitiveness & Gender Gap

One of the most important determinants of a country's competitiveness is its human talent – the skills, education and productivity of its workforce.

Women account for one half of the potential talent base throughout the world.

Over time, a nation's competitiveness depends significantly on whether and how it develops and utilizes female talent.

This implies that countries that do not capitalize on the full potential of one half of their societies are misallocating their human resources and undermining their competitive potential.

Competitiveness & Gender Gap



Competitiveness & Gender Gap

